

SC456857

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A large national provider owns this home. It provides care for one child who may experience social and/or emotional difficulties.

The home registered with Ofsted in February 2013. The manager registered with Ofsted in April 2022.

At the time of the inspection, one child was living at the home. The child was spoken to during the inspection.

Inspection dates: 7 and 8 October 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	requires improvement to be good
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The effectiveness of leaders and managers	requires improvement to be good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 18 June 2025

Overall judgement at last inspection: inadequate

Enforcement action since last inspection:

Two compliance notices were issued on 30 June 2025 under section 22A of the Care Standards Act 2000 in respect of Fox Street in relation to regulations 12 and 13. A monitoring visit was carried out on 6 August 2025, and it was decided that the provider had taken sufficient action to address the steps outlined in the notices.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/06/2025	Full	Inadequate
04/02/2025	Full	Requires improvement to be good
06/02/2024	Full	Good
18/01/2023	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, one child has moved on from the home and another has moved in. Each child has experienced positive moves both in and out of the home. Managers carefully consider the needs of a child moving into the home, assessing their needs alongside the skills and experience of the staff. The manager speaks to those who know the child, and staff arrange visits with the child before they move in. This helps staff to get to know the child and build relationships and familiarity before they move in, and helps children to feel welcomed.

Staff work well with social workers and parents to support family time and help children rebuild and maintain family connections even when they live far away. This has supported a child with their plan to return home to their parents' care.

Transition plans for the child moving back to family care are thoughtful and focused on rebuilding relationships. Staff help the child and parents understand what family life may look like following moving home, and work with professionals to ensure that the family continue to have support services following the move. The child has had a successful return home.

Staff support each child with their individual education plans. When a child is in part-time education or is not accessing school, the manager ensures that there are structured alternative education plans in place to support home learning. This ensures that every child has access to their entitled hours of education. This prepares children for the structured routines of school, promotes engagement and reduces gaps in learning.

The child currently living in the home is building positive relationships with the staff and says they are supported and listened to. The child said, 'Staff really encourage me and see the good that I am doing.'

The child is registered with key healthcare professionals and is being supported to attend their appointments. Key workers are flexible in their working hours to ensure that they can provide the extra support the child needs to attend appointments. This has resulted in the child receiving much-needed dental treatment.

The home is well furnished, and the staff create a warm, homely environment. The child's bedroom is well furnished and homely, and they have been able to personalise their space. This has helped them to take pride in keeping their bedroom clean and tidy.

How well children and young people are helped and protected: requires improvement to be good

The child has positive and trusting relationships with their allocated key worker. New staff members are being supported to build positive relationships with the child. Staff are committed to providing the child with good-quality care and support. This is helping the child to develop a sense of safety and security at the home.

Staff understand the risks to each child. Risk assessments provide strategies to support staff to prevent and reduce risk. However, they do not provide an accurate and up-to-date reflection of children's current risks and vulnerabilities.

Staff have a good understanding of safeguarding and whistle-blowing and know the reporting procedures. However, on one occasion, staff did not follow the safeguarding procedure and did not contact the on-call manager for advice after an incident. The manager addressed this with the staff, explaining their responsibilities and procedures, and safeguarding protocols were also reviewed in a team meeting to ensure consistent practice.

Staff are not consistent in teaching children about risks to themselves. The manager and staff's avoidance of discussing sensitive topics has resulted in missed opportunities to explore a child's feelings and expressions to understand them better.

The effectiveness of leaders and managers: requires improvement to be good

The registered manager will be deregistering from this home and there are plans to recruit a new manager. The interim manager has worked hard with senior leaders and the staff to address the concerns raised in the previous inspection, and significant improvements have been made to the quality of care provided at the home. New processes to improve staff practice and the leadership and management of the home are in place. However, there has not yet been enough time for these changes to be fully embedded.

Not all staff have completed training specific to the individual needs of the child, such as substance misuse. This does not ensure that staff have the knowledge or the ability to respond to the child's needs. There are plans in place for this training to be completed.

The home's quality of care review lacks analysis and evaluation. It does not provide an oversight of what is taking place at the home. Plans are not specific to the child or clear about planned outcomes.

Staff receive high-quality, regular supervision from the manager and deputy manager. Supervision sessions focus on outcomes for the child. They are reflective and detailed with clear actions set. Staff feel fully supported by the management team.

Team meetings are held regularly and are well attended. Additional team meetings are held to support the induction of a new child. When a child is present in a team meeting, the manager uses this as a learning opportunity to role model and demonstrate professional curiosity. This helps staff work cohesively and provide consistent care.

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 (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; take effective action whenever there is a serious concern about a child's welfare. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(vi)) Specifically, leaders and managers must ensure that risk assessments provide an accurate and up-to-date reflection of children's current risks and vulnerabilities. Staff must understand what they need to do to keep children safe. Additionally, leaders and managers must ensure that staff are fully confident in their safeguarding roles and responsibilities. This includes contacting on-call managers when they have concerns about the welfare of children and ensuring that discussions are held with children regarding identified risks.	18 November 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	18 November 2025

promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(c)(h)) Specifically, senior leaders must ensure that there are effective plans in place to lead and manage the home to provide consistency in their delivery of care to ensure that children receive good-quality care that promotes their well-being. Leaders and managers must also ensure that staff have the necessary knowledge, skills and experience to provide safe and effective care to children. Additionally, leaders and managers must ensure that they use effective monitoring and review systems, such as the 6-month quality care review, to review the quality of care provided and identify actions to improve the quality of care.	
The registered provider must appoint a person to manage the children's home if— there is no registered manager in respect of the home; and the registered provider— is not, or does not intend to be, in day-to-day charge of the home. (Regulation 27 (1)(a)(b)(iii)) Specifically, leaders and managers must ensure that they are actively looking to appoint a registered manager who will undertake the leadership and management of the home on a permanent basis.	18 November 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: SC456857

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: Sarah Boddy

Registered manager: Tracey Cragg

Inspector

Renée Sims, Social Care Inspector

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