

SC476289

Registered provider: Cambian Childcare Limited

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: 14 March 2019

Judgement at last inspection: requires improvement to be good

Date of last inspection: 5 June 2018

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 improved effectiveness.

There have been significant improvements since the last full inspection in June 2018.

Staff morale is considerably better. Staff members thoroughly enjoy their work and wish to stay working at the home. The numbers of staff leaving have dramatically decreased. Only one staff member has left since October 2018. The staff team is much more stable and consistent as a result.

Children feel safe and settled. They trust the staff to care for them well. As a result, incidents, physical interventions and allegations have reduced.

Children are happy and making some good progress. A staff member said that one child 'has not just settled down a bit, they are a completely different child.'

Children are progressing well in their education. Their attendance and engagement have improved because adults are consistent with them and expectations are clear.

Children are safer than they were before. This is because staff have a better understanding of the home's safeguarding procedures. There are good links with other professionals and with placing social workers. All safeguarding information is now shared effectively so that other agencies are able to make good, informed safeguarding decisions.

The home's manager has been registered since October 2018. She has methodically addressed the previous shortfalls. She has improved the quality of care. Staff feel empowered and supported. They say that the manager is 'brilliant'.

Records now provide a fuller picture of how children are cared for and protected. Staff understand their responsibilities in relation to recording. They have more time to spend on record-keeping because there are more staff.

Staff personnel records now include details of their qualifications. However, staff are not all given up-to-date guidance in relation to children's assessed needs. For example, some children display self-harming behaviours but not all staff are trained in how to support them. Also, some staff are not trained to use ligature cutters.

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 all staff are appropriately qualified.	20/04/2019

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 differences 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.

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.

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 Limited

Registered provider address: Cambian Childcare Limited, 4th Floor, Waterfront, Manbre Wharf, Manbre Road, Hammersmith, London W6 9RH

Responsible individual: Clare Hadfield

Registered manager: Carole Sloane

Inspector

Caroline Brailsford, social care inspector

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