

SC476270

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private company and is registered to provide care and accommodation for up to five children who have emotional and/or behavioural difficulties.

Inspection date: 15 March 2018

This monitoring visit

An unannounced interim inspection was undertaken on 2 February 2018. The judgement was that the home had declined in effectiveness. There were significant concerns regarding the safety of young people in the home, poor risk management, bullying, a poor home environment, education of young people and a lack of robust management. Because of these significant concerns, Ofsted issued a restriction of accommodation notice and one compliance notice in relation to safeguarding. The purpose of this monitoring visit was to monitor the registered provider's compliance with the notice and to ensure that there have been no new young people admitted to the home.

Since the last inspection, one young person has moved out of the home and four young people have remained in placement. The registered provider's response to the compliance notice and restriction of accommodation notice has been positive. A new manager has been appointed to cover the registered manager's maternity leave. The manager will be making an application for registration with Ofsted in due course. In the meantime, the manager has been robust in addressing the shortfalls and improving the quality of care for young people. There have been no young people admitted to the home.

Young people who stated that they did not feel safe at the last inspection report that they now feel safe. The manager has listened to the young people and made the home feel safer for them. Bullying is now robustly addressed. Young people engage in both group working and individual sessions to address any issues of bullying.

Physical interventions have reduced and are vigorously reviewed by the manager. As a result, young people's safety is now promoted and they feel safe in their own home.

Staff morale has significantly improved and they are now working as part of a team and making sure that young people are safe and that young people's day-to-day care needs are met. A member of staff said, 'Everybody is happier and the children are much happier. The new manager is fantastic and very supportive and there is just a different feeling in the home.' The manager has been discussing the importance of the whistleblowing policy to ensure that the care for children never reaches such a poor standard again.

Risk management plans are comprehensive and now refer to the individual young people, their personal histories and their needs. They detail all known areas of risk, including bullying. As a result of up-to-date and pertinent risk assessments, staff now have the guidance and strategies to monitor and reduce the risks to each young person.

The home's environment has notably improved. The majority of the home has been redecorated, with young people's involvement. There are new carpets throughout. Damage to the home has been repaired and new furniture has been purchased. The home is now aesthetically pleasing and homely.

Ofsted set a number of requirements at the last inspection and issued one compliance notice. The service has taken sufficient actions to meet the compliance notice and has complied with the restriction of accommodation. The remaining requirements will be monitored at the next inspection. There have not been any new requirements made as a result of this inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
02/02/2018	Interim	Declined in effectiveness
19/12/2017	Full	Requires improvement to be good
15/02/2017	Interim	Sustained effectiveness
19/07/2016	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
The children's views, wishes and feelings standard is that children receive care from staff who ensure that they help each child to understand how the child's views, wishes and feelings have been taken into account and give the child reasons for decisions in relation to the child. (Regulation 7 (2) (iii))	31/03/2018
The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. (Regulation 8 (1))	31/03/2018
The positive relationships standard is that children are helped to develop, and to benefit from, relationships. In particular, the standard in paragraph (1) requires the registered person to ensure that staff have the skills to recognise incidents or indications of bullying and how to deal with them. (Regulation 11 (1) and (2) (xiii))	31/03/2018
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; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and the premises used for the purposes of the home are designed, furnished and maintained so as to protect each	31/03/2018

child from avoidable hazards to the child's health. (Regulation 12 (1) and (2) (a) (i) (iii) (v) (vi) (d))	
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 and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that the home has sufficient staff to provide care for each child; and ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1) and (2) (d) (e))	31/03/2018
The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home. (Regulation 23 (1))	31/03/2018
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 if the individual satisfies the requirements in paragraph (3). The requirements are that the individual is of integrity and good character, the individual has the appropriate experience, qualification and skills for the work that the individual is to perform, the individual is mentally and physically fit for the purposes of the work that the individual is to perform and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2) (a) and (3) (a) (b) (c) (d))	31/03/2018
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 details of the name of the child, the name of the person who used the measure ("the user"), and of any other person present when the measure was used 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) (i) (vi) (b) (i) (ii))	31/03/2018
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 and ensure that the records are kept up to date	31/03/2018

in particular reference to staff rosters. (Regulation 37 (1) and (2) (a) (b))	
The registered person must notify HMCI and each other relevant person without delay if an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious. (Regulation 40 (4) (b))	31/03/2018

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: Cambian Group, 4th Floor Waterfront Building, Chancellors Road, Hammersmith Embankment, London W6 9RU

Responsible individual: Clare Hadfield

Registered manager: Rebecca Hogben

Inspector

Sandra King, social care inspector

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