

SC459168

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 provides care for up to 4 children who experience social and emotional difficulties.

The manager registered with Ofsted in February 2025.

Inspection dates: 30 June and 1 July 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: 28 May 2025

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/05/2025	Full	Requires improvement to be good
27/01/2025	Full	Requires improvement to be good
07/03/2024	Full	Good
07/06/2022	Full	Good

Summary of findings

Since the last inspection, the children have made progress from their starting points. The children benefit from positive, trusting relationships with a dedicated staff team. The staff show curiosity and a strong commitment to the children's individual needs. This helps the children to feel valued and listened to.

The children enjoy a wide range of activities both inside and outside of the home. The children attend education provisions that are tailored to their needs. The staff encourage structure and daily routine.

Leaders and managers know the children well and are strong advocates for them. This helps children to feel safe and build emotional resilience.

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, 2 children moved in and 3 children moved out of the home. One child moved in and out of the home twice, leaving the second time because the home could no longer keep them safe. At the time of the inspection, 3 children were living at the home and 2 of the children spoke with the inspector.

The home provides a warm, welcoming and homely environment. The children receive individualised care that reflects their interests and preferences. Children's bedrooms are personalised to their taste, which helps them to develop a sense of ownership and comfort.

The children have made progress from their starting points. The staff offer good-quality care and stability for the children. This helps the children to develop a sense of permanence and belonging. Professionals say that the children have 'come on leaps and bounds' since living at the home.

Staff support the children to engage in their interests and hobbies. They promote their cultural identities, reconnecting them with their heritage. Staff facilitate regular trips and support the children to be involved in attending clubs in the London area. This helps the children to reconnect with aspects of their heritage and offers a more diverse experience. One child attends a youth club and a 'voice and influence' group, and another child is encouraged to pursue their interests in music and has the opportunity to go to music studios to create their music.

Staff have built trusting relationships with the children. They know the children well and demonstrate caring interactions. Staff and children were seen to have a relaxed rapport that is positive, warm, playful and nurturing. This provides children with a strong and secure foundation that has contributed to their positive progress.

Staff understand the importance of education. The staff have the children's best interests at the forefront of their practice, and look for creative solutions when faced with educational challenges. This means that children access education with support that is tailored to their needs.

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

Staff demonstrate a good understanding of the children's needs, including their strengths and vulnerabilities. Risk assessments are detailed, regularly reviewed and include clear support strategies. These contribute to children's consistent care.

Staff write daily records that are sensitively written with the child in mind. All recording is child focused, child friendly and written in a nurturing, supportive style. This approach is embedded in practice and widely used to capture all recordings of engagement. This helps children to feel respected, valued and that the adults care for them. It also means that should the child wish to read their records, now or in the future, their perspective has been considered.

Since the last inspection, there has been a high number of physical restraints. However, physical restraint is only used when staff have exhausted all other options to help children manage their safety. Staff help the children to understand why these steps were required. Staff are inquisitive and curious about the challenges children face. Reflective conversations are held with the children that encourage them to develop healthier coping skills. As a result, children have learned effective skills that help them to manage difficult emotions.

Staff manage incidents well. When consequences are used, these are fair, proportionate and clearly linked to helping the child understand expectations and safe behaviour.

Children know how to raise any concerns, and leaders and managers take appropriate action in response to these. The manager responds swiftly to any allegations against staff or other children. Immediate, appropriate safeguarding actions are taken when necessary. Leaders and managers ensure that children's safety remains the priority throughout any investigation. Children are informed of the outcomes of investigations into any concerns they raise. Staff do this in a child-friendly and supportive way to help the children understand them. The manager uses any learning from allegations effectively to strengthen practice.

Children rarely go missing from the home. However, when they do, staff respond in line with children's protocols to help find and return children as soon as possible. Managers work proactively and effectively with external agencies. This multi-agency response helps to reduce these risks.

The fire blanket was not accessible for use in case of a fire. This undermines staff's ability to quickly respond and potentially means that children could be placed at risk of harm in the event of a fire. Leaders and managers have not ensured that fire equipment is always accessible.

The effectiveness of leaders and managers: good

The registered manager has a clear understanding of each child's needs and is committed to providing a stable, nurturing and family-style environment.

The home has a warm, relational culture that reflects the values set by the manager. Her commitment to the children is evident. She has a clear understanding of the strengths and weaknesses of the home. The home experienced a challenging period with a high turnover of staff. Other homes within the organisation were used to address staffing shortfalls. Children expressed concerns about the lack of consistent staffing. Leaders and managers listened to the children and treated their concerns seriously. They have taken action to ensure that there is a more stable, consistent staff team. Leaders are working to build a permanent, strong core team and understand the importance of consistency for both the children and the staff.

The manager is highly visible in the home. She maintains effective oversight through daily contact with staff and regular audits. There is a clear management footprint in recordings. This ensures that practice remains consistent and child centred.

Leaders and managers work effectively with external professionals. They take a thoughtful approach to partnership working, ensuring that communication is purposeful and keeps agencies well informed. Professionals report that communication is strong and the manager is a reliable advocate who represents children's views well.

Staff benefit from regular team meetings, reflective practice sessions and purposeful supervision. They speak highly of the management team, describing them as approachable, supportive and invested in staff wellbeing.

Staff access a range of training to help them understand children's needs and how to support those needs. The registered manager has a strong commitment to staff development. However, leaders and managers have not ensured that staff obtain the required, relevant qualification within the specified timeframes.

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

Recommendations

- The registered person should ensure the home complies with relevant health and safety legislations. In particular, the registered person should ensure fire equipment always remains accessible. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)
- The registered person should ensure that all staff in a care role, including external agency or bank staff, have the qualification in regulation 32(4) within the relevant timescale listed in regulation 32(5). ('Guide to the Children's Homes Regulations, including the quality standards', page 53 paragraph 10.12)

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: SC459168

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Mick Coleman

Registered manager: Grace Tomlinson

Inspector

Sallie Bloomfield, Social Care Inspector

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