

SC476289

The Cambian Group

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 October 2018

This monitoring visit

Ofsted imposed a restriction of accommodation to prevent the admission of any further children to the home on 11 July 2018. Shortfalls in leadership and management resulted in weak monitoring of the care provided to children. Also, at that time, a high turnover of staff led to inconsistent care quality.

Ofsted carried out a monitoring visit on 21 August 2018 and the relevant regulation about leadership was found to be met. It was noted that there was now a committed manager, who had made a very positive difference to the leadership of the home.

This monitoring visit was carried out at the end of the term of the restriction notice. The purpose was to check the progress towards reducing staff turnover and providing consistently high-quality care. At this visit, the inspector found that there has been sufficient progress and that the outstanding requirement has been met. The restriction notice has ended. The organisation is now free to admit additional children.

The children are now provided with good-quality care from consistent care givers. The staff team is settling down and there has been very little change since the last visit. Staff now feel confident in their role. There is no indication that any staff plan to leave.

Staff feel well supported and are very confident in the home's acting manager, who is currently going through the Ofsted registration process. The new manager

continues to confidently implement the required improvements. Some of the staff team are still relatively new. However, they are well supported and growing in confidence.

The acting manager carefully considers how each shift should be staffed. There is always a more experienced staff member on duty, as well as support from the acting manager or the deputy manager. Management arrangements are now robust.

Because staff are growing in confidence and working together well as a team, they are providing the consistency that the children need. As a result, children are having fewer incidents and are significantly safer than they were before.

Children have made good progress since the last visit.

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.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/06/2018	Full	Requires improvement to be good
13/06/2017	Full	Requires improvement to be good
01/02/2017	Interim	Declined in effectiveness
24/08/2016	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 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 qualified.	20/11/2018
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))	20/11/2018
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)	20/11/2018

*These requirements are subject to a compliance notice.

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 inspection.

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: The Cambian Group

Registered provider address: Cambian, Waterfront, Hammersmith Embankment, Chancellors Road, London, Middlesex W6 9RU

Responsible individual: Clare Hadfield

Registered manager: Post vacant

Inspectors

Caroline Brailsford, social care regulatory inspector

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