

SC471038

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care to one child or young person who may have emotional and social difficulties.

At the time of inspection, one child was living in the home. The inspector spent time with the child. Two other children have lived in the home since the last inspection.

The registered manager, who was part of the inspection, is now on maternity leave, and the home is being supported by a covering manager. This manager has submitted his application to be registered with Ofsted.

Inspection dates: 16 and 17 March 2026

Overall experiences and progress of children and young people, taking into account	outstanding
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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	outstanding
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 10 September 2024

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
10/09/2024	Full	Outstanding
19/03/2024	Full	Good
24/06/2022	Full	Outstanding
15/03/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Staff provide high quality care that is individualised, nurturing and creative. They demonstrate an excellent understanding of how to adapt practice to the ever-changing risks and needs of the children living in the home.

The child currently living in the home benefits from excellent relationships with the staff team. The child feels that their home and the people who care for them are 'outstanding'. They say that they love living there, along with their cat who has also become an honorary member of the staff team.

Staff manage complex and high-risk situations with a calm and considered manner. The quality of relationships the team has fostered with the child has been key to supporting their progress, as well as progress for previous children who have lived in the home.

Children make significant progress when living in the home. Progress is not linear; however, there are clear plans and approaches to encourage and support children to reach their potential, with a key focus on building skills for adulthood, while also managing the risks that come with this.

The educational progress in respect of the current child living in the home is excellent. Children in the home have often spent long periods of time in highly structured medical settings before living there, often with little access to education. Staff support children when they move in to successfully access education and provide the necessary safeguards to ensure they succeed. External professionals note that the multi-agency working the home does is excellent and that they have good communication, which supports the progress of children who live there.

The research-based approach that the home uses is fully embedded in staff support for the child. Staff use the skills of different members of the team to enhance their knowledge and practice further. When one method of working with a child is not effective, they adapt their approach and use creativity to change their approaches until they can see it is having a positive impact.

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

Staff are well equipped and confident in managing extremely high-risk and complex incidents. When serious incidents occur, they approach them in a manner that immediately safeguards the child and lessens the risk.

Staff and the manager understand that progress is not linear and that risk can fluctuate and change. When the risks in the home have increased staff have adapted

their practice and responses to address this. Staff have also ensured that conversations and decision-making in respect of risk have included the wider team that supports the child, to ensure this is a multi-agency response. Staff also, when risks are lower, support the child to develop their independence and life skills as much as possible, always considering that someday they will need to leave their home and move on to adulthood.

Due to the nature of risk within the home, temporary night staff have been used to ensure the safety of the child. Managers ensure information is shared with temporary staff, however they have not checked whether plans are fully understood. As such, on one occasion, temporary staff did not involve permanent staff at the earliest opportunity. This resulted in an incident that although well managed, may have been preventable. The manager amended these plans and procedures during the inspection to ensure this did not take place again.

There is a robust multi-agency approach to supporting the child living in the home, and the responses to their care are developed using considered research-informed approaches, which are well established. This supports staff to provide consistent and considered care to the child.

The effectiveness of leaders and managers: outstanding

The home's registered manager and covering manager are dedicated and inspirational leaders who demonstrate strong advocacy for children who live in the home.

Leaders and managers are creative and proactive in managing ever-changing and shifting risks and regularly update their approach to practice to be in line with these changes. Managers are aspirational for children in respect of their progress and development despite the potential risks associated with this, and they work to continue to push and challenge the expectations for children with extremely complex needs.

Managers and staff recognise the significant emotional challenge of the role. Leaders understand the impact this can have on staff wellbeing and provide robust support. A consistent, dedicated and stable staff team is in place as a result of this high-quality support. Staff thoroughly understand how to do their roles and are provided with specialist training to support this. They are well equipped to cope with the high levels of risk being managed, including clinical support and guidance.

The team has excellent working relationships with external agencies and strongly advocates on behalf of children who live in the home. When the response from agencies has been poor, staff have actively challenged this and ensured that the children who they care for have a clear voice.

When children move into the home, staff focus on providing time and space to begin to build relationships, even before they move in permanently there. When children

move out, staff and the manager try as best as possible to do this in a planned way. Staff also ensure they have regular communication and contact with children when they spend periods of time in hospital and ensure that maintaining their relationships with children remains at the centre of their practice.

The home is achieving its aims and objectives, and the progress of children is very clearly captured. This includes reflections on work done with the children, incidents that have taken place and consideration of what went well and what could have been done better. These reflections, that consider various theories, are then used to consider how these improvements can be made and then be fed back into practice. This supports a continuous learning environment in the home and continues to improve the care received by children.

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

Recommendations

- The registered person should ensure that temporary staff employed in the home fully understand plans related to children and associated risks, and that these plans ensure that children continue to receive continuity of care. ('Guide to the Children's Homes Regulations, including the quality standards', page 51, paragraph 10.1)

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: SC471038

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Nicola McClements

Registered manager: Charlotte Ewins

Inspector

Helen Cushnie, Social Care Inspector

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