

SC456602

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and managed by a private provider. It provides care for up to three children who experience social and emotional difficulties.

The manager registered with Ofsted in October 2022.

At the time of this inspection, two children were living in the home. The inspector spoke to them both.

Inspection dates: 13 and 14 September 2023

Overall experiences and progress of children and young people, taking into account	good
---	-------------

How well children and young people are helped and protected	good
---	------

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 20 March 2023

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/03/2023	Interim	Sustained effectiveness
27/06/2022	Full	Requires improvement to be good
12/01/2022	Interim	Sustained effectiveness
11/10/2021	Full	Requires improvement to be good
04/02/2020	Interim	Sustained effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Children have trusting relationships with staff who know them well. Staff provide support and encourage children with positive comments. If children are struggling, staff remain consistent and reassure them that they will be there for them.

Learning is encouraged. One child has recently taken their GCSE exams. Another has completed a college course which gives them the opportunities for future work. When children struggle to engage with school, alternatives are identified. For example, children have a reduced timetable or new school arrangements. This helps them to re-engage with their learning.

Children can access the health and well-being support that they need. Specialist services are available from the community mental health service. This is helpful for those children who are experiencing emotional difficulties. Staff are also able to seek advice from a mental health practitioner. This helps staff to understand how to support children, and the right approach to take. This makes sure that children have access to the right help and support.

Staff understand how important it is for children to see their friends and family. Staff get to know the people who are special to the children by understanding their shared history and experiences. Families feel involved in their children's lives.

There is good planning when there are changes made to children's living arrangements. This can be for when children move in or out of the home. One child has recently moved to live in semi-independent accommodation. Staff provided opportunities for them to develop skills needed so that they could live independently. This has resulted in a successful move into a flat and the child is now caring for herself. Children who have left the home often stay connected with staff. This gives them a place they can go to for advice if needed.

The home is nicely decorated. The living room is a communal hub with comfortable sofas and cushions. Children decorate their own bedrooms and buy items that make it individual. One child has thought of ways that they can further individualise their bedroom space. This allows their creativity to thrive.

How well children and young people are helped and protected: good

Children said that they feel safe in the home. Each child has their own risk assessment to identify the challenges that they are experiencing currently. These plans are easy to follow and give staff clear advice about how best to support children. However, door alarms are used on the children's bedrooms, and the paperwork does not reflect the individual safeguarding reason for this measure to be used.

Staff are knowledgeable about issues such as self-harm. They talk to children sensitively, which helps them to express their feelings. Staff also take practical steps such as completing bedroom searches to remove items that might cause harm. Follow-up discussions allow children to explore their thoughts and feelings. The children also develop alternative strategies to help to keep them safer, and for them to cope better at times when they are feeling unhappy.

Positive behaviour is encouraged through staff's reinforcement, and incentives are given. Staff rarely need to give consequences to children. This is in keeping with the home's ethos and approach, which is restorative. Some physical interventions have been necessary, however these are mainly when staff have guided children to stop them from hurting themselves.

Children do not regularly go missing from the home. If they do, staff make efforts to find the children, and report them missing to the police if needed. This helps to return the children as soon as possible to help to reduce the risk of harm.

Children know how to make complaints about things they are not happy with. The manager takes the necessary action. This can involve suspending staff, speaking to the local authority designated officer and other professionals. Once the outcome of any investigation is complete, any agreed actions or learning are undertaken. This ensures that children are safe while the complaints are resolved.

The effectiveness of leaders and managers: good

The manager and staff aspire to achieve good outcomes for children. The manager has developed good relationships with the children and is actively involved in their care. His commitment is evident. The manager challenges other professionals to make sure that children get what they need and deserve.

The manager deals with difficult situations. For example, he had to make the decision that a child, who had lived at the home for a long time, had to move out. The manager took a pragmatic view to make the best decision, and achieve the best outcome for all the children living at the home.

There have been fluctuations in the staff team, with some people leaving and new people starting. However, the core team has provided some consistency for the children, with more experienced staff remaining who know the children well. Newer staff have good support from their colleagues, who are on hand to answer questions that they have.

Team meetings and supervision sessions take place regularly. Staff said that they feel supported by the manager and the team leaders. They can discuss work issues to gain advice and guidance. This makes sure that the team knows the best approach to take when caring for the children.

Feedback received from professionals is positive. They said that the staff know the children well and understand their needs. There is good multi-agency working and

staff provide regular communication about how children are progressing. This ensures that the children's care team can make good decisions for them.

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 registered person may only use devices for the monitoring or surveillance of children if— the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children; the monitoring or surveillance is no more intrusive than necessary, having regard to the child's need for privacy. (Regulation 24 (1)(a)(d)) In particular, the manager needs to ensure that the reason for the use of alarms on children's bedroom doors is outlined in each child's risk assessment. These measures need to be regularly reviewed and should only be used for as long as necessary.	6 October 2023

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, using the social care common inspection framework. This 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'.

Children's home details

Unique reference number: SC456602

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Metropolitan House, 3 Darkes Lane, Potters Bar
EN6 1AG

Responsible individual: Ian Raine

Registered manager: Daniel Raitt

Inspector

Miriam Dolman, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023