

SC476270

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is run by a large private organisation and offers care and accommodation for up to five children who have suffered significant harm or childhood trauma.

There has not been a registered manager in the home since 1 January 2020. There is currently an experienced interim manager in post.

Inspection date: 5 November 2020

This monitoring visit

This monitoring visit was carried out in response to serious and widespread concerns that were raised at an assurance visit in September 2020. Since that visit, the manager has stepped down and an interim manager is in place. The interim manager is experienced and has quickly grasped the areas of improvement needed in the home.

The interim manager has worked with staff and the in-house clinical team to develop their understanding of risk and how this is assessed. Risk assessments have been significantly improved but do not yet contain all known information about children. Where children have diagnosed conditions that impact on them and their social behaviour, this is now well considered and strategies to manage behaviour and risk take these into account.

The interim manager has ensured that staff are trained to meet the needs of children. Staff are now confident in safeguarding processes and how to respond to allegations. This helps staff to feel safe in their practice and better protects children. The interim manager is also investing in staff to make progress in their knowledge and skills. This has included supporting staff to better understand autism spectrum disorder, so they can use this knowledge in practice. Staff report this is helping them develop in their roles. This investment is appreciated by them and is having a positive impact on practice.

The interim manager uses monitoring effectively to understand the strengths and areas for development in the home. This results in action plans that are used to drive improvement. The interim manager is working with the deputy manager and team leaders to develop their skills in providing supervision. She recognises the importance of this to support and challenge staff. Records of these meetings are not yet comprehensive, and the interim manager has already identified this as an area for development.

The statement of purpose is now an accurate reflection of the home and those who work there. It is kept up to date and shared with the regulator as required. Other regulatory requirements will be considered at a future inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/12/2019	Full	Outstanding
12/03/2019	Interim	Improved effectiveness
30/04/2018	Full	Good
02/02/2018	Interim	Declined in effectiveness

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 staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1) (2)(a)(i))	17/12/2020
The care planning standard is that children— receive effectively planned care in or through the children's home. (Regulation 14 (1)(a))	17/12/2020
The registered person must notify HMCI and each other relevant person without delay if— there is an allegation of abuse against the home or a person working there; there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(c)(e))	17/12/2020
The registered person must complete a review of the quality of care provided for children ("a quality of care review") at least once every 6 months. In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating— the quality of care provided for children;	17/12/2020

the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and

any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children.

The system referred to in paragraph (2) must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff.
(Regulation 45 (1) (2)(a)(b)(c) (5))

Recommendations

- A record of supervision should be kept for staff, including the manager. The record should provide evidence that supervision is being delivered in line with regulation 33 (4)(b). ('Guide to children's homes regulations including the quality standards', page 61, paragraph 13.3)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: SC476270

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Clare Hadfield

Registered manager: Post vacant

Inspector

Karol Keenan, Social Care Regulatory Inspector

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