

SC471153

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a private provider and provides care for up to two children who experience social and emotional difficulties. Two children were living at the home at the time of the inspection.

The manager registered with Ofsted in May 2023.

Inspection dates: 3 and 4 February 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: 5 March 2024

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/03/2024	Full	Good
20/04/2022	Full	Good
05/10/2021	Full	Good
29/10/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

At the time of this inspection, two children were living at the home. No children have moved in or out of the home since the last inspection. Both children took part in the inspection. Children are making gradual progress from their starting points.

Children have developed good relationships with staff. Staff provide nurturing relationships to children. Staff know the children well and talk about them with care and compassion. The staff are open and honest with children, which helps the children to build positive and trusting relationships.

Staff ensure that children are able to stay in touch with the people that matter most in their lives. Staff build relationships with families and keep them updated. Staff take children to visit their families, and families visit the home. Staff have been proactive in identifying additional support for one child and their family, contributing to positive and meaningful time spent together.

Children are making some educational progress, helped by the quality of care they receive. Staff at the home have developed positive working relationships and maintain good communication with professionals. Collaborative working has allowed staff to share identified barriers to learning and think about creative ways to enhance learning opportunities. Staff convey the importance of education as part of children's daily routines.

Children are offered activities outside of the home. For example, one child attends weekly cadets. All children have attended activities linked to their interests such as a drive-through safari, attending the cinema and attending a cat café.

Children's milestone moments are recognised and celebrated including a 16th birthday and, for one child, being at the home for a year following several previous moves.

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

Staff have completed the organisation's safeguarding training. This has helped the staff to be confident in their roles of reporting and escalating any child protection concerns. They understand the whistle-blowing policy.

A rewards and consequences system is understood by staff and used to encourage positive behaviour. Rewards are individualised to each child. When consequences are used, these are relatable and directly correlate to the child's behaviour. This is helping children to learn.

Staff only use restraint when necessary to keep everyone safe. Management maintain oversight of the incidents. They make sure that children and staff are given the opportunity to reflect on incidents and have their views heard.

Missing-from-home incidents are rare. When they occur, they are managed appropriately. Staff follow missing-from-home protocols and contact the police to report children who go missing from the home.

Comprehensive safe recruitment checks are completed for all adults who come to work in the home. When temporary staff have been used, managers have tried to keep these to a select few to provide continuity and consistency to the children.

The effectiveness of leaders and managers: good

A suitably qualified and effective manager manages the home. She is keen to develop the home and the staff team and support children's progress.

The manager is confident to challenge other professionals to help ensure that the wishes and feelings of the child are heard and the right support is in place for them to thrive. This advocacy led to one child being able to see family over the Christmas period.

Staff receive regular supervision and say that they feel supported by the manager. When there have been some concerns around staff practice, staff have been challenged effectively by the manager in these supervision sessions. This helps the manager to understand the skills in the team and to help ensure that staff practice with children is safe.

Team meetings provide effective support for staff and are used as a forum to discuss individual children. Therapeutic consultation and training is provided to help staff understand the impact of trauma and how this manifests in children's behaviour. These meetings give the staff team the opportunity to share ideas and feelings in a safe space.

The manager has effective monitoring systems in the home. There are a variety of meetings that take place regularly that offer the manager oversight of the children's current needs. These help her to consider the strengths and areas of development for the home.

Staff have access to a thorough core training package and to bespoke training specific to the needs of the children at the home. However, two staff have not achieved a level 3 qualification within the required timeframe.

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 registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3). The requirements are that— the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained— the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma") The relevant date is— in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home. (Regulation 32(1) (2)(a)(b) (3)(b) (4)(a) (5)(a))	5 March 2025

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: SC471153

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Sarah Love

Registered manager: Eleanor Perronet-Miller

Inspector

Naomi Starbuck, Social Care Inspector

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