

SC456910

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for one child who may experience social and emotional difficulties or have learning disabilities.

At the time of this inspection, one child was living in the home.

A new registered manager has been appointed. They were present during the inspection.

Inspection dates: 16 and 17 June 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	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: 8 April 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/04/2025	Full	Good
09/07/2024	Full	Requires improvement to be good
27/09/2023	Full	Outstanding
02/08/2022	Full	Good

Summary of findings

Staff are committed to providing care for children that promotes their stability. This supports children to develop a sense of permanence and helps them make progress.

The home has been without a registered manager for a prolonged period. This has contributed to reduced oversight in the quality of some areas of practice, including staff practice-related supervision and the evaluation of interventions to ensure that they reduce the child's vulnerabilities in all areas.

A new registered manager has been appointed, and they have a good understanding of the home's strengths and areas for development. They are in the early stages of implementing actions to improve specific areas of the child's care. This includes staff development activities to strengthen positive behaviour support approaches to help the child to resolve conflict positively.

Inspection judgements

Overall experiences and progress of children and young people: good

One child has moved on from the home in line with their progress and growing independence. They lived in the home for almost 3 years. Their social worker described the care and support provided to the child as 'brilliant'. Managers and staff have maintained appropriate links with the child. This has directly contributed to the child moving forward in their life successfully.

Another child has lived in the home for almost 9 months. Before this, they experienced multiple moves in their care arrangements. They have developed positive relationships with staff team members, and the child's views indicate that they are developing a sense of belonging.

Staff provide care that helps the child to feel valued. They use language that reflects emotional warmth and reassurance. The child has a range of positive experiences, including attending music concerts and a sports club regularly. Additionally, the child has been helped to establish healthy routines, including their sleep routine.

The care and stability provided for the child have helped drive their educational progress. Collaborative working between the home and school is effective. As a result, the child's attendance at school has increased to full-time education, and they are working towards achieving their education plan outcomes.

Staff ensure that the child's safety is at the centre of their practice. However, when existing approaches to reduce conflict are not effective, staff do not always have sufficient direction to implement alternative approaches. This contributes to an inconsistent approach to promoting positive behaviour and reduces opportunities to support the child to develop strategies to manage conflict in their relationships.

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

Managers and staff understand, and are alert to, the risks that affect the child's safety. Risks and safeguarding measures are reviewed regularly with the child's placing authority. The child's views are sought about restrictions in the home, including door alarms at night.

The child's risk assessments are kept up to date and detail the steps that staff should take to keep the child safe.

A coordinated response is in place when the child is missing from the home. This includes staff continuously searching for the child until they are found. Managers reflect on the risk factors that increase the child's vulnerability to going missing and implement effective strategies that reduce the likelihood of the child going missing from the home.

Staff act in response to concerns about the child's safety. They maintain consistent boundaries to safeguard the child. They check on the child regularly when they are worried about their welfare in the home. When the child spends time in the community with their friends, there is a robust approach to ensure that the child is seen regularly.

Staff spend time speaking with the child about issues that may affect their safety and wellbeing. They use a sensitive and nurturing approach that helps the child to have difficult conversations with them. However, there is not a streamlined monitoring system in place to evaluate the effectiveness of interventions. This has led to important targeted support in a specific area of risk not being progressed sufficiently.

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

The home has been without a registered manager for a prolonged period. This has led to reduced oversight in some areas of practice and care, including the quality and effectiveness of practice-related supervision and the evaluation of staff training and learning to ensure that they lead to effective care.

Senior managers appropriately address practice-related concerns and take action to safeguard the child. However, staff supervision sessions lack sufficient professional challenge and deeper exploration of the child's needs to understand the impact of the quality of care on the child's progress and experiences. This reduces the opportunity to identify emerging practice concerns at an earlier stage.

Managers carefully considered the child's needs to inform the decision about them moving into the home. This has helped to ensure that the risks identified can be responded to by the care provided. This has reduced the risk of further disruption for the child.

Managers share information about significant events with relevant agencies and ensure that notifications are submitted to Ofsted without delay. Where high levels of risk are

identified, risk assessments are escalated to senior managers. However, management oversight is not consistently recorded across the child's plans to demonstrate effective scrutiny of the safety measures implemented.

A new registered manager has been appointed. They are an experienced senior manager for the same provider to lead and manage the home effectively. Staff feedback about working in the home is mixed. Staff describe a commitment to the child's care to help them to make progress. At times, the impact of the work on staff, including when the child is missing from the home, is not fully recognised.

Managers have created a warm and welcoming home environment that is furnished and decorated to meet 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— understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(f)(g)) In particular, the registered person must use monitoring systems effectively to review staff interventions to ensure that the child's vulnerabilities are addressed and reduced in all areas. The registered person must use monitoring systems effectively, including individual practice-related staff supervision, to identify any practice-related concerns at the earliest opportunity and to make continuous improvements in the quality of care.	16 August 2026
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults.	16 August 2026

In particular, the standard in paragraph (1) requires the registered person to ensure—

that staff—

help each child to develop and practise skills to resolve conflicts positively and without harm to anyone.
(Regulation 11 (1)(a)(b)(c) (2)(a)(iv))

In particular, the registered person must ensure that staff are equipped with the knowledge and skills necessary to help the child to resolve conflicts positively in their relationships inside and outside the home.

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: SC456910

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Nicola McClements

Registered manager: Zoe Austin

Inspector

Louise Bacon, Social Care Inspector

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