

SC471058

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home provides care for one child who may have a learning disability and/or social and emotional needs. It is part of a national organisation.

The manager was registered with Ofsted in March 2022.

Inspection dates: 10 January 2024

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	outstanding
---	-------------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 25 April 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
25/04/2022	Full	Good
10/01/2022	Full	Requires improvement to be good
31/01/2020	Full	Outstanding
13/03/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The child is making very good progress from her starting point since she arrived at the home. The staff succeed in building trusting relationships with the child. These relationships form the basis from which the child is making progress. The child feels loved and is benefiting from the nurturing and positive atmosphere. Routines run smoothly and the child is developing a sense of belonging and permanence following her previous experiences of multiple moves and disruption.

The staff are sensitive to and knowledgeable about the child's learning needs. They communicate with her effectively, using simple and direct language, symbols and pictures. The staff are successfully supporting the child to develop confidence, mature and learn independent living skills. The child will soon be moving to an adult home. The staff record the skills that the child is learning and the progress that she is making, for example with her personal care, but this is not yet pulled together in a document that clearly shows the level of her skills and will inform professionals about where is the most suitable adult home to meet the child's needs.

The child is appropriately placed in a school that meets her educational needs, and she is making progress. The staff have high aspirations for the child, and communicate with the school effectively. The staff strongly advocate for the child to ensure that at the end of this academic year she will move on to a suitable further education provision in a fully and carefully planned way.

A strength of the home is how the child's complex health needs are met. The staff promptly obtain the health-care services that the child needs. Staff support the child to learn how to independently manage her personal care effectively. For example, because the child has learned to brush her teeth independently, she has required less dental treatment recently.

The child is flourishing at the home and is gaining confidence. She now feels able to participate in a dance club and has made friends. The staff are aware that she is easily overwhelmed in busy situations, so have devised a range of activities to build her confidence, such as beach and farm visits. The child has a love of animals and is learning to take responsibility by looking after her two cats that live in the home.

The staff understand the importance of building relationships between the child and her family, so that these relationships will support the child in the future. Staff actively support the child to regularly meet her family and have contacted relatives who the child has not seen for some time to arrange visits.

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

The staff are vigilant in their care. They know the child well and keep her safe. They recognise when her mood changes and how this may affect her behaviour. Incidents

are reduced as this understanding has increased over time. The staff successfully de-escalate any incidents, using appropriate humour and distraction. The child is learning, with the support of the staff, to understand her emotions and use coping strategies if, for example, something has upset her.

The child benefits from clear and consistent behaviour management and boundaries. Expectations are clear and the rules are fair. The staff support the child to learn from any mistakes, and praise her for achievements and positive behaviour.

Any risks are clearly identified, and effective control measures are put in place. The child has a deprivation of liberty order in place. The staff regularly contribute to reviewing this order and confidently put any required measures in place to promote the safety of the child.

Any safeguarding concerns are promptly referred to the relevant safeguarding professionals. Staff are aware of the home's whistle-blowing policy and procedures and are confident to follow safeguarding procedures. This helps to ensure the safety of the child.

Recruitment procedures are rigorous, robust and help to ensure that only suitable people are employed in the home.

The effectiveness of leaders and managers: outstanding

The skilled manager demonstrates very strong leadership. They are respected by the staff, who report that they are very well supported and supervised, so, in turn, they can support the child effectively. This is a happy home, where staff morale is very high and the staff feel valued. The manager ensures that the staff are the tenacious, motivated, and 'pushy parents' that the child needs to help her to make progress and obtain the services she needs.

The child benefits from being cared for by a consistent, well-trained and supervised team of staff, who have built excellent, trusting relationships with the child. Many of the staff did not have previous experience of working with a child with complex learning needs. The manager has ensured that through her positive leadership and example, the staff team has enthusiastically undertaken all the specialist training they need, which has equipped them with the skills they need to confidently care for the child.

Feedback from the child, professionals, staff, and families is entirely positive. Placing social workers value the home and are very impressed with the progress that the child is making.

Records are clear and concise. A management footprint is evident. The manager reviews and evaluates all incidents for any training needs for staff and any patterns or trends that may help to inform the future care of the child. A comprehensive quality assurance system informs the home's development plan, which outlines the areas for development for the home over the next 12 months.

The home provides the child with a very homely and well-decorated environment that meets her needs. The child has personalised her bedroom, and her toys and games are evident throughout the home. Photographs of the child and her family and the staff are proudly displayed. This helps the child to feel a sense of belonging.

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

Recommendations

- The registered person should ensure that that all known information about the child's current personal care skills and independent living skills are fully documented and given to professionals who are sourcing an adult placement for the child. ('Guide to the Children's Homes Regulations, including the quality standards', page 18, paragraph 3.28)

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: SC471058

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: McClements Nicola

Registered manager: Gemma Curtis

Inspector

Tina Maddison, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2024