

SC476289

Registered provider: Cambian Childcare Ltd

Interim inspection

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 number of children's homes across the country.

Inspection date: 7 January 2020

Date of last inspection: 20 August 2019

Judgement at last inspection: Requires improvement to be good

Enforcement action since last inspection: None

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At the interim inspection, Ofsted judges that it has sustained effectiveness.

The quality of care delivered to children is still not good enough. The home has now failed to deliver a consistently good quality of care for three years. However, the shortfalls do not mean that young people are at immediate risk.

Staff turnover remains high. Of the five new staff members who have started since the last inspection, three have already left. Inconsistent care arrangements continue to hinder the progress of children, who need a settled and nurturing environment.

Many staff are in their probationary period and are relatively new. There are not enough staff who know the children well. The children find it harder to trust the newer and less experienced staff because they have not yet developed bonds with them.

Despite some brief periods when the home has been settled, significant incidents still happen regularly.

Staff morale is low. Formal staff supervision meetings have not taken place between staff members and their manager regularly enough.

Some records are not in place and some are not up to date. The manager in charge on the day of the inspection could not find evidence of actions taken in relation to a serious safeguarding matter. They were not aware that the incident had happened. However, the registered manager, who was unavailable during the inspection, was aware of the matter. Important safeguarding information could be missed in the future because of a lack of communication and poor record-keeping.

Not all staff have a detailed understanding of how children could be groomed to take part in criminal activities. This shortfall was identified at the previous inspection and has not been properly addressed.

Some good progress has been made by children. Each child's school attendance and educational progress has improved. One child is happy to be starting drama lessons and another child is starting to access therapy after a period of refusal.

Leaders have addressed and met each of the four requirements that were set at the last inspection. These were in relation to the exterior of the building, care planning, education and health and safety. In addition, the organisation has made sure that there have been no new admissions, so that the home has an opportunity to stabilise and improve. This demonstrates that managers do have a commitment to achieve improvement.

The home's updated statement of purpose has not been sent to Ofsted. Therefore,

Ofsted has been unaware of recent staff changes and has been unable to properly monitor the home's progress.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/08/2019	Full	Requires improvement to be good
14/03/2019	Interim	Improved effectiveness
05/06/2018	Full	Requires improvement to be good
13/06/2017	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 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 the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12(1)(2)(b)) This is in relation to a continuing lack of understanding about how children can be criminally exploited. This is also in relation to senior staff being unaware of important safeguarding information.	13/02/2020
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; ensure that the home's workforce provides continuity of care to each child; 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)(d)(e)(f)(h))	13/02/2020

The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33(4)(a)(b))	13/02/2020
The registered person must— keep the statement of purpose under review and, where appropriate, revise it; and notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16(3)(a)(b))	13/02/2020

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

Inspectors have looked closely at the experiences and progress of children and young people, 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: SC476289

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: Carole Sloane

Inspector

Caroline Brailsford, Social Care Inspector

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