

SC476289

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home provides long-term care and therapy for up to five children aged between four and 11 years old who have emotional and/or behavioural needs. The registered provider is a private company operating a range of children's homes across the country.

Inspection date: 2 July 2018

This monitoring visit

Ofsted imposed a restriction of accommodation to prevent the admission of any further children to the home on 11 May 2018. This monitoring visit was carried out to check the progress in relation to this restriction notice.

The monitoring visit evidenced that the required steps in the restriction notice were not met.

The restriction notice required the registered person to ensure that there are effective management and leadership monitoring systems in place in order to monitor the home effectively. It also required that a stable staff team be in place at the home to ensure that children are provided with good-quality care from consistent care givers.

The full inspection, which took place on 2 June 2018, identified further requirements and two recommendations. These were not checked during this visit and have been carried forward.

This monitoring visit found that the home is not yet in a position to admit any more children to this home. The reasons are set out below:

- Children are still experiencing inconsistency from a staff team that is not yet stable.
- There continues to be high staff turnover and a reliance on agency staff to provide care to the children.

- Since the last monitoring visit, there are two new members of staff in post.
- Two members of staff have told the provider that they are leaving, creating a further two vacancies.
- There is a plan for at least two agency staff to be employed in the very near future to make sure that the home is adequately staffed, according to the children's needs.
- Staff are working over and above their contracted hours and in excess of 200 hours per month. They regularly stay up until the early hours of the morning to complete their work. They then get up very early the next day to support the children. They are motivated and willing to do this in order to help the children, but they are tired.
- Staff are committed and dedicated at this difficult time, but they report that they are very tired. There is the risk of staff sickness absence or staff leaving the service.
- Three staff interviewed are all in agreement that it is too early to accommodate any more children. This was also confirmed by the acting manager and responsible individual.
- In nine weeks there have been three different managers. It is planned that the current acting manager will apply to Ofsted to be registered, but she has not yet submitted her application. This home has been without a registered manager for 10 months.
- The home is not yet ready to admit more children during this unsettled time.

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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— (a) helps children aspire to fulfil their potential; and (b) promotes their welfare. 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. (Regulation 13 (1)(a)(b)(2)(a))	20/08/18
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— (a) helps children aspire to fulfil their potential; and (b) promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home's workforce provides continuity of care to each child; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b)(2)(c)(e)(h))	20/08/18
The registered person must ensure that all employees undertake appropriate continuing professional development. (Regulation 33 (4)(a)) This is with specific reference to ensuring that all staff have received mandatory training and that staff are appropriately	20/08/18

qualified.	
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— maintain regular contact with each child’s education and training provider, including engaging with the provider and the placing authority to support the child’s education and training and to maximise the child’s achievement; 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. (Regulation 8 (1)(2)(vi)(viii)(x))	20/08/18
Ensure that the registered person only employs an individual to work at the children’s home if the individual satisfies the requirements in paragraph 3. The requirements are that full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. This is in particular relation to documentary evidence of any qualifications which the registered person considers relevant for the position. (Regulation 32(3)(d)) (Schedule 2 point 5)	20/08/18

Recommendations

- Ensure that staff are familiar with the home’s policies on record keeping and understand the importance of careful, objective and clear recording. (‘Guide to the children’s homes regulations including the quality standards’, page 62, paragraph 14.4)
- Ensure that staff support children to be aware of and manage their own safety, both inside and outside the home, to the extent that any good parent would. Staff should help children to understand how to protect themselves, feel protected and be protected from significant harm. (‘Guide to the children’s homes regulations including the quality standards’, page 43, paragraph 9.9)

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 monitoring visit.

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

Children's home details

Unique reference number: SC476289

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Clare Hadfield

Registered manager: Post vacant

Inspector

Caroline Brailsford, social care regulatory inspector

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