

SC478134

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home provides care for up to 4 children with social and/or emotional difficulties.

The manager registered with Ofsted in September 2025.

3 children were living at the home at the time of the inspector; all 3 children shared their views with the inspector.

This inspection was brought forward to address specific concerns or allegations received by Ofsted.

Inspection dates: 28 and 29 April 2026

Overall experiences and progress of children and young people, taking into account

requires improvement to be good

How well children and young people are helped and protected

requires improvement to be good

The effectiveness of leaders and managers

requires improvement to be good

The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: 15 July 2025

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/07/2025	Full	Good
28/05/2024	Full	Requires improvement to be good
11/05/2023	Full	Good
07/02/2023	Full	Requires improvement to be good

Summary of findings

Children's experiences and progress vary. The home environment is not always maintained to an appropriate standard.

Staff do not consistently respond to children who may harm themselves or go missing and do not have the necessary skills, needed for effective reporting and recording.

Children said they have felt safe and supported by the staff caring for them.

Management oversight has been inconsistent within the home; this has included a reduction of supervision for staff.

Partner agencies speak positively about managers and staff effective communication.

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

Shortfalls in safeguarding practice and leadership and management have led to the judgement of requires improvement to be good.

One child experienced an unplanned and disruptive move from the home following a period of significant instability and a marked increase in incidents. The provider made attempts to ensure that the move was child-focused. However, a serious safeguarding incident resulted in immediate notice being given, and the move was not planned. This abrupt ending potential increased the child's experience of instability and disruption.

The home is spacious and includes a large garden. However, the communal areas require improvements following recent damage, and standards of cleanliness in some children's bedrooms have not been maintained. This reduces the home being welcoming and homely environment and children feeling valued.

Since the last inspection, one child has moved into the home. This move was well planned, with children already living in the home actively involved in welcoming the new child. Placing authorities were appropriately consulted as part of the matching process.

Children's health needs are met. The registered manager is proactive in seeking specialist support and advice when needed. Staff ensure that children register with the relevant health professionals and support children to attend their appointments. Accurate records of their health needs and medication are kept so that staff can have oversight of children's health needs.

Staff understand the importance of helping children to see their close family and friends. They support the children to keep in touch with those who are important to them. Staff

proactively address any difficulties that arise so, children can continue to have stable networks around them. This helps the children to maintain a sense of identity and connection to their loved ones.

How well children and young people are helped and protected: requires improvement to be good

Some children living in the home are vulnerable and experience crisis. When incidents occur, staff provide appropriate emotional support to children. However, they do not always follow the required steps, such as seeking appropriate and timely medical attention. Although this has not resulted in direct harm to children, there is the potential risk of harm to children.

Not all staff have a good understanding of what actions to take when a child goes missing from the home. For example, staff not always notify the police when this is part of the child's missing from care plans. Also, records of missing-from-home episodes are often incomplete. As a result, it is unclear what steps staff have taken to safeguard the child.

Physical interventions are used proportionately and only when necessary to keep children safe. However, children and staff do not always receive discussions about the incident within the required timeframe. This means that the child voice is not heard and it limits opportunities for reflection and learning and reduces the home's ability to review practice and improve future responses.

Children shared that they feel safe and supported despite recent periods of instability within the home. They spoke positively about their relationships with staff. They felt confident to raise any worries or concerns about their care and were reassured that these would be listened to and action would be taken if required.

The effectiveness of leaders and managers: requires improvement to be good

Since the last inspection, a new child has moved into the home alongside an increase in staffing. During this period, there has also been a rise in safeguarding incidents, while staff availability has been adversely affected by sickness. These combined pressures have placed increased demands on the registered manager's capacity to effectively monitor and scrutinise the service. As a result, management oversight has not been consistently effective, leading to identified shortfalls in the monitoring of practice and the overall quality of care.

Staff do not always receive regular practice related supervision. This limits the manager's oversight of individual practice and reduces opportunities to address staff's learning and development needs.

Monitoring and review system such as recording and reporting systems within the home are not effective. Weakness in leaders and managers oversight of incidents reduce their

ability to evaluate practice and monitor safeguarding concerns. This impacts on managers capacity to identify emerging risks, implement timely actions, and ensure that children are adequately safeguarded.

Leaders and managers are transparent about the instability and shortfalls within the home. This was clearly identified in their recent review of the quality-of-care report and was further evidenced during discussions with the inspector.

Staff report that they enjoy working in the home and describe morale is good. They value the support they receive from the manager and feel that they can share any concerns or worries.

Partner agencies report that communication with the home is effective. They describe the manager as sharing information promptly and appropriately seeking guidance, and support. Regular multi-disciplinary professional meetings have taken place, which has ensured that all agencies working with the children remain informed about recent challenges.

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 staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; manage relationships between children to prevent them from harming each other; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child's welfare; and are familiar with, and act in accordance with, the home's child protection policies; 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; that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child's health. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(b)(d))	17 June 2026

In particular, the registered person should ensure that staff follow procedures as set out in children's plans in managing self-harm and missing from care protocols. Also, the registered person should ensure that children's bedrooms are kept to an acceptable standard.	
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— 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; 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 (2)(a)(c)(e)(h)) The registered person should ensure that the staff team have the necessary reporting and recording skills. Also, the registered person should ensure that they have consistent oversight of all of the incidents, so that any shortfalls in staff's practice can be identified and action taken.	17 June 2026
The registered person must ensure that— 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")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (3)(b)(i)(ii)(c))	17 June 2026

In particular, the registered person must ensure that staff and children are spoken to within the regulatory timescales.	
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Information about this 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: SC478134

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor Parkview, 82 Oxford Road, Uxbridge, London UB8 1UX

Responsible individual: Dwane Eacock

Registered manager: Hayley Powell

Inspector

Kate Savage, Social Care Inspector

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