

SC457923

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home that provides care for up to four children with social and emotional difficulties.

The manager registered with Ofsted in November 2020.

Inspection dates: 13 and 14 February 2024

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: 28 February 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/02/2023	Full	Good
07/03/2022	Full	Good
11/06/2019	Full	Good
18/10/2018	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, no children have moved in or out of the home. The children currently living in the home are settled and have lived there between one and three years.

Children have positive and meaningful relationships with staff. Children were excited to celebrate pancake day and have fun during the school break. The positive relationships support children to make progress and provide them with stability.

Staff recognise that education is important. All children attend full-time education and extra-curricular activities are encouraged. Staff communicate effectively with children's teachers and all children are making good progress.

Children explore new activities and develop their interests. One child has recently joined a football club and another has been supported to complete swimming lessons. Another child regularly performs with her school choir. All children enjoyed a holiday to the beach in the summer and enjoy restaurant meals together.

Children's care plans and needs are well understood by the manager and staff. However, staff have not consulted with children to understand how they feel about their plans. In addition, children's set targets are not consistently recorded. This compromises the children's abilities to reflect on their progress.

Staff understand the importance of children maintaining family relationships. They ensure that children see their families in line with their wishes. This helps children to maintain important relationships. One parent shared that communication with staff is good and her son enjoys living in the home.

Since the previous inspection, there have been some improvements to the communal spaces. The kitchen and games room have been repainted. However, some areas of the home are not well maintained. For example, a sofa in the communal lounge was ripped and some internal doors require repair.

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

Staff have a good understanding of children's risks and vulnerabilities. Risk assessments are updated regularly, and strategies are followed by staff. The manager has added a tracking system into the risk assessments and reviews this frequently to consider any changes to children's risk or behaviours.

The use of physical intervention is proportionate and takes place only necessary. The staff record the intervention in line with regulation. However, the manager has failed to evaluate effectively all physical interventions and has not consistently responded to staff concerns raised during their debrief.

When children make allegations relating to staff in the home, managers take their concerns seriously. Managers work in partnership with children's social workers and the local authority designated officer and advocate for children when responses could be improved. Managers ensure that children understand the steps that have been taken to promote their safety.

Staff use incentives. The home's reward structure is individualised, and staff regularly praise children. This reinforces positive behaviour. Consequences in the home are appropriate. However, they are not consistently monitored by the manager. This is a missed opportunity to review staff practice.

Medication is safely stored and administered. Staff consult with health professionals when additional support is needed. This ensures that the health needs of children are met.

Staff carry out regular health and safety checks to ensure that the home is physically safe. The home has a location risk assessment. However, it does not consider all known risks. This is a missed opportunity to reduce risk and to fully review the home's location.

Alarms are used on children's bedroom doors at night. Managers have not completed an assessment of children's needs to support the requirement of this measure. As a result, the alarms may be used unnecessarily.

The effectiveness of leaders and managers: good

The manager is experienced and child focused. The manager has good relationships with the children living in the home, and spends time individually with each child to help her to understand their thoughts and feelings. Children and staff benefit from the manager's positive leadership.

The manager has a good understanding of the home's strengths and areas for development. During the inspection, the manager identified steps she would take to improve the quality of care and rectify the shortfalls that had been identified.

The staff team is stable. Staff are supported by regular supervision, which is an opportunity to reflect on children's needs. Staff said that they enjoy working in the home and they are supported in their roles.

Staff have completed mandatory training and training that is specific and relevant to the children's needs. Since the last inspection, the manager has organised therapists to attend team meetings to help staff understand children's responses to behaviours and how they can best support each child. This helps staff to understand the complex needs of the children in their care.

The managers and staff have established strong connections with partner agencies. Professionals are positive about the communication from staff and the care provided for children.

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 quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child; and enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b) (2)(b)(c)(i)(ii)) In particular, the manager must ensure that the home and children's bedrooms are appropriately decorated, maintained and clean.	21 March 2024
The children's views, wishes and feelings standard is that children receive care from staff who— take their views, wishes and feelings into account in relation to matters affecting the children's care and welfare and their lives. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff—	21 March 2024

help each child to prepare for any review of the child's relevant plans and to make the child's views, wishes and feelings known for the purposes of that review. (Regulation 7 (1)(c) (2)(a)(vi)) This particularly refers to staff supporting children to understanding their care plans and are helped to prepare for their reviews.	
The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the effectiveness and any consequences of the use of the measure. (Regulation 35 (3)(a)(vii)) In particular, the registered manager must ensure that there are effective systems in place to monitor and respond to the feedback provided by staff and to inform the development of the care provided. In addition, the manager must ensure that consequences given to children are monitored.	21 March 2024
The registered person may only use devices for the monitoring or surveillance of children if— the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children. (Regulation 24 (1)(a)) This specifically relates to ensuring that door alarms are only used as set out in a child's agreed risk assessment.	21 March 2024

Recommendation

- The registered person should ensure that the review of the location includes the identification of any risks and opportunities presented by the home's location and strategies for managing these. ('Guide to the Children's Homes Regulations, including the quality standards', page 64, paragraph)

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: SC457923

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Mark Cole

Registered manager: Katie Alexander

Inspector

Sophie Hills, Social Care Inspector

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