

1236773

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately run children's home providing care and accommodation for up to one child with emotional and/or behavioural difficulties.

Inspection dates: 18 to 19 April 2017

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

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: This is the home's first inspection

Overall judgement at last inspection: Not applicable

Enforcement action since last inspection: None

Key findings from this inspection

This children's home is good because

- The young person is building trusting relationships with staff, and this is leading to progress in all areas.
- There is a learning culture in which staff continually strive to improve and adapt the service to meet the needs of the young person.
- Quality assurance monitoring is diligent and highly effective, and contributes to improved outcomes for the young person living at the home.

Recent inspection history

This is the home's first inspection.

Inspection judgements

Overall experiences and progress of children and young people: good

The home currently accommodates one young person who is responding well to being in a solo placement. It is allowing him to live in an environment in which staff are able to focus on meeting his individual needs and to keep him safe. He is building relationships of trust with the small team, with the result that he is starting to speak about his experiences and feelings. A member of staff who has known him for a while commented: 'He is a different boy.'

The young person is now choosing to engage with therapeutic services. This is a significant step forward. His physical health needs are met with a nutritious diet. He enjoys cooking and baking, and is encouraged to cook meals and try new foods. On the day of inspection, he asked to go out to buy some mussels to try. Foods from around the world are sampled, and he recently made a curry for the evening meal.

The young person is also making excellent progress in education, because staff are proactive in finding ways to support his academic achievement. He has aspirations for his future and these are being encouraged.

The young person's views are central to the running of the home. He feels that staff listen to him and take his views seriously. He was initially reluctant to engage in activities outside of the home. However, he now asks to go out and has recently been camping with his peers. Here, the young person discovered an aptitude for archery and the staff team intends to find further opportunities for him to develop this skill.

The young person's family relationships are nurtured by the staff team. They take him to visit his extended family and maintain good communication with its members about his progress. This helps him to maintain his identity as part of the family.

The home is comfortable, well equipped and in good condition. The young person has chosen the decor in his bedroom, and photographs of him in the sitting room contribute to the property having a homely feel.

How well children and young people are helped and protected: good

The young person confirms that he feels safe and protected in the home and the surrounding area. He feels that he can raise concerns with any of the staff or the responsible individual. He understands the need for boundaries and is responding to key-working sessions that focus on ways to keep him and others safe.

Staff understand the reasons for any challenging behavior that the young person displays. They use their initiative to research various strategies to further improve the care that they provide. Behaviour management is restorative in nature and, as a result, there have been no sanctions or use of physical intervention since the home opened. The young person's achievements are acknowledged with praise and rewarded by activities.

Safeguarding practice is underpinned by thorough risk assessment, which is communicated to and understood by all members of staff. Comprehensive policies and procedures and the high profile of the responsible individual as the safeguarding lead support the home's safeguarding culture. There have been no allegations against staff and complaints are dealt with effectively.

Missing from home protocols are clear and up to date. There have been no episodes of the young person going missing since the home opened.

The effectiveness of leaders and managers: good

The registered manager is working towards the required level 5 management qualification, and is supported by team leaders who are appropriately qualified.

The manager is extremely effective in her monitoring of all aspects of the young person's care, with the result that he is making good progress. Health and safety matters are rigorously scrutinised. Care planning documentation is up to date and shared with all staff. This enables them to respond to the changing needs of the young person.

The manager leads the staff in such a way that that they all feel personally involved in improving things for the benefit of the young person. Supervision and staff meetings are used as an opportunity for reflection and support. Each member of staff acts as a champion in a particular area, such as food hygiene or equality and diversity. For example, the young person researched Black history alongside staff and explored the meaning of Easter. A member of staff commented: 'I have learned a lot since starting here. They are helping me to develop.'

The home is fulfilling the aims and objectives stated in the statement of purpose, that is, 'to guide and nurture young people and be a stepping stone on their journey to success'.

Professional relationships are good. The manager and staff ensure that they communicate regularly with those involved in the young person's life. They advocate on his behalf where necessary. This has led to better attendance at school, his health needs being met and the links with his family being maintained.

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 difference 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.

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 and 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: 1236773

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

Registered provider address: 4th floor, Waterfront, Hammersmith Embankment,
London W6 9RU

Responsible individual: Susan Fitzsimmons

Registered manager: Marcella Kapsokavadi

Inspector

Janet Black: social care inspector

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