

SC456850

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The children's home is operated by a private company. It is registered to provide care for one child who may have social and emotional difficulties.

There was one child living at the home and they spoke with the inspector.

The manager registered with Ofsted in December 2022.

Inspection dates: 20 and 21 May 2025

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: 22 January 2025

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
22/01/2025	Full	Requires improvement to be good
12/03/2024	Full	Good
20/03/2023	Full	Good
15/03/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The planning for the child moving into the home has improved because of the manager's learning and reflection after previous events. The manager has developed a more robust procedure to ensure that the needs of the child are identified and that staff have the necessary skills to meet these needs.

The child moved into the home in a planned way, with the manager speaking to the child and parents about the home and the expectations before the move. This helped to reduce the child's anxieties. As a result, they are settled and their needs are being met.

The child is starting to develop trusting relationships with staff. Staff are nurturing, child centred and dedicated and they have a good understanding of the child's needs and vulnerabilities. One parent said, 'I could not ask for a better home; staff are supportive, caring and they keep me informed.'

The child is in good health. Staff have a good understanding of the child's health needs and past trauma. They work with other health professionals and educate the child on health-related issues. This means that the child is getting the appropriate support to make positive choices about their health and well-being.

The child had missed a lot of education before moving into the home. The manager has ensured that the child is now accessing a tutor for two hours each day to help the child prepare for their GCSEs. However, the manager has not ensured that the child has a clear structure to the day and opportunities to complete both formal and informal learning.

Staff support the child to access a range of activities out in the community. These include visits to the gym, local spa, playing snooker and swimming. Staff also support the child to develop independence skills through cooking, doing their laundry and shopping. The child regularly attends a part-time job at a local shop. This is helping the child to develop their confidence and self-esteem.

Staff support the child to have positive family time with people who are important to them. Even though the child lives a distance from their parents, they have daily phone calls. In addition, parents are given the opportunity to visit the child in the home. The staff complete a weekly overview of the child's achievements and these are shared with parents. This ensures that parents feel involved in the child's daily life.

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

The child's safety and welfare are at the heart of staff practice. Staff have a good understanding of the child's strengths and vulnerabilities. Staff are supported to manage the child's risks by following clear and detailed risk assessment plans, which are regularly

reviewed. As a result, the child said that they feel safe in the home and when out in the community.

The child knows how to make a complaint and has followed the complaints procedure to raise an issue. The manager quickly responded to this and ensured that the child was kept informed throughout the process. The child said that staff listen to them and they can express their wishes and feelings freely.

Positive behaviour from the child is promoted by staff. There are clear incentives and rewards in place that are meaningful and relevant to the child. When a consequence for behaviour was used, it was fair and proportionate. There are clear house rules and boundaries in place, which means that the child understands what is expected of them and they feel safe and secure.

Staff provide consistent advice, guidance and support to the child to understand the choices that they make which put them at risk. Through this support, the child is making safer choices. This has meant that there has been a clear reduction in the risk to the child since he moved in. There have been no missing-from-home incidents.

The child is supported to take age-appropriate risk as part of them developing their independence. The child is now having more time in the local community, where they can spend time doing activities such as attending the gym.

The manager ensures that all health and safety checks are completed. Parts of the home have recently been repainted, which has created a warm and welcoming environment.

The effectiveness of leaders and managers: good

The registered manager is experienced, dedicated and caring. He is currently working towards his qualification in leadership and management. He also has management responsibility for another home operated by the company. He is supported in his role by an experienced deputy. They have a good working relationship and shared management responsibilities.

The management team has a strong focus on the care provided to the child. They have good systems in place to ensure that they have clear oversight of the day-to-day practice. The manager has completed a comprehensive review of the quality of care, which includes feedback from others, the strengths of the care provided and areas of improvement.

There is now a stable staff team in place, who share the same aspirations and provide consistency for the child. Staff said that they enjoyed working at the home and there is a strong ethos of teamwork. However, the manager has not ensured that the rota contains the times and hours that he will be working at the home. This does not give clear information to staff on the availability and support of the manager during the week.

Staff receive regular supervision sessions and appraisals in the appropriate timescales. This gives the staff an opportunity to reflect on their practice and identify any further training needs. The deputy manager and team leaders who have supervision responsibilities have completed the appropriate training, and this opportunity is developing their leadership skills. Staff said that they feel supported by the management team.

There is a comprehensive staff training programme in place. This starts from induction and continues with staff having ongoing training. All staff have completed the company's mandatory training. However, the manager has not ensured that all staff have completed specific training around harmful sexualised behaviour. This does not ensure that staff have the all the necessary skills and knowledge to support the child.

Team meetings take place regularly and give staff an opportunity to discuss current issues and share good practice. This ensures that there is consistency in meeting the child's needs daily.

The manager advocates for the child in all aspects of their life, including their education and future plans. The manager also ensures that the child has access to an independent advocate so they can share the child's views on their future in meetings. The manager has built up positive relationships with other professionals, and escalates concerns if he feels that other professionals are not meeting the child's needs.

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 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— 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; and ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(a)(c)) In particular, the registered person must ensure that all staff have received training on harmful sexualised behaviour, so that they have the required knowledge and skills to meet the child's needs.	21 July 2025
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to achieve the child's education and training targets, as recorded in the child's relevant plans;	21 July 2025

support each child's learning and development, including helping the child to develop independent study skills and, where appropriate, helping the child to complete independent study; understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers; help each child to understand the importance and value of education, learning, training and employment; and promote opportunities for each child to learn informally. (Regulation 8(1) (2)(a)(i)(ii)(iii)(iv)(v)) In particular, the registered provider must ensure that when a child is not in education, there is clear structure and routine in place for the whole school day to support both formal and informal learning opportunities.	
Schedule 4 sets out the other information that the registered person must keep in relation to a children's home. The registered person must— maintain in the home the records in Schedule 4; and ensure that the records are kept up to date. (Regulation 37 (1) (2)(a)(b)) In particular, the registered person must ensure that the rota contains the manager's actual hours worked each week at the home, so staff know when support is available.	21 July 2025

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: SC456850

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 5th Floor, Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Leanne Woodings

Registered manager: Joshua Platt

Inspector

Simon Jones, Social Care Inspector

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