

SC456964

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company and cares for up to two children with social and emotional challenges.

The manager registered with Ofsted in February 2018.

Inspection dates: 6 and 7 December 2022

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: 8 March 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/03/2022	Full	Good
25/04/2019	Full	Good
06/06/2018	Full	Good
18/07/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children live in a warm home that is clean and well maintained. They have the opportunity to personalise their bedrooms, and there are many photos of them around the home. Children like living here, with one child describing it as 'just normal, homely,' and another saying, 'It's great here, I love it.'

Staff encourage children to stay active and healthy. Staff regularly take children to activities the children enjoy and encourage them to try new activities too. Staff take children to their health appointments and support them to take their medication.

Staff develop good relationships with people who are important to the children and encourage children to spend time with their family and friends. When people who were important to the children died, staff created a small memorial garden to give children a place to remember their loved ones.

Staff promote education and support children to attend and engage in school. When one child struggles to cope in school, staff go to school with her to ensure that she still attends her lessons. As a result of staff diligence, children are making progress with their education.

Staff provide consistent support to help children learn independent living skills at a level and pace that they can manage. This prepares children to take care of themselves in adult life.

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

Children feel safe living in this home. Staff have a good understanding of children's needs and are strong advocates, prioritising children's well-being. One family member said, 'The staff have all developed really good relationships with [name of child]. It can be hard for [name of child] to trust people but they trust staff.'

Children do not go missing from home often. When they do go missing, staff follow all necessary safeguarding procedures. When children return home, staff talk to them to understand their thoughts and feelings. This enables children to feel heard.

Staff regularly update children's risk and support plans. This keeps information relevant and ensures that all staff know how to keep children safe. Staff support children to keep themselves safe, with proactive work to help children understand safety in relationships, online and in the community.

Staff have not used physical interventions. When children become distressed, staff support them effectively to regulate their emotions. There have been no allegations or complaints against staff, however, staff are aware of the procedures they would need to follow should concerns arise.

The effectiveness of leaders and managers: good

The registered manager is experienced and qualified, with a clear commitment to the children they care for. The manager is a strong advocate for the children and is supportive of the staff team. One staff member said, 'The support is really good, the best support I've had in any job.'

When recruiting staff, managers follow safer recruitment procedures to ensure that staff are fully vetted and safe to work with children. This promotes a safe and healthy environment for children.

The staff team is stable and suitably qualified. Staff receive regular high-quality and reflective supervision. Those providing supervision are suitably trained to do so effectively.

Staff develop their practice through regular training and discussions about recent research. Staff benefit from an annual appraisal which helps to identify further learning opportunities. This ensures staff have the knowledge and skills to care for children effectively.

Staff communicate well with external agencies. Staff challenge professionals when needed, to ensure children are safe and supported. One child's social worker said, 'They go over and beyond to put support in place.'

The manager has robust internal monitoring systems in place. She also makes good use of independent monitoring to ensure that staff provide consistently good care to the children. This oversight promotes the safety and well-being of the children.

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: SC456964

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Beverley Woods

Registered manager: Katy Parsonage

Inspector

Aislinn Cooper, Social Care Regulatory Inspector

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