

SC456729

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is run by a large private organisation. It provides care for up to 3 children who may experience social and emotional difficulties.

At the time of this inspection, 2 children were living in the home.

The manager registered with Ofsted in April 2025.

Inspection dates: 22 and 23 April 2026

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 7 May 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/05/2025	Full	Good
14/05/2024	Full	Good
24/05/2023	Full	Good
26/04/2022	Full	Good

Summary of findings

Since the last inspection, the manager has maintained good-quality care for the children living in the home. The 2 children living in the home are settled and making good progress.

Children are supported by a team with the skills and knowledge to build meaningful relationships which they use to safeguard the children and promote their welfare.

Inspection judgements

Overall experiences and progress of children and young people: good

Two children have moved into the home and two children have moved out since the last inspection. Staff supported one child in their move to semi-independence and one child to a solo placement that was more suited to their emerging needs. Staff supported the child to visit their new home and provided emotional support during this transition. These moves were well planned, which helped children to move on from the home in a positive way.

Staff know the children well and speak warmly about them. Relationship-building with children is at the heart of the work carried out in the home. The management team has a clear and ambitious plan for the development of the home, premises, staff team and provision to children.

Staff get to know the individual needs of children and show an interest in their skills and interests. For example, despite one child only living in the home for a short period of time, staff have got to know their interests and have supported them to join a gym and a martial arts class. One child said, 'It's such a good place to live. All the staff are sound, they help me, look after me and make sure I am okay.'

Planning for children moving into the home is thorough and clearly considers all the children in the home, the skills and experience of staff members and local issues. Other professionals are involved appropriately. Planning for children moving out of the home is clear and child centred. Staff support children to develop independence skills in advance of moving on, to help children feel skilled and able to live independently.

Children's health needs are met. Staff ensure that children are up to date with routine health appointments and immunisations. Specialist help is sought when required to support children's emotional health needs. Staff support children to understand and recognise risks relating to substance use and vaping.

Staff promote education for the children. They encourage children to attend school and staff have excellent communication with school staff. Staff spend time with children to reflect on any issues in school and try different techniques to encourage school attendance when issues arise. Professionals who work with the children speak highly of

the staff team and managers of the home. They state that they are proactive and excellent advocates for the children.

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

Safeguarding practice in the home is good. All risks are identified and plans are in place to support staff in reducing risks and keeping children safe. Staff are clear about the strategies needed to keep children safe and implement these on all occasions. For one child, this has resulted in a significant reduction in risks relating to substance misuse and going missing from home.

There is a proactive response from the team when children go missing from home. Staff continue to search for children until they are located, continue attempts to make contact by phone and are in continuous contact with family members and external professionals. Staff not on shift support searches. The manager and team work closely with external professionals such as police and education services to deliver a multi-agency approach to work carried out with children.

Children at risk of criminal exploitation receive strong, pre-emptive and coordinated support. Staff are trained in recognising indicators of exploitation and any concerns are logged and shared with relevant professionals in a timely manner. The manager appropriately challenges other professionals if she feels their response is not in line with the risks recognised. Staff work well with other professionals, demonstrate effective communication and carry out good-quality direct work with children.

There have been no incidents of physical intervention. Staff manage the behaviours of the children well and are effective in their use of de-escalation techniques when needed. There is a real strength in the team for building relationships with the children and this enables staff to address challenging behaviour in a way which works with children and ensures that boundaries are respected.

Both the children said they felt safe and cared for. The importance of relationships and children feeling important to the staff team has had a significant impact of them feeling safe. One child described the team caring for them as 'feeling like family'. Staff demonstrate to the children that they care about them and that they matter.

The effectiveness of leaders and managers: good

The registered manager and deputy manager run a cohesive and supportive home where the staff feel valued and the children are prioritised. The staff team and external professionals praised the manager for her support and guidance. One professional said, 'She is a manager who goes above for her team and prioritises their safety and wellbeing alongside that of the children.'

Staff members feel valued, supported and listened to. Team meetings take place regularly and provide opportunities for the team to contribute to the development of the home. Children's views and wishes for the home are discussed in each team meeting.

Supervisions also take place regularly at appropriate intervals for all staff members. The staff team work well together and there is a culture of trust and collaboration.

When issues have arisen, managers have challenged other professionals appropriately, using escalation when needed and with the child's best interests at heart. Staff advocate clearly on behalf of children and enable children to have their voice heard.

The manager ensures that the home environment is safe and secure for children and protects them from harm or the risk of harm. Risk assessments are regularly reviewed, and staff understand and implement strategies to keep children safe.

Staff training is clearly monitored and planned with the staff group. Additional focused training is commissioned quickly in line with children's emerging needs. However, not all staff have achieved qualifications within the specified date. For some, there have been extenuating circumstances, and the registered manager has maintained oversight of this. They have chased the relevant assessing agencies to get issues resolved.

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

Recommendation

- The registered person should ensure that all staff have completed the appropriate qualification by the relevant date when there are not reasonable extenuating circumstances. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.1)

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: SC456729

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Katy Parsonage

Registered manager: Emma Tastan

Inspectors

Rose Maddocks, Social Care Inspector
Hannah Longdon, Social Care Inspector

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