

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 run by a private provider. It cares for up to two children who may experience social or emotional difficulties.

The manager registered with Ofsted in February 2018.

Two children are currently living at the home, and they were spoken to as part of this inspection.

Due to COVID-19, at the request of the Secretary of State, we suspended all routine inspections of social care providers carried out under the social care common inspection framework (SCCIF) on 17 March 2020. We returned to routine SCCIF inspections on 12 April 2021.

We last visited this setting on 9 February 2021 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 8 and 9 March 2022

Overall experiences and progress of children and young people, taking into account **good**

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 25 April 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/04/2019	Full	Good
06/06/2018	Full	Good
18/07/2017	Full	Good
01/03/2017	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Children say that they like living at the home and have positive relationships with the staff. Children enjoy stability due to the level of care provided by the committed and enthusiastic team. Children are making positive progress, and they are growing in confidence and in their aspirations for the future.

The staff promote healthy lifestyles, which improve children's physical and emotional well-being. Children say that they feel able to talk openly to any of the staff and know that they will be listened to and supported. The staff are creative and sensitive in developing plans and activities to help children through difficult emotional experiences.

Children access local clubs and groups according to their interests and to support their identity needs. They enjoy activities together, as well as with their individual friendship groups. Family and friends visit children at their home. During restrictions or when children have needed to self-isolate due to COVID-19, the staff worked hard to keep children busy with activities at home.

The staff work closely with schools to ensure that children receive appropriate support to improve attendance and make good progress. Incentives are used to encourage and motivate children to achieve their academic potential.

Children are encouraged to develop their independence skills within a supportive environment. The staff plan progressive steps to help children to take increasing responsibility for themselves, for example in planning and budgeting, to prepare them for living independently in the future.

The staff respond well to meet the diversity needs of children and respect their wishes and feelings. However, recording in some children's documents is not always clear and consistent to understand children's experiences.

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

Children respond well to consistent boundaries and incentives that help to keep them safe. Children are consulted about rewards for positive behaviour so that they engage well. As a result, there are few safeguarding incidents and children's behaviour is generally good. Children are helped to understand why negative consequences are put in place when they are required.

Risk assessment and management plans are reviewed regularly and provide clear strategies for the staff to follow. The staff have a good understanding of their safeguarding responsibilities. They understand potential triggers to changes in children's behaviour so that they can respond proactively.

There has been a significant reduction in missing episodes for a child, which means that the child is now safer. Staff take appropriate action to ensure that the child returns home safely and that independent return home interviews take place.

The staff are persistent in overcoming any barriers to develop relationships with family members. They work with children's families to ensure that children receive consistent messages from the adults around them.

The home environment provides a safe and homely place for children to live in. Children's bedrooms are decorated according to their preferences. However, minor repairs are required to maintain a high standard, for example to children's furniture.

The effectiveness of leaders and managers: good

An experienced manager and deputy lead the stable, child-focused staff team. There is a shared ambition to support children to achieve their potential and a commitment to support children through difficulties. This maintains stability for children.

All staff either hold or are enrolled on a suitable residential childcare qualification. The team accesses specialist training so that it responds well to children's individual needs. The manager encourages the staff to develop professionally, and regularly monitors their progress. The staff feel well supported by leaders.

Children are regularly consulted and contribute ideas for staff to discuss at team meetings. They are consulted for their views as part of the staff appraisal process. Staff supervision is held regularly to support good practice. However, supervision records do not fully capture reflective practice-related discussions.

The manager and staff have a clear understanding of children's progress and future care planning. External professionals say that they are kept well informed about children's progress and that children benefit positively from the care and support that the team provides.

There are clear management oversight and monitoring systems in place to ensure that the staff provide good-quality care in line with the home's statement of purpose. The manager has a good understanding of the strengths and areas for development in the home.

Independent monitoring of the home does not include regular consultation with children or external stakeholders. This is a missed opportunity to gain valuable input about the quality of care provided. However, the provider has already taken steps to address the shortfall.

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

Recommendations

- The registered person should ensure that the independent person consults with children and external stakeholders regularly as part of their assessment of the home's care. ('Guide to the Children's Homes Regulations, including the quality standards', page 65, paragraph 15.5)
- The registered person should ensure that the staff record information about children carefully and consistently. ('Guide to the Children's Homes Regulations, including the quality standards', page 62, paragraph 14.4)
- The registered person should ensure that minor repairs are completed to maintain a homely environment. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that records of staff supervision include details of reflective practice-related discussions. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.2)

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: Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Beverley Woods

Registered manager: Katy Parsonage

Inspector

Karen Willson, Social Care Inspector

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