

SC471153

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 by a national social care provider. The home cares for up to two children who may experience social and emotional difficulties.

The manager registered with Ofsted in July 2020.

Inspection dates: 20 and 21 April 2022

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	good
---	------

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

Date of last inspection: 5 October 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/10/2021	Full	Good
29/10/2019	Full	Good
26/06/2018	Full	Good
24/10/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Since the last inspection, three children have moved out of the home. Two children successfully moved back to their families, and one child moved to a specialist placement. At the time of this inspection, no children were living at the home.

Children experienced well-planned introductions into the home. They were welcomed with individualised welcome packs. Children were introduced to each other through planned meetings. Staff regularly spoke with children about the relationships that they had with each other. This helped children to settle in quickly and start to build healthy relationships.

Children were regularly consulted about their experiences at the home. Monthly children's meetings were well attended. Staff encouraged children to speak about any changes that they would like. As a result, the menus were organised by children. The manager attends the children's meetings. She listens to their concerns, makes changes and writes back to them with how she has resolved any issues for them.

Children told staff what activities they wanted to experience, and staff organised these. Children went quad biking, bowling, to theme parks, boxing and planned how to celebrate their own birthdays. This helped children to have positive experiences while living in the home.

Children had individualised care plans which they helped to write. Children were encouraged to tell staff about their preferred routines, likes, dislikes, hobbies and interests. Staff helped children to express their views, wishes and feelings.

Staff were sensitive to children's backgrounds and how their experiences affected their mental and emotional health. Staff provided opportunities for children to talk with them about what worried them. They talked with one child about his anxieties about court proceedings. One child benefited from support from the staff in respect of the emotional impact of surgery.

Staff celebrated children's achievements and knew children's strengths. When they made progress, children received praise and experienced activities that they enjoyed. These included trips to the cinema, meals out and arts and crafts as rewards. Staff understand how to help children achieve their goals. Children made progress in areas which interested them.

Children's attendance at school and college was good. Staff helped children with routines, so that they were prepared for the day. This showed children that staff see education as an important part of their lives. One child made progress in gaining a qualification in construction. One child engaged in school, which she had not managed previously. Children made progress with individualised education targets.

Staff helped children to maintain relationships with their families and friends. Staff supported one child to spend more time with his family. Staff extended the time that the child spent with their family, which resulted in improving their relationships and the child moving home successfully. Staff took children to see their friends. They assessed who children were spending time with. Staff helped children to understand healthy friendships and how to recognise when behaviours are harmful and socially unacceptable. Children felt part of their family and community when living at the home.

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

Staff assessed risks and reviewed assessments when risks changed. Staff knew the children well and were skilled in recognising individual risk factors. They met with children to explain about the risks posed to them and what measures would reduce risk. Staff helped one child to understand how to keep herself safe in relationships. When children disagreed, the staff would spend time with them, listening to their views and discussing consequences. Staff helped children understand how to keep safe.

Staff have training in specific areas of risk such as gang affiliation and drug crime. This helped staff to recognise individual vulnerability and help children to make different choices about their lifestyle.

Staff understand the risks and benefits of children using the internet and mobile phones. Staff spoke with children when they had any concerns about their safety. One child experienced online bullying; the staff spent time with the child talking about her feelings. Staff reported their concerns to the police on the child's behalf to keep her safe.

Staff had good relationships with children. As a result, there were no restraints or missing-from-care episodes.

The staff have good knowledge and awareness of safeguarding and whistle-blowing policy and procedures. They understand how to report concerns and pursue them further if they are unsatisfied with a response.

The manager regularly reviews the home's location assessment. This helps to inform matching decisions. One child's incidents of going missing decreased significantly while living in the home, because of the rural location. Staff are informed of areas in the community that could increase the risk of harm to children.

The staff worked with social workers to reduce risks for children. Staff communicated with social workers regularly and provided weekly reports on the child's progress and any concerns. One social worker said, 'There was a real reduction in risks of the child taking drugs because of the staff's approach.'

The home offers children spaces for socialisation and quiet areas to be alone. However, the windows are dirty, the garden has a broken trampoline, cigarette ends had not been not cleared away and broken roof tiles lay on the patio. This detracts from the large and well-tended garden.

The effectiveness of leaders and managers: good

The manager has suitable qualifications and experience to manage the home. She is supported by three qualified and experienced team leaders and a responsible individual who spends time at the home.

The manager has created a learning culture. In addition to the organisation's mandatory training, the manager uses her own research to train staff. The manager has created a bespoke resource pack on attachment in residential settings. Staff are skilled and knowledgeable in this area because of the manager's approach. Staff understand how to help children who have experienced trauma to build healthy relationships.

Recruitment and retention of staff is good. The small staff team is longstanding. Staff hold a relevant level 3 qualification or are working towards it. New staff are fully inducted into the home and signed off by the manager as competent to carry out their role.

Staff receive regular supervision with trained managers. Staff are supported to reflect on their work with children. Safeguarding is discussed and there is a focus on staff's well-being and how managers can help with the emotional impact of the work. The home's therapist provides emotional support to the staff team. Staff feel supported by managers.

Staff attendance at team meetings is good. The manager plans these meetings for staff development and to reflect on children. Roles and responsibilities are discussed and accountability defined. Children benefit from continuity of care from committed staff who understand their roles and work together as a team.

The manager works closely with professionals and families. When there are concerns about children, she meets with them to explore the issues. One child had medication prescribed from another country. The manager worked with specialists to decide whether the child should be administered the medication. The manager is confident to challenge placing local authorities when needed and in the best interests of the child.

The manager uses internal and external audit tools to monitor the service. She focuses on the impact that staff have on children's experiences and progress. Shortfalls are addressed with staff.

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, 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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health (Regulation 12 (1) (2)(d)) In particular, remove the broken trampoline, fallen brickwork and cigarette ends in the garden and ensure that the interior and exterior of the windows are cleaned.	13 May 2022

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 Limited

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

Responsible individual: Sarah Love

Registered manager: Kelly Grimes

Inspector

Mandy Start, 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 children looked after, 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 2022