

SC456419

Registered provider: Cambian Childcare Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a private children's home that is registered to care for one child with social and emotional difficulties.

One child has moved out of the home, and one child has moved into the home since the last full inspection. At the time of this inspection, there was one child living at the home. The inspector was able to speak to the child about their experiences of living at the home.

The registered manager is suitably experienced and has been registered with Ofsted since April 2021.

Inspection date: 5 November 2025

Date of last inspection: 7 May 2025

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to

consider how well it complies with The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

Transition planning takes place for children moving into and out of the home. The manager assesses the needs of children moving into the home alongside the skills and knowledge of the staff team. This ensures that staff can meet the needs of children moving into the home.

When children leave the home, the manager works flexibly with the placing authority to identify suitable placements and ensure that transitions are well planned and supported. Staff celebrate the child's time at the home with a team meal and gift.

The manager and staff promote children's education. When children face challenges in education, the manager requests meetings with virtual school headteachers, social workers and headteachers to ensure that all parties are aware of the challenges and are working together to meet the child's educational needs. When children are in part-time education, the manager ensures that there are structured alternative education plans in place to support home learning.

The child is registered with key health care professionals and is supported to attend their health appointments.

Staff work well with social workers and parents to facilitate family time and help children to build and maintain positive family connections.

The home is warm and welcoming. However, the child's bedroom does not have adequate storage space to organise and store their belongings, resulting in them using furniture in alternative ways, which contributes to a dangerous, chaotic and messy environment.

The manager has addressed the shortfalls in procedures when children are missing from home and implemented support strategies to strengthen practice in ensuring the child's safe return home when they are located. This has improved inconsistencies in staff practice and ensures that the missing-from-home protocols are followed.

There has been one incident that staff did not communicate effectively to the manager. The staff failed to complete a routine room check. This resulted in similar incidents occurring the following day, which potentially could have been avoided.

Children's consequences are not monitored and reviewed by the manager. This does not enable the manager to assess if the consequences are restorative and effective

in helping the child to recognise the impact of their behaviour on themselves and others.

The manager is attending management consultation sessions to develop their leadership and management skills.

Staff have received training specific to children's individual risks. Leaders and managers have secured additional training to further enhance staff knowledge and skills. However, staff have not received relevant training or development opportunities in the home's identified model of care. This does not ensure that staff have the necessary knowledge and skills to provide the emotional and therapeutic support outlined in the statement of purpose.

Staff receive regular supervision in line with company policy.

Annual appraisals are not taking place. This does not provide leaders and managers with the opportunity to understand the staff team's strengths and areas of development or plan for career progression.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/05/2025	Full	Requires improvement to be good
16/04/2024	Full	Good
15/06/2023	Full	Good
08/03/2023	Full	Requires improvement to be good

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph requires the registered person to ensure— that staff— take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies; that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(a)(vi)(vii)(d)) Specifically, the registered person must ensure that staff are familiar with safeguarding reporting procedures and communicate safeguarding concerns fully. They must ensure that the child has adequate storage for their belongings and fix the wardrobe to the wall to ensure that it is used for the purpose intended.	17 December 2025
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to—	17 December 2025

lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(h)) Specifically, the registered person must ensure that staff receive training to enable them to deliver the model of care set out in the home's statement of purpose. Additionally, the registered person must ensure that there are robust management oversight systems in place to enable them to keep up to date with managerial tasks and review practice and recording effectively. This includes recordings in relation to incidents and consequences. This requirement has been restated.	
The registered person must ensure that— within 24 hours of the use of a measure of control, discipline, or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time, and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")—	17 December 2025

has spoken to the user about the measure; and has signed the record to confirm it is accurate; within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(b)(i)(ii)(c)) Specifically, the registered person must ensure that consequences are recorded and monitored. They must ensure that children are spoken with about the consequences implemented and that managers have oversight and evaluate the effectiveness of the consequence used. This requirement has been restated.	
The registered person must ensure that all employees— have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(c)) Specifically, the registered person must ensure that staff receive annual appraisals. This requirement has been restated.	17 December 2025

Children's home details

Unique reference number: SC456419

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Leanne Woodings

Registered manager: Angela Griffin

Inspector

Renée Sims, Social Care Inspector

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