

SC457132

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 have social and emotional needs. It is part of a large organisation.

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 December 2020 to carry out a monitoring visit. The report is published on the Ofsted website.

Inspection dates: 16 and 17 February 2022

Overall experiences and progress of children and young people, taking into account	requires improvement to be 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 is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 16 July 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/07/2019	Full	Good
14/01/2019	Interim	Sustained effectiveness
02/07/2018	Full	Good
26/01/2017	Interim	Declined in effectiveness

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

The manager and staff provide a warm welcome to children who arrive at the home. They make sure that introductions are well planned. They encourage family involvement where possible. Staff are amenable to inviting family and friends to the child's home. For example, family members visited recently and left a pet with the child and staff for a short stay.

Staff supported one child to leave the home. They remained in contact with the child and helped with a food shop and other essentials for their new home. The child was grateful for the manager's and staff's help and described their stay at the home 'like a five-star hotel'. However, the manager and staff are not giving enough specialist help to another child for them to develop a range of life skills.

The home is comfortable with some areas of recent refurbishment. Staff help the child to settle in the home. One child is now confident to put up treasured photos of their family and share other childhood memories with staff. The manager and staff are not always consistent in their expectations of the child; lack of progress for this child is a concern.

While the child enjoys living in the home, staff have not put in place effective routines and boundaries to help the child to develop in all aspects of his life. These include maintaining a personal hygiene routine, learning to interact more positively with others, developing healthy social relationships outside of the home, engaging in hobbies and interests consistent with his peers and receiving and participating in educational opportunities. The child is not receiving the support he needs to enable him to move forward towards young adulthood.

There are several creative educational resources available to the child. However, the manager and staff do not have an effective strategy to make sure that the child participates effectively in education. They are unable to make progress with their career aspirations. This remains an unmet requirement from the previous inspection.

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

There has been a significant reduction in behaviours that previously put the child at risk of harm. However, staff are now not able to encourage the child to participate in everyday life. In this respect, he has regressed and withdrawn.

The team believes that the child's behaviour can be attributed to significant trauma and that an incremental approach is appropriate. However, in the meantime, his welfare is detrimentally affected. For example, the child does not go out of the home and rarely comes out of his room or goes downstairs. He is allowed to watch

television and play on gaming consoles and the internet overnight. As a result, his sleep pattern is disrupted. Some of the child's basic needs are not adequately met. For example, staff have not found creative ways to ensure that the child regularly washes and cleans his teeth nor identified the right help to build his friendships with others consistent with adolescent development.

Staff understand the child and his patterns of behaviour. They seek support from the organisation's experienced clinical team and other agencies to help the child, including the child and adolescent mental health team who has very recently commenced work with the child.

The child knows that he can speak to any member of staff. He knows how to make a complaint and he says that he feels safe in the home.

Staff have a clear understanding about safeguarding procedures and what to do if they are worried about an issue. This is addressed during staff induction, training and supervision on a regular basis.

There is a robust safer recruitment process in place.

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

Leaders and managers support the staff and appreciate their different skills. Staff's contributions to the home are celebrated.

Staff have access to a good range of training opportunities. The manager seeks clinical advice to arrange bespoke training sessions for the staff. This provides additional skills to make sure that they sensitively meet the needs of the child. For example, staff attended bereavement training to understand the child's experience.

The manager oversees supervision meetings carried out by other senior staff. This is not always recorded efficiently to help the manager and staff identify strengths and weaknesses in the home's practice.

Leaders and managers review the child's case records and scrutinise the quality of care provided to the child. However, the manager and staff are not able to sustain improvement in the child's development. Staff are currently overwhelmed by the child's presenting needs. This impacts on staff's ability to engage with the child. One child is moving towards young adulthood without effective strategies in place to meet their basic 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, 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 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; help each child to understand the importance and value of education, learning, training and employment; raise any need for further assessment or specialist provision in relation to a child with the child's education or training provider and the child's placing authority. (Regulation 8 (1) (2)(a)(i)(iv)(vii))	25/03/2022
The enjoyment and achievement standard is that children take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, cultural, intellectual, physical and social interests and skills. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— develop the child's interests and hobbies; participate in activities that the child enjoys and which meet and expand the child's interests and preferences; and make a positive contribution to the home and the wider community; and	25/03/2022

that each child has access to a range of activities that enable the child to pursue the child's interests and hobbies. (Regulation 9 (1) (2)(a)(i)(ii)(iii)(b))	
The health and well-being standard is that— the health and well-being needs of children are met; children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— achieve the health and well-being outcomes that are recorded in the child's relevant plans; understand the child's health and well-being needs and the options that are available in relation to the child's health and well-being, in a way that is appropriate to the child's age and understanding; take part in activities, and attend any appointments, for the purpose of meeting the child's health and well-being needs; and understand and develop skills to promote the child's well-being. (Regulation 10 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv))	25/03/2022
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. (Regulation 13 (1)(a)(b) (2)(f))	25/03/2022

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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: SC457132

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Nicola McClements

Registered manager: Halima Morris

Inspector

Justine Hosking, Social Care Inspector

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