

SC476270

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is run by a private organisation and provides care for up to five children who have suffered significant harm or childhood trauma.

The home has not had a registered manager since December 2019. A permanent manager has been appointed who will be making an application to register.

Inspection date: 14 September 2021

This monitoring visit

This children's home was judged as inadequate at a full inspection on 19 and 20 July 2021. Following this inspection, three compliance notices were issued. In addition, a notice of restriction was issued on 21 July 2021 to prevent any further children from being admitted to the home.

The purpose of this inspection was to evaluate the provider's progress in meeting the compliance notices and to ensure that it is complying with the restriction notice. The requirements will be reviewed at a subsequent inspection.

The inspector found that no further children have been admitted to the home. Therefore, the restriction notice has been adhered to.

At this monitoring inspection, the inspector found that the provider had made good progress in meeting the compliance notice in relation to the care planning standard. As a result of these improvements, this compliance notice is met.

Some progress has been made in meeting the two other compliance notices. However, not all of the required steps have been completed. Consequently, two compliance notices have been reissued and the notice of restriction remains in place.

Managers and staff have reviewed children's risk and behaviour management plans and made the necessary amendments. As a result, these plans fully capture the risks associated with children and provide staff with clear strategies to manage risk. Staff have updated their knowledge of these plans and fully understand their role in implementing and managing them.

Managers and staff have worked hard to address the shortfalls in relation to the home environment. The home has been fully redecorated since the last inspection. All areas of the home, including children's bedrooms, are well presented. Furthermore, the provider has taken appropriate steps to address the climbing risks identified at the previous inspection. For example, new fencing is in place and access points to the rear of the home have been blocked.

The provider has reviewed the quality of one-to-one support provided to children. In addition, managers have implemented a schedule to ensure that one-to-one support is timely and in line with children's needs. However, the inspection found that the quality of one-to-one support is variable and does not yet equip children with the knowledge to understand their risks. As a result, this step of the compliance notice remains unmet.

Staff told the inspector that they do not feel that there are adequate staffing resources to provide consistent and safe care. For example, on occasions, the home is staffed with two staff supporting both children living in the home. However, some staff are pregnant. Pregnant staff are expected to remove themselves from challenging situations. This means that the remaining member of staff has to support both children. This poor planning means that staff cannot provide children with proactive care or appropriate supervision. The provider took steps to rectify this shortfall following the inspection. However, these plans are yet to be tested.

The vast majority of staff have completed their mandatory and essential training. As a result, children receive care from an increasingly knowledgeable staff team.

The provider has taken steps to review the home's statement of purpose. Managers have plans in place to improve the quality of care children receive. They acknowledge that these plans are in their infancy and that it will take time to embed the necessary change. For example, there are plans to provide staff with specialist training to engage children through play. In addition, senior managers have spent time in the home observing staff practice to identify learning. However, while there are signs of improved practice, this has not yet been sustained. As a result, this step remains unmet.

Managers have taken steps to review the home's monitoring systems. There are early indications that these systems are effective in identifying shortfalls. However, during the inspection, staff raised a number of concerns in relation to staffing resources and practice. Managers were not aware of these issues prior to the inspection. This does not indicate that monitoring systems are sufficiently robust to

identify shortfalls in the care arrangements to keep children safe. As a result, this step remains unmet.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/07/2021	Full	Inadequate
19/12/2019	Full	Outstanding
12/03/2019	Interim	Improved effectiveness
30/04/2018	Full	Good

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
In meeting the quality standards, the registered person must, and must ensure that staff— seek to secure the input and services required to meet each child's needs; if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5 (b)(c)) This specifically relates to the registered person escalating concerns and challenging the relevant organisations and professionals to ensure that children receive the support they require to meet their needs. This includes an education provision.	3 October 2021
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff— provide to children living in the home the physical necessities they need in order to live there comfortably; and provide to children personal items that are appropriate for their age and understanding. (Regulation 6 (1)(a)(b) (2)(b)(vii)(viii))	3 October 2021

This specifically relates to ensuring that the home environment is safe, welcoming and well maintained. This also relates to ensuring that there are adequate age-appropriate toys and activities available to children.	
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to achieve the child’s education and training targets, as recorded in the child’s relevant plans; support each child’s learning and development, including helping the child to develop independent study skills and, where appropriate, helping the child to complete independent study; understand the barriers to learning that each child may face and take appropriate action to help the child to overcome any such barriers; promote opportunities for each child to learn informally; help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible; help each child to attend education or training in accordance with the expectations in the child’s relevant plans; and that each child has access to appropriate equipment, facilities and resources to support the child’s learning. (Regulation 8 (1) (2)(a)(i)(ii)(iii)(v)(viii)(x)(b)) This specifically relates to ensuring that all children have access to appropriate education and learning. This also refers to ensuring that children are provided with informal learning opportunities.	3 October 2021
* The protection of children standard is that children are protected from harm and enabled to keep themselves safe.	3 October 2021

In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to understand how to keep safe; manage relationships between children to prevent them from harming each other; and understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person. (Regulation 12 (1) (2)(a)(ii)(iv)(v)) This relates to ensuring that staff provide sufficient supervision of children to safeguard them and to prevent incidents from occurring. In addition, the registered persons must all ensure that all staff support children to understand and reduce their own risks.	
* The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children’s home that— helps children aspire to fulfil their potential. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home’s statement of purpose; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a) (2)(a)(f)(h)) In particular, this relates to ensuring that there are effective monitoring and review systems in place to review and	3 October 2021

improve the quality of care provided to children, and ensuring that children's views on all aspects of their care are gathered and considered. This requirement was made at this last inspection and is restated.	
The registered person must ensure that— children can access all appropriate areas of the children's home's premises; and any limitation placed on a child's privacy or access to any area of the home's premises— is intended to safeguard each child accommodated in the home; is necessary and proportionate; and allows children as much freedom as is possible when balanced against the need to protect them and keep them safe. (Regulation 21 (b)(c)(i)(ii)(iv)) This specifically relates to the home's gardens. Children should have unrestricted access to this space unless it is unsafe to do so.	3 October 2021
The registered provider must appoint a person to manage the children's home if— there is no registered manager in respect of the home; and the registered provider— is an organisation or a partnership. (Regulation 27 (1)(a)(b)(i)) This specifically relates to the registration of a suitable registered manager for the home.	3 October 2021
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. 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—	3 October 2021

the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or a qualification which the registered person considers to be equivalent to 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; or in the case of an individual who was working in a care role in a home on 1st April 2014, 1st April 2016. (Regulation 32 (1) (4)(a)(b) (5)(a)(b)) This specifically relates to ensuring that staff obtain the level 3 qualification within the required time frame.	
The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the effectiveness and any consequences of the use of the measure; and within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so (“the authorised person”)— has spoken to the user about the measure; and has signed the record to confirm it is accurate. (Regulation 35 (3)(a)(vii)(b)(i)(ii)) This specifically relates to sanctions and ensuring that all sanctions are appropriate, that the manager reviews their effectiveness and that sanctions are explained to the children.	3 October 2021
Schedule 4 sets out the other information that the registered person must keep in relation to a children’s home. The registered person must— maintain in the home the records in Schedule 4;	3 October 2021

ensure that the records are kept up to date; and retain the records for at least 15 years from the date of the last entry. (Regulation 37 (1) (2)(a)(b)(c)) This specifically relates to ensuring that staff rosters are up to date and maintained in line with regulatory requirements.	
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*These requirements are subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's 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: Metropolitan House, 3 Darkes Lane, Potters Bar, Hertfordshire EN6 1AG

Responsible individual: Clare Hadfield

Registered manager: post vacant

Inspector

Gareth Leckey, Social Care Inspector

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