

Children's homes – Interim inspection

Inspection date	16/01/2017
Unique reference number	SC476326
Type of inspection	Interim
Provision subtype	Children's home
Registered provider	Cambian Childcare Ltd
Registered provider address	4th Floor, Waterfront, Hammersmith Embankment, London W6 9RU

Responsible individual	Bethan Davies
Registered manager	Vacant post
Inspector	Sandra King

Inspection date	16/01/2017
Previous inspection judgement	Requires improvement
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 at the full inspection. At this interim inspection Ofsted judges that it has improved effectiveness. Since the last inspection, a new experienced manager and deputy have been appointed. Ofsted has not yet received the manager's application to be registered. Managers have promoted a positive culture of improvement within the home. Managers are aware of the weaknesses and developmental areas of the home. They are equally diligent as to how they can improve the experiences and progress of children in their care. The manager has made some significant improvements within the home, although she recognises that fully embedding the improvements will take time. Children are now safer. Physical interventions have reduced by 66% and for one child they have reduced by 90%. The manager is empowering and training staff to engage and play with children and to build up relationships so that physical intervention is not required. As a result, children are happier and more relaxed in their home. Children now participate in the day-to-day running of their home. A sensory playroom has been adapted and children have chosen the toys and made their own rules for the playroom. For example, the playroom closes at 7.00pm, as the children would like to watch their favourite television programme before settling for bed. This means that children are having a voice in their home, that they feel valued and that they are taking ownership of their decisions. The children's guide has been adapted and is now child-focused. It details what children would like to know about the home and the staff caring for them. Children enjoy doing activities, particularly activities that will benefit their health. This extends to enjoying swimming, bicycle riding and trampolining. In addition, children attend local scout groups. As a result, children are enjoying themselves individually and with the other children. This helps their self-esteem and self-confidence to develop. Staff now have positive relationships with children. Children are feeling safe and secure in their home. They are able to talk to staff about difficult things that they have experienced. As a result, children are starting the process of trying to	

understand their past experiences.

Some areas of practice still require improvement. For example, children's bedrooms have door alarms fitted. The manager acknowledges the need for the door alarms. However, the manager has not risk assessed their use for each individual child.

The manager acknowledges that two of the requirements from the last inspection have not been met. While staff have received supervision on a regular basis, the records of staff supervision do not reflect the practice in the home. The manager has only received professional supervision from the responsible individual on two occasions since July 2016. This lack of supervision affects the senior managers' ability to assure children's safety, to monitor the children's progress and to check the manager's performance. Furthermore, some staff have not received an appraisal within the organisation's set timescales. The manager has not reviewed a minority of physical intervention records. As a result, the manager has not made sure in a timely manner that the intervention was appropriate.

Information about this children's home

This private company children's home is registered to provide care and accommodation for up to five young people who have emotional and/or behavioural difficulties.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/08/2016	Full	Requires improvement
19/02/2016	Interim	Improved effectiveness
09/10/2015	Full	Requires improvement
05/03/2015	Interim	Sustained effectiveness

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

Statutory requirements

This section sets out the actions which must be taken so that the registered person(s) meets the Care Standards Act 2000, the 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
33: Employment of staff (4) The registered person must ensure that all employees – (b) receive practice-related supervision by a person with appropriate experience; and (c) have their performance and fitness to perform their roles appraised at least once every year.	14/02/2017
35: Behaviour management policies and records (3) The registered person must ensure that – (b) within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ('the authorised person') – (i) has spoken to the user about the measure; and (ii) has signed the record to confirm that it is accurate.	14/02/2017
24: Monitoring and surveillance The registered person may only use devices for the monitoring or surveillance of children if the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children. (Regulation 24(1)(a))	14/02/2017

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the 'Inspection of children's homes: framework for inspection'.

Information about this inspection

Inspectors looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference that adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other, and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition, the inspectors 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.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service 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'.

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