

SC457266

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home can care for three children. However, the statement of purpose confirms that a third young person will not be admitted, so that the current children receive the specific care that they need.

The home is operated by a national company.

Due to COVID-19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

Inspection dates: 3 to 4 August 2021

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: 26 November 2019

Overall judgement at last inspection: Good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
26/11/2019	Full	Good
07/01/2019	Full	Good
19/12/2017	Full	Good
31/01/2017	Interim	Improved effectiveness

Inspection judgements

Overall experiences and progress of children and young people: good

Staff successfully create a family-style home for the children. The home is warm and welcoming with all living spaces presented to a high standard. The children's rooms are decorated with designs chosen by them. This provides them with individual spaces that they enjoy. However, there is a shed outside of the home that is identified as a safety hazard and needs attention.

Children move in and out of the home in a considered and well-planned way, during which their views are captured. One child, who has recently moved to live with family, continues to visit the home and spend time with staff and children. This helps children to build and maintain important friendships. Children's relationships with their family are also promoted and supported.

Children attend school regularly and are well supported with their education. When children are involved in incidents at school, staff support them to understand the consequences of their behaviour and make reparations. The registered manager communicates well with the schools to ensure that children return to school promptly and that there is a coordinated and consistent response to negative behaviours.

Children make positive progress because of the sensitive and attuned care they receive. Staff know the children well. Children's evolving needs are the central focus of the home's ethos and the staff's motivation in fulfilling their caring responsibilities. The progress that children make is well recorded and their experiences of their lives within the home are beautifully documented. This provides children with an accurate and lasting record of their lives that will help them to look back and remember events clearly.

Staff respond to children's health needs well. One child has glasses but refuses to wear them. Staff have tried to support them, but this has not been consistent. During the inspection, the registered manager contacted a member of staff from a companion home to help support the child. One child is waiting for life story work to help them make sense of their experiences. The registered manager is working with the local authority to make this available.

Nutritious food is made for the children. One child has a good balanced diet. As one child refuses to eat fruit and vegetables, staff make meals that include hidden vegetables. This detail is not included in the child's daily log. Staff do not consistently address unhealthy eating.

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

There have been no serious incidents or safeguarding concerns since the last inspection. Children told inspectors that they feel safe.

Children have not gone missing from home since the last inspection. This is due to the quality of the relationships between the children and staff and the trust they have developed. Clear and robust procedures are in place should a child go missing. Staff are aware of these procedures and know who to contact when incidents occur.

Restraint has not been used since the last inspection. All staff are trained in appropriate use of physical intervention. However, they are clear that it is only used when a child or member of staff is at risk of physical harm. One member of staff told inspectors that they had never used restraint during their time working at the home. Staff have developed positive relationships with the children and use appropriate techniques that enable them to de-escalate situations effectively. This means that children have clear guidance and boundaries that help them to manage their emotions.

When a child makes an allegation, this is thoroughly and robustly investigated. The registered manager makes appropriate referrals to relevant professionals. Staff encourage and support children in having their voice heard throughout the process. Children and staff receive useful debrief sessions to help them understand and make sense of what has happened.

The effectiveness of leaders and managers: good

The registered manager ensures that the home has a stable and cohesive staff team, committed to caring for the children to a high standard. They set high expectations for the children and staff, with the goal that every child can achieve and thrive. This gives the children stability and security and helps them to build positive relationships, confidence and a sense of belonging.

The registered manager has developed a positive, child-centred culture within the home. Staff told inspectors that they feel well supported and respected in their role. Well-attended team meetings give staff regular opportunities to discuss the children's needs. Staff record progress accurately in the children's development plans. Effective management oversight ensures that this has a positive impact on the children's experiences.

Staff have appropriate training. Leaders and managers invite experts to the home to deliver training when a child has a specific need. This ensures that staff can meet children's needs and are confident in their role.

Staff have regular supervision. However, the recording of this does not demonstrate the reflective nature of the discussions. Supervision does not always give opportunities to focus on the staff's understanding of the children's experiences, needs, plans and feedback.

The registered manager is proactive in advocating for the children. They are confident in escalating concerns to the local authority about the children's care plans. Aspects of the registered manager's practice are excellent. They make

significant efforts to achieve the best outcomes for the children living at the home. They are well respected by the staff and children, and have worked hard to make this a very good home for the children to live in.

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure — that the premises used for the purpose of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (2)(d)) This requirement specifically refers to making the shed in the drive safe.	06/10/2021
The registered person must ensure that all employees — Receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(b))	06/10/2021

Recommendations

- The registered manager should ensure that the details of children's meals are recorded accurately. When children are refusing to eat nutritious food, a robust and creative plan should be put in place to help encourage a healthy diet. ('Guide to the children's homes regulations including the quality standards', page 15 paragraph 3.8)

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: SC457266

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Victoria Elworthy

Registered manager: Emma Dymond

Inspector(s)

Penelope Kutz, Social Care Inspector

Michelle Oxley, Social Care Inspector

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