

SC456602

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

The home accommodates up to three children who have emotional and/or behavioural difficulties. A private company operates this home.

The manager has been registered since 10 May 2018.

Inspection date: 26 February 2019

Judgement at last inspection: requires improvement to be good

Date of last inspection: 30 May 2018

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection.

At the interim inspection, Ofsted judges that it has improved effectiveness.

The registered manager has been in post since May 2018. He has made significant improvements in the monitoring and auditing of children's files and daily records. As a result, the analysis and evaluation of the work carried out with and for children have improved. The recent appointment of an experienced deputy manager will improve the oversight and support of staff's practice.

Two new children have moved in and three have moved out since the last full inspection, including placements that have broken down. However, the manager and staff ensure that the proposed new placements are able to meet children's needs. The manager and staff transport and go with children when they move. This provides emotional support. The

sharing of information is thorough, promoting positive outcomes for children.

The physical environment is homely, and the children are supported to personalise their bedrooms. This helps to boost children's self-esteem, as they have a pleasant place to live in. The manager has improved the physical appearance of the home since the last full inspection. Plans are in place to replace all internal doors as, over time, they have suffered from wear and tear.

Since the last inspection, the frequency at which children go missing from the home has been reduced. The staff are proactive in searching for children and work with partner agencies to ensure that children return safely. Children are supported to develop and maintain peer friendships in the community. The staff have worked with social workers to enable children to have overnight stays with friends. This helps children to settle and be a part of their community, and it improves their sense of belonging.

Social workers and families have commented on good communication with staff. They receive weekly reports and see their children develop positive relationships with staff. The manager, in particular, is proactive in communicating with children, families and professionals.

The staff ensure that children attend school and, where issues arise, they move quickly to resolve these. The staff use incentives to promote change in children's inappropriate behaviour. For example, a member of staff has introduced a visual money chart to promote good, respectful communication and to assist in the reduction of abusive language. This has resulted in positive steps being made.

The manager has continued to develop the staff team. The new team leader and deputy team manager are both experienced and qualified. There has been high staff turnover, with people leaving for a variety of reasons and, as such, continuity of care to children is an issue. However, its impact has been reduced by a core staff group of familiar adults providing consistency.

The children are listened to, and they put forward their choices and views on aspects of their care in both house meetings and key-work sessions. However, as per the last inspection, they do not routinely comment on their individual records and their voice is not always evident in decisions made in relation to their care.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/05/2018	Full	Requires improvement to be good
18/12/2017	Full	Requires improvement to be good
15/02/2017	Interim	Improved effectiveness
31/05/2016	Full	Good

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

Recommendations

- The registered person must demonstrate every effort to achieve continuity of staffing so that children's attachments are not overly disrupted. ('Guide to the children's homes regulations including the quality standards', page 51, paragraph 10.1)
- Children should be encouraged by staff to see the home's records as 'living documents', supporting them to view and contribute to the record in a way that reflects their voice on a regular basis. ('Guide to the children's homes regulations including the quality standards', page 58, paragraph 11.19)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the difference made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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: 4th floor, Waterfront, Manbre Wharf, Manbre Road, Hammersmith, London, Middlesex W6 9RH

Responsible individual: Ian Raine

Registered manager: Michael Cowans

Inspector

Michael Dack, social care inspector

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