

SC457621

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned. It is registered to provide care for up to two children with emotional and social difficulties.

There were two children living at the home at the time of the inspection. One child contributed to the inspection.

The home is led by a registered manager.

Inspection dates: 17 and 18 February 2026

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: 18 March 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/03/2025	Full	Good
02/07/2019	Full	Requires improvement to be good
09/04/2019	Full	Inadequate
15/05/2018	Full	Outstanding

Inspection judgements

Overall experiences and progress of children and young people: good

Children enjoy a homely environment, and the children and staff have very good relationships. This includes children who have struggled to engage with carers in the past. Staff speak warmly about the children and the progress they have made whilst living at this home.

Children's placement plans are detailed and reviewed regularly. They are part of a comprehensive care folder. This helps staff to know the children very well. Previous experiences are explained and help inform ways of caring for each child. This helps staff to provide individual care that meets a child's needs.

Children make good progress in their education and learning, considering their starting points when they move into the home. The manager and staff have a strong understanding of each child's previous learning experiences, which enables them to work effectively with education providers to develop tailored plans. They engage proactively with schools and alternative providers to ensure children's needs are met. Staff consistently recognise and celebrate children's achievements.

The children's needs are set out in the children's health care plans. This identifies any individual physical and mental health needs. External health professionals are referred to when required. The manager escalates any delays with health services to ensure that children get the care they need. Children are helped to make healthy choices with their diet and exercise related activities. Consequently, the children's health needs are well met by the managers and staff.

Staff take time to talk with children and gather their views. Regular one-to-one sessions provide children with opportunities to express their feelings and wishes. In addition, monthly children's meetings are held to further capture their opinions, and these are recorded in a child-friendly format. Staff use a, 'you said, we did' approach to show children how their views have been listened to and acted upon.

Staff help children to maintain relationships with those who are important to them. They communicate well with family members. Staff will support children's time with others when required. One family member said: 'We are all on the same side, together in parenting. They are doing brilliant job.'

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

Staff understand risks and vulnerabilities to children. This is aided by clearly written risk assessments and behaviour support plans. They are individual to each child and address known and potential risks. The manager uses training, supervision and team meetings to discuss how care of children should mitigate the risks. Plans are updated in response to incidents relating to children's emotional health and wellbeing.

When the behaviour of children becomes more challenging this is managed well by staff. All staff are trained in de-escalation and positive behaviour management techniques. Physical intervention has not been used. Records of incidents are detailed and include management oversight.

Online safety of children is taken seriously by staff. Appropriate steps are taken to keep children protected from harm. One-to-one sessions address any concerns re children's attempts to access inappropriate internet content.

Appropriate checks are made by staff regarding fire safety. However, on occasion a child has refused to leave the building during a fire test. The manager must ensure that this is risk assessed. Also, a personal emergency evacuation plan devised for the child.

Children have occasionally been missing from the home. Clear procedures are in place for when this happens. Appropriate action is taken to keep children safe during and after missing episodes. The risks associated with children missing from care are known to staff. Support plans address this issue. Reports of missing are reviewed by the manager to guide staff practice.

Children have been informed of how to access an advocate. However, there have been some delays from Local Authorities in providing the service. The manager is a very good advocate for the children. Delays are highlighted and services chased.

The effectiveness of leaders and managers: good

The manager has ensured that the requirements from the last inspection have been fully met.

The manager knows the children and staff extremely well. She speaks positively about the children and is aware of their needs and the progress they have made. She knows the strengths of the staff and areas that she wants to develop. This is supported by a good workforce development plan and actions within a quality improvement plan.

There is a very comprehensive induction for all new staff who come to work in the home. This includes a corporate induction and a home induction process. Staff feel that the induction prepares them for their role. Training and learning opportunities start at induction and are ongoing. They include courses specific to the individual needs of the children.

Staff receive monthly supervision from the manager, assistant manager or a team leader. Areas discussed include practice issues, children's plans and staff wellbeing. Also, the use of the chosen model of care and working through practice scenarios.

The manager holds monthly team meetings. These are effective and appreciated by staff. Detailed discussions are held regarding each child. There are elements of learning

and development on important topics. This includes safeguarding and trauma informed practice.

Thorough quality assurance and monitoring processes are used by the manager. This gives her very good oversight of the home. The responsible individual and deputy manager also support in this area. The manager spends time with children and observes staff practice.

Staff feel very well supported by the manager, deputy manager and responsible individual. One staff member said, 'The managers consistently go above and beyond to support both our children and staff, fostering a positive workplace culture. It is because of this strong leadership that we can provide the best possible care for our children.'

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

Recommendation

- Staff should continually and actively assess the risks to each child and the arrangements in place to protect them. Where there are safeguarding concerns for a child, their placement plan, agreed between the home and their placing authority, must include details of the steps the home will take to manage any assessed risks on a day to day basis. In particular, ensure that a personal evacuation plan risk assessment is in place for a child. ('Guide to the Children's Homes Regulations including the quality standards,' page 42, paragraph 9.5)

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: SC457621

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Parkview, 82 Oxford Road, Uxbridge UB8 1UX

Responsible individual: Coral Mayne

Registered manager: Helena Gill

Inspectors

Shaun Caplis, Social Care Inspector

Susie Vere, Social Care Inspector

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