

SC476270

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

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

The manager has been registered since January 2019 and is suitably qualified.

Inspection dates: 19 to 20 December 2019

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	good
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The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 12 March 2019

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
12/03/2019	Interim	Improved effectiveness
30/04/2018	Full	Good
02/02/2018	Interim	Declined in effectiveness
19/12/2017	Full	Requires improvement to be 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 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 name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure; 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; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that	31/01/2020

they have spoken to the child about the measure.

(Regulation 35(3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii), (b)(i)(ii), (c))

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Well-trained staff make every effort to support children, all of whom have experienced trauma. Staff provide stable relationships which enable children to feel safe and secure. This ensures that children have a solid foundation to begin to come to terms with their early experiences and to develop resilience.

Staff help children in the home to make excellent progress. Staff support children to achieve this using child-centred approaches. Children move onto foster care when they are ready, and staff plan these transitions well. This helps children to take the learning that they have secured in the home into the next phase of their childhood.

Children are achieving in their education and have individualised plans. One child who has found school hard in the past now says that they 'love school', and their attendance is good. Staff sensitively identify where there may be difficulties and strongly advocate for the right programmes to be in place. Staff ensure that other professionals around the children take their needs into account in their plans.

Staff assess children's progress across key areas regularly and they can evidence sustained progress for children in all areas from their starting points. Staff understand the impact of significant events for children and adjust practice to help children to get back on track, when needed. Children's progress does not stall, because staff understand the impact of early experiences on current behaviour and help children to make sense of this.

Children have many opportunities to share their views, and they know that staff listen to them and help them. Staff make sure that children have a good range of activities to keep them positively engaged. This is a new experience for some children in the home. This means that children feel cared for and know that staff are committed to their well-being.

The staff approach to celebrating difference in the home is outstanding. People of various faiths and cultures come to the home to talk about what difference means in day-to-day life. Children visit local projects to broaden their outlook of others. This comprehensive approach brings difference to children's lives and makes it interesting for children to learn about tolerance.

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

Risk assessments for children are comprehensive. Managers ensure that they include clear guidance and details for staff to follow. Managers have a dynamic risk assessment for the home which helps staff to understand how risks for individual children interact. This helps the staff to see when the children need time away from each other, and they use their creativity to split the group without children feeling excluded. As such, children feel physically and emotionally safe with their carers.

Managers have comprehensive safeguarding arrangements. They have put in place protocols with other professionals regarding any allegations made and investigate any concerns thoroughly. Clear processes for staff and collaborative working with professionals outside of the home ensure that children are safe.

Staff practice is underpinned by attachment and trauma theory and therapeutic approaches. The clinical team leads learning opportunities to help the staff truly to understand the children in the home. Staff curiosity leads them to reflect with children and for children. Staff help children to move on from incidents, and there is a view in the home that 'every day is a fresh start'. This helps children to feel safe and to continue to develop.

Where children have been at risk of being missing from care, the home has assessed and managed this risk well. For some children, this is fantastic progress, and children are safer because of staff's effective assessment and intervention.

Staff support children to develop independence skills. For example, one child was enabled to administer their own medication. By safely introducing independence activities, children develop practical skills and self-confidence.

Recruitment practices in the home are comprehensive. Only adults with appropriate working histories and checks are employed. Managers check practice through observations, regular staff meetings and appraisals. This means that managers develop high-quality safe staff practice.

The effectiveness of leaders and managers: good

Managers know staff and children exceptionally well. The registered manager role models high-quality childcare, informed by her experience and clear understanding of research. The registered manager supports other homes in the group to emulate the research-informed approach seen at the home.

Managers have clear systems in place to monitor children's progress. When children have dips in their development, this is well understood by managers and they can competently explain children's emotional context for this. Staff advocacy with other professionals lets children know that they are important. This helps children to trust the decisions of managers and staff.

The incidents of physical intervention and restraint in the home have reduced. This is due to staff understanding the causes of behaviour that lead to restraint and adjusting their practice to meet children's needs. Staff do not always complete correct records of physical interventions. This means that managers do not comment on all physical interventions and identify themes or ensure that the debriefings with children are recorded. This limits the effective use of records to improve outcomes for children.

Managers are highly visible. Managers ensure that staff receive supervision that is child-centred and thoughtful. Induction into the home is clear and includes training in

therapeutic parenting approaches. Managers understand the approach and role model this with staff and children alike. Their practice direction helps staff to develop a sophisticated understanding of children's needs, which adds to the sense of safety in the home.

Staff work closely with children's networks and families, where it is safe to do so. Excellent communication and partnership working mean that relationships are based on trust and respect. This ensures that the networks around children work together consistently and effectively.

The home has a clear statement of purpose. Staff are aware of this and work to its specified aims and objectives. Staff use clear progress measures to consider children's development while in the home. This helps staff to articulate needs to children and professionals and ensures that children have the right support when they need it.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the difference made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: SC476270

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Clare Hadfield

Registered manager: Elisabeth Brownlees

Inspector

Karol Keenan, social care inspector

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