

SC476270

Registered provider: Cambian Childcare Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a large private provider. It is registered to provide care for up to five children. Children are likely to have emotional and social difficulties and may have experienced trauma.

There has been no registered manager since December 2019. Managers have been in post since then but have resigned without registering with Ofsted. A new manager has now started working in the home. They have applied to register.

Inspection date: 27 March 2023

This monitoring visit

On 26 July 2022, Ofsted carried out an assurance visit. Serious and widespread failures were identified in the protection of children and the leadership and management of the home. As a result, a compliance notice was issued in relation to regulation 13.

On 14 September 2022, Ofsted carried out a monitoring visit to monitor the progress made since the previous inspection. Some shortfalls remained and the compliance notice for regulation 13 was not met. A second compliance notice was issued for regulation 13.

On 17 November 2022, Ofsted carried out a monitoring visit to monitor the progress made since the previous inspection. While some progress had been made, some shortfalls in relation to leadership and management were identified, and the compliance notice for regulation 13 was not met for a second time. The manager at the time had withdrawn her application to register. Other shortfalls were identified in relation to the safety of children. As a result, Ofsted issued a restriction of accommodation notice on 22 November 2022 to prevent any further children moving into the home.

On 12 January 2023, Ofsted carried out a monitoring visit. The purpose of this visit was to review if the provider had adhered to the notice of restriction and to review the previous requirements. This monitoring visit found improvements had been made, and some of the requirements had been met. Despite this, the leadership and management of the home remained unstable. This is because a manager had not been appointed, and management oversight of the home was weak. As a result, the notice to restrict accommodation remained in place.

On 13 February 2023, Ofsted conducted a further monitoring visit to review the previous requirements and the restriction of accommodation notice. Shortfalls were identified in the management oversight and the safeguarding of children online. Management arrangements remained unstable. No manager was yet working in the home, and the staff were inexperienced and low in number. As a result, Ofsted issued a restriction of accommodation notice for a second time.

This visit was completed to review the previous requirements and the provider's adherence to the restriction of accommodation notice. The provider has adhered to the notice.

The same child has resided in the home since the previous inspection. The child has remained settled since the previous visit and is attending school regularly, making educational progress. For example, they have recently acquired a functional skills qualification in maths. Their social worker informed the inspector that they are satisfied with the care the child is receiving in the home.

Management arrangements have improved since the previous monitoring visit. There is now a new manager appointed in the home, and they have applied to register with Ofsted. One staff member has spoken positively of her support and described her as 'probably the best manager I have ever had'. The requirement previously issued under regulation 27 is now met.

The manager's monitoring and reviewing of care remains inconsistent. For example, the manager and senior leaders continue to complete regular monthly audits of the quality of the safeguarding arrangements for the child. However, these audits have not identified ongoing shortfalls in the guidance provided to staff to help them keep the child safe when in the community. For example, one child has started enjoying free time out of the home over the last month, but staff are not clear about who the child spends his time with or where they are permitted to go when they go out. This information is not captured in the child's plans. This prevents the team from fully ensuring the child's safety outside of the home.

Managers are still not ensuring that staff have sufficient guidance to ensure the safety of the child online. Shortfalls identified in the guidance given to staff in the previous visit remain. Staff supervision of the child's use of their phone safely has improved. However, supervision of the child while they are online has been poor since the last monitoring visit. The new manager has begun devising plans to

improve this with the team. However, these proposed changes are not yet reflected in practice, so their effectiveness cannot be evaluated.

Since the last inspection, staff have engaged the child in increased direct work. The new manager is supporting the staff team to involve the child in more meaningful discussions and is helping them use a more encouragement-focused approach to their care. The child has been given several rewards since the last inspection and no consequences have been issued. This means that the requirement under regulation 19 has now been met.

Staffing numbers and the consistency of staffing in the home is still poor. Three permanent staff have left since the previous inspection visit one month ago, and there are now only a total of four permanent staff working in the home. Two of these are new. Senior leaders are aware of this issue and are working to recruit staff. However, this means there is a continuation of inexperienced staff caring for the child.

The requirement under regulation 13 remains in place, in addition to the notice of restriction of accommodation. Ofsted will monitor the provider's adherence to the restriction in a further monitoring visit.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
08/06/2022	Full	Requires improvement to be good
05/10/2021	Full	Requires improvement to be good
19/07/2021	Full	Inadequate
19/12/2019	Full	Outstanding

What does the children's home need to do to improve?

Statutory requirement

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 with the given timescales.

Requirement	Due date
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— 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)(b) (2)(f)(h)) This requirement was raised at the previous inspection and is restated.	8 May 2023

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 Ltd

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

Responsible individual: Jolanda Brookes

Registered manager: Post vacant

Inspector

Fiona Roche, Social Care Inspector

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