

SC464958

Registered provider: Cambian Childcare LTD

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is privately owned and provides care for up to six children who experience social and emotional difficulties.

The manager registered with Ofsted in September 2024. She is currently undertaking her Level 5 qualification.

At the time of the inspection three children were living in the home. All three children were seen by the inspector.

Inspection dates: 9 and 10 December 2025

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: 2 July 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/07/2024	Full	Good
10/10/2023	Full	Good
13/12/2022	Full	Good
06/05/2021	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children live in a home that is well maintained and homely. They benefit from ample communal and outdoor spaces where they can relax and take part in activities. Bedrooms are well furnished and personalised with children's belongings, including family photographs, which promote a strong sense of identity and belonging. This helps children to feel secure and settled, contributing to their overall stability.

Since the last inspection, four children have moved into the home. Moves are managed with sensitivity, and children are given time and support to settle, even when a planned move is not possible. Five children have moved on from the home; where moves are planned, children are involved in the process, helping them feel prepared and reassured. One ending to a child's time at the home was unplanned, following a multi-agency decision around escalating risks. Despite this, staff consistently continue to prioritise the child's welfare.

Children have trusting relationships with staff, which promotes their emotional security and sense of belonging. Staff know the children well, invest time in them, and consistently protect and promote their welfare. As a result, children feel confident to share their feelings with staff and benefit from a range of positive experiences that enhance their confidence and resilience. This supportive environment is enabling children to make progress from their starting points in areas such as social development.

Staff actively involve children in planning and decision-making about their care. Children are encouraged to contribute to their care plans and share their views about the home through both informal conversations and structured discussions. Their views are routinely considered in team meetings, ensuring a consistent and responsive approach. Children receive personal feedback, reinforcing the value placed on their contributions. This inclusive and child-centred practice ensures that children feel listened to, promoting their sense of safety and belonging.

The registered manager and staff actively promote children's engagement in education. They show enthusiasm and curiosity when children struggle in school and adapt approaches to meet individual needs, such as supporting a bespoke timetable for one child currently living in the home. This tailored plan has been highly effective in re-engaging the child, who previously struggled with peer relationships in a school setting. As a result, the child's engagement in education has improved, supporting their learning and emotional well-being.

Staff support children to maintain relationships with those who are important to them and work proactively with professionals and family members to ensure that time together is safe, meaningful, and in the children's best interests. This helps children sustain positive attachments and reinforces their sense of identity.

Staff recognise and celebrate children's achievements. They use incentives effectively to promote positive behaviour. Children respond well to these approaches, which encourage acts of kindness and constructive choices. As a result, children receive additional pocket money to spend on activities or items of their choice which enables them to experience a sense of accomplishment.

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

Staff demonstrate a clear understanding of how children's past experiences influence their sense of safety and behaviour. Children's individual plans identify known vulnerabilities and behaviours and provide staff with detailed and practical guidance which they use effectively to prevent incidents.

Staff use a range of creative ways to help children learn how to keep themselves safe. Bespoke workbooks are used to explore sensitive topics such as relationships, exploitation, and online safety. Staff initiate frequent discussions, often in a relaxed and informal way, to encourage engagement and build children's confidence in talking about these issues. This proactive approach helps children develop awareness and strategies to protect themselves.

Staff support children to take age-appropriate risks, with the use of phones, access to the internet, and time in the community. There are detailed individual risk management plans in place for each child. When children are missing from care, staff respond promptly and effectively, ensuring a well-coordinated approach. A warm and supportive welcome is offered when the children return. This reassures children that they are valued and cared for.

Staff benefit from regular clinical support and guidance, which strengthens their practice and deepens their understanding of children's behaviours and the underlying factors influencing them. When concerns arise that a child may be harming themselves, staff respond promptly and with sensitivity. They provide reassurance and targeted therapeutic support, helping the child to manage their feelings safely.

Staff implement clear and consistent boundaries, which help children feel safe and understand expectations. Incidents requiring physical intervention have reduced because staff use effective de-escalation techniques to defuse situations. On the occasions when physical intervention is necessary, it is proportionate, and used only as a last resort to keep children safe. Following incidents, staff hold reflective conversations with children, enabling them to express their views and feelings. These discussions help managers and staff to understand the impact on children and identify triggers, reducing the likelihood of future occurrences.

Allegations made by children are investigated in line with statutory guidance and shared appropriately with safeguarding partners. Children are supported and protected throughout the process and are informed of the outcome. The manager and staff demonstrate a reflective approach and learn from incidents to strengthen practice. As a

result, children feel listened to, reassured and confident that concerns are taken seriously, which reduces anxiety and enhances their overall safety.

The effectiveness of leaders and managers: good

The registered manager and deputy work collaboratively to provide strong and effective leadership. They know the children well and ensure that plans are detailed, comprehensive, and tailored to meet individual needs. This approach promotes consistency in care and supports children's safety, emotional well-being, and progress.

The registered manager has strengthened oversight through a comprehensive range of monitoring systems, which have significantly improved since the previous inspection. These systems enable her to evaluate the quality and consistency of care effectively. Reports from the independent visitor and peer audits are also used to drive improvement, ensuring that children experience safe, consistent, and well-planned care.

Staff morale is good, and they speak very positively about the registered manager and deputy, describing them as approachable and supportive. Staff enjoy their roles and demonstrate commitment to children's care, which stems from the positive culture created within the home. This enthusiasm contributes to a strong and nurturing environment that supports children's emotional well-being.

The registered manager ensures staff access specialist training tailored to children's individual needs, and learning from this is embedded into daily practice. Regular supervision and team meetings provide opportunities to review children's progress and discuss emerging behaviours. Staff share strategies, including PACE and other therapeutic techniques, enabling them to deliver consistent, personalised, and sensitive care that supports children's emotional well-being and stability.

The registered manager and staff work consistently and effectively with professionals and family members. Positive feedback from a social worker and family members highlights strong communication and the quality of care provided, which promotes collaborative working and supports positive outcomes for children.

The home has experienced many staffing changes since the last inspection; however more recently there is stability within the team. While not all staff are experienced, the registered manager ensures that new staff receive support from competent and experienced colleagues, promoting safe and consistent care. Two staff members have not yet achieved the required qualification within the regulatory timeframe; the registered manager is aware of this shortfall and is providing appropriate support to enable them to complete their training.

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

Recommendation

- The registered person should ensure that all staff in a care role must 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: SC464958

Provision sub-type: Children's home

Registered provider: Cambian Childcare LTD

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

Responsible individual: Kira Arlett

Registered manager: Gemma Picken

Inspector

Julia Thompson, Social Care Inspector

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