

SC457182

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is owned and managed by a private company. It provides care for one child who may experience social and emotional difficulties.

The manager registered with Ofsted in August 2021.

Inspection dates: 17 and 18 December 2025

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: 7 January 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
07/01/2025	Full	Good
21/08/2023	Full	Good
23/08/2022	Full	Good
08/09/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

There was one child living in the home at the time of the inspection. The staff are supporting the child with settling into the home. The child is starting to engage with staff and beginning to form positive relationships. Staff are sensitive and responsive to the child's individual needs as they develop their relationship with them.

One child has moved out from the home to be nearer to their family. This was a well-planned move with positive outcomes for the child. A family member said that it was the best home their grandchild had lived in.

The child is supported to maintain relationships with those people who are important to them. Staff understand the value of these relationships for the child, and they make realistic and practical arrangements to ensure that the child can spend time with their families. When challenges arise in the child's relationships, staff work sensitively with professionals and families to promote positive and safe interactions. The manager has been creative in looking at ways to allow a child to remember loved ones lost to them.

The manager maintains robust oversight of care planning documentation and works closely with external professionals. Staff maintain relationships with professionals involved with the child, including education staff, psychologists and social care teams.

The child's plans are detailed and provide clear and relevant information for staff to inform practice with the child and how best to support them. Plans are reviewed regularly by managers and mental health professionals to ensure that they remain effective, address current risks and reduce the likelihood of harm for the child.

Staff provide the child with opportunities to engage in activities, both in the home and in the community. The child currently living in the home has found this challenging and rarely participates with staff in activities. Staff are consistent in their encouragement with the child.

Staff engage the child in meaningful conversations. Some of these are planned, some follow a significant event, and some are to help the child to prepare for upcoming events. These are often led by the child, who decides when and where these sessions take place.

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

Safeguarding practice in the home is effective. Staff understand their roles and responsibilities in keeping children safe, and they receive training specific to children's needs. Children's risks and behaviours are clearly set out in their care plans and behaviour support plans. Staff respond appropriately and swiftly to emerging concerns, and the manager has clear oversight of the safeguarding incidents. However, there has

been an occasion when Ofsted was not informed of an incident that occurred in the home.

Staff use a caring approach, utilising therapeutic support, which helps them to understand children's behaviours and experiences. Regular guidance from therapists and other professionals ensures that the care given is thoughtful and child focused.

Staff manage incidents of children being missing from the home well. Staff actively look for children and are consistent in attempts to maintain contact with them for the duration of them being missing. Incident reports are well written, with precise details of all the actions taken by staff and those who have been informed. The frequency of missing-from-home episodes for one child has reduced considerably.

Staff adopt a strengths-based approach to promote positive behaviour. If consequences are used, they are fair and proportionate. Children are involved in the decision-making when rewards and consequences are issued, and, as a result, the measures used are effective.

The manager supports the child to engage with external professionals. She challenges decisions when they are not in the child's best interests. Additional training and strategies for staff to follow are implemented to reduce risks of children being criminalised.

The effectiveness of leaders and managers: good

The home is managed by a suitably qualified and experienced manager. She leads by example and provides strong and effective leadership, fostering a culture of positivity and aspiration across the staff team. There is a stable staff team in place, which means that children receive consistent care. Staff say how much they enjoy working in the home.

The manager consistently monitors the quality of care provided to the children. She has established effective systems to maintain oversight of the home, allowing her to identify strengths and weaknesses. The manager and her deputy have a good understanding of the children's needs.

Regular supervision and team meetings provide staff with opportunities to reflect on their practice and consider approaches on how best to support the child moving forward. This gives the staff team an opportunity to share their experiences and knowledge of good practice and learn from any incidents that have occurred over the previous month. When there are issues with staff practice, the manager quickly addresses these through individual supervision sessions.

Staff have annual appraisals. However, these are not reflective of the work achieved over the year, nor do they contain feedback from professionals, staff or children in the home.

The manager acknowledges that this is an area for improvement in the home and is working with senior leaders to change the yearly reviews.

The workforce development plan addresses staff training and development needs effectively. Staff training has been a focus, and staff are trained in a variety of topics to support the child living in the home, in particular around court-imposed restrictions. The manager and staff work effectively with professionals and carers to support children to make progress. Partner agencies are consistently positive about the home. One social worker commented on the exceptional progress the child has made in their short time in the home.

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 registered person must notify HMCI and each other relevant person without delay if— there is any other incident relating to a child which the registered person considers to be serious. A notification made under this regulation— must include details of— the matter; the other persons, bodies or organisations (if any) who or which have been notified; and any actions taken by the registered person as a result of the matter; must be made or confirmed in writing. (Regulation 40 (4)(e) (5)(a)(i)(ii)(iii)(b)) Specifically, the registered person must ensure that they notify Ofsted, without delay, of any incident relating to a child that the registered person considers to be serious.	31 January 2026

Recommendation

- The registered person should ensure that all staff have their performance and fitness to carry out their role formally appraised at least once annually. This appraisal should take into account, where reasonable and practical, the views of other professionals who have worked with the staff member over the year and children in the home's care. ('Guide to the Children's Homes Regulations, including the quality standards', page 61, paragraph 13.5)

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: SC457182

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Caretech, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Beverley Williams

Registered manager: Amanda Bibby

Inspector

Nicola Jeffery, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2025