

SC457506

Cambian Childcare LTD

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private organisation. It offers care and accommodation for up to two children who may experience emotional and/or behavioural difficulties.

Inspection date: 6 January 2021

This monitoring visit

The home received an assurance visit on 13 October 2020. This visit identified a number of significant shortfalls in practice pertaining to the leadership and management, the protection of children and care planning standards. Three compliance notices were issued as a result of this visit to address the shortfalls.

On 2 December 2020, a monitoring visit was undertaken to assess the progress made in meeting the steps of the compliance notices. The outcome of this visit concluded that insufficient steps had been taken to address the significant shortfalls. Two compliance notices under regulation 12, the protection of children standard, and regulation 13, the leadership and management standard, were issued as a result of the visit. At the time of this visit, there were no children living in the home. A decision was then taken by senior management not to admit any children until January 2021.

This monitoring visit was undertaken to review the progress in addressing the shortfalls as identified in the two compliance notices issued in December 2020.

Risk assessments and impact risk assessments have been developed. The assessments are now condensed to provide a clear and concise depiction of children's known risk-taking behaviours. Furthermore, guidance for staff on how to manage risk factors is now in place. However, because there are no children currently accommodated in the home, this could not be suitably tested.

All referrals to the home are now assessed by the responsible individual, the organisation's psychologist and the registered manager. This is to ensure that children are only offered a placement where it is deemed their individual needs can be reasonably met and that they are a match for any other child that may already be accommodated.

The staff team has received safeguarding and risk management training. Further safeguarding training is planned with the designated officer of the local authority in which the home is located.

Since the child moved out of the home, the registered manager and the staff team have reflected on the shortfalls in practice. This provided the staff with an opportunity to discuss inconsistent practice and confusing guidance. The registered manager has accepted that she failed to rigorously monitor and assess the practice in the home, leading to the significant shortfalls. It is anticipated that the development of new risk assessments, care plans and monitoring tools will enable the registered manager and staff to work in a more cohesive and consistent manner.

The organisation has created a new monitoring tool for all registered managers. This is currently being used in partnership with the registered manager's development plan. This means that the registered manager has a formal guide to ensure that all practice matters are routinely and thoroughly assessed. Where shortfalls in practice are identified, these must now be shared with the responsible individual.

There are no children currently living in this children's home. The staff team is currently deployed to other children's homes operated by the organisation. However, arrangements for supervision, staff training and the attendance of the children's home team meetings are in place. This ensures that staff are suitably prepared for when a new child moves in to the home.

At the assurance visit on 13 October 2020 and subsequent monitoring visit on 2 December 2020, it was identified that the registered manager had not addressed the matters being raised by the independent visitor. The registered manager accepted this shortfall and has devised an action plan to address this. Any future recommendations will be delegated throughout the team and tracked for effectiveness and consistency. However, independent visitor reports are not consistently forwarded to the regulatory body for review. This means that the regulatory body is not afforded a consistent oversight of the home's practice. A requirement is made to address this matter.

The registered manager has failed to ensure the timely completion of the biannual internal monitoring report. This means that a review of the quality of care at the home has not been provided and any actions needed to improve practice have not been completed. Furthermore, the failure to maintain an up-to-date biannual report means that the regulatory body and placing authorities are not provided with a

current analysis of the service provided in the home. A requirement is made to address this matter.

The registered manager has not progressed in the Level 5 diploma in leadership and management for residential childcare. The registered manager must ensure that this training and qualification is prioritised to aid her continued professional development as a registered manager. A requirement is made to address this matter.

Senior managers have made the decision not to place any children in this home until February 2021. This will allow time for the remainder of the staff training to be completed. In addition, the children's home will only accommodate one child and remain a solo placement until July 2021.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
13/10/2020	Assurance visit	Not judged
21/10/2019	Interim	Declined in effectiveness
19/06/2019	Full	Requires improvement to be good
17/01/2019	Interim	Declined in effectiveness
07/11/2018	Full	Requires improvement to be good

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 registered person must ensure that an independent person visits the home at least once each month; the independent person's report may recommend actions that the registered person may take in relation to the home and timescales within which the registered person must consider whether to take those actions. The independent person must provide a copy of the independent person's report to HMCI. (Regulation 44 (1) (5) (7)(a))	05 February 2021
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating— the quality of care provided for children; the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children. After completing a quality of care review, the registered person must produce a written report about the quality of care review and the actions which the registered person intends to take as a result of the quality of care review ("the quality of care review report"). The registered person must—	05 February 2021

supply to HMCI a copy of the quality of care review report within 28 days of the date on which the quality of care review is completed; and make a copy of the quality of care review report available on request to a placing authority, if the placing authority is not the parent of a child accommodated in the home. The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (1) (2)(a)(b)(c) (3) (4)(a)(b)(5))	
A person may only manage a children's home if the person is of integrity and good character; having regard to the size of the home, its statement of purpose, and the number and needs (including any needs arising from any disability) of the children— the person has the appropriate experience, qualification and skills to manage the home effectively and lead the care of children; and the person is physically and mentally fit to manage the home; and full and satisfactory information is available in relation to the person in respect of each of the matters in Schedule 2. For the purposes of paragraph (1)(b)(i), a person has the appropriate experience and qualification if the person has— within the last five years, worked for at least two years in a position relevant to the residential care of children; worked for at least one year in a role requiring the supervision and management of staff working in a care role; and by the relevant date, attained— the Level 5 Diploma in Leadership and Management for Residential Childcare (England) ("the Level 5 Diploma"); or a qualification which the registered provider considers to be equivalent to the Level 5 Diploma. The relevant date is—	05 February 2021

in the case of a person who starts managing a home after 1 April 2014, the date which falls three years after the date on which that person started managing a home; or

in the case of a person who was managing a home on 1 April 2014, 1 April 2017.

The registered provider may defer the relevant date if the person—

does not manage, or has not managed, a home for a prolonged period; or

manages, or has managed, a home on a part-time basis.
(Regulation 28 (1)(a)(b)(i)(ii)(c) (2)(a)(b)(c)(i)(ii) (3)(a)(b) (4)(a)(b))

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC457506

Provision sub-type: Children's home

Registered provider: Cambian Childcare LTD

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

Responsible individual: Asjad Mahmood

Registered manager: Angela Griffin

Inspector

Maria McGranaghan, Social Care Inspector

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