

1159397

Cambian Childcare Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This is a privately run children's home. It provides care for up to four children or young people who have emotional and/or behavioural difficulties. This home caters specifically for young people who have been subject to exploitation. Education is provided on site.

Inspection date: 26 September 2017

This monitoring visit

This home is subject to a restriction of accommodation order. There are concerns that young people are not progressing in their understanding of what makes a healthy relationship. They go missing and indulge in risk-taking behaviour. They are not progressing in either their education or health. Staff do not receive regular high-quality supervision and they lack the knowledge, skills and experience to meet the needs of the young people, especially in the area of child sexual exploitation.

In order to evaluate the progress the home has made in addressing these concerns, a monitoring visit was made on 26 September 2017.

The environment in the home is now clean and welcoming. Downstairs areas have been redecorated and re-carpeted and new furniture has been purchased. The young people have been involved in buying items to create a more homely feel. Damage to property has consequently reduced, as the young people take more ownership of their surroundings. The requirement made at the interim inspection is met.

The provider has not met the steps identified in the compliance notice issued under Regulation 11, the positive relationships standard. The staff have not been able to forge more trusting relationships with the young people. This results in the young people refusing to engage with the support offered in relation to their safety and well-being. The young people continue to go missing from the home, sometimes for

long periods. This places them at further risk from associated behaviours involved with being missing from home.

The young people continue to refuse to attend the education provided on site. Although the manager has made other professionals involved in the young people's lives aware of this, she has not escalated her concerns effectively, which has resulted in the young people making no educational progress.

There is minimal cooperation from the young people with health services, which results in a lack of important monitoring. Young people's health and well-being therefore are not supported adequately.

The young people are not developing their understanding of harmful relationships. Nor are they developing new strategies to enable them to recognise or withdraw from them, because the quality of direct work with the young people continues to be poor. This is reactive, and staff are not yet engaging the young people in individually tailored and creative ways that are appropriate to their level of understanding. Work in relation to sexual health and exploitative relationships is not undertaken. The manager has not evaluated the quality or impact of direct work in order to support staff practice and improve the engagement with the young people.

Individual staff supervision is now occurring more regularly. However, it lacks meaningful impact on staff practice. The quality is variable and fails to identify gaps in the staff's knowledge and skills and how these will be addressed. Team meetings, which would provide the opportunity for staff development, have not been held. A compliance notice is issued in response to these continued shortfalls.

The compliance notice relating to regulation 12, the protection of children standard, is met. Room searches are now taking place in response to risk, and staff are removing items that could be hazardous to the young people. They are being recorded appropriately and undertaken, if possible, with the knowledge of the young people. Supervision of the young people when in each other's room is now undertaken in line with expectations. These measures enhance safeguarding practice.

Monitoring and auditing systems are improving. Leaders and managers are reviewing important care planning documents such as child sexual exploitation risk assessments and behaviour management plans regularly. This allows them to gather accurate information about vulnerabilities and how to manage them. However, some staff are unclear about where to locate the most up-to-date documentation.

Leaders and managers are taking positive steps to ensure that staff have the appropriate knowledge, skills and experience to meet the needs of young people. Training in safeguarding and behaviour management has taken place and further training is planned. The manager commented that staff have realised, 'It is all about appropriate relationships, nurturing but with appropriate boundaries, despite what

has happened to them.' All unqualified staff have been enrolled onto level 3 qualifications, and the manager is planning to maximise the impact of their learning on their care practice in the home through workshops. The compliance notice issued in relation to regulation 13, the leadership and management standard, is met. However, training and supervision activity needs to continue consistently in order to improve the capacity of staff to meet the needs of exploited young people.

An updated statement of purpose containing the correct details of the staff team has not been shared with the regulator. While this is in breach of requirements, it is not having a direct impact on the care of the young people. A requirement in respect of this is raised.

Because the young people continue to dis-engage from activities with the staff, they have not undertaken any work on developing skills for daily living. They are not being supported to develop emotional resilience to cope when they move from the home. A recommendation regarding this is re-made.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/08/2017	Interim	Declined in effectiveness
24/04/2017	Full	Requires improvement to be good
24/11/2016	Interim	Declined in effectiveness
27/06/2016	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
<p>*The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on–</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure–</p> <p>that staff–</p> <p>help each child to develop the skills to recognise, or withdraw from a damaging, exploitative or harmful relationship; and</p> <p>are provided with supervision and support to enable them to understand and manage their own feelings and responses to the behaviour and emotions of children, and to help children to do the same.</p> <p>(Regulation 11(2)(a)(vii) and (x))</p> <p>In particular, ensure that staff engage in meaningful discussion and direct work with the young people, which helps the young people to keep safe and develop their understanding of exploitative relationships. This direct work needs to be appropriate to the age and understanding of the young person and structured to meet their needs. Discussion should be documented and reviewed regularly by the manager for its quality and efficacy.</p> <p>The staff must be provided with regular supervision that enables them to understand their own feelings and responses to the behaviour of the young people. This supervision should identify gaps in professional practice and knowledge, and plan how to address these. All those people supervising staff should have guidance and support to enable them to undertake this task effectively.</p>	<p>19/11/2017</p>

<p>The registered person must compile in relation to the children’s home a statement (“the statement of purpose”) which covers the matters listed in Schedule 1.</p> <p>The registered person must–</p> <p>keep the statement of purpose under review and, where appropriate, revise it; and</p> <p>notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision.</p> <p>Subject to paragraph (6), the registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose.</p> <p>(Regulation 16(3)(a),(b) and (5))</p>	<p>19/11/2017</p>
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*These requirements are subject to a compliance notice.

Recommendations

- Staff must help each child to prepare for any moves from the home, whether they are returning home, moving to another placement or adult care, or to live independently. This includes supporting the child to develop emotional and mental resilience to cope without the home’s support and, where the child is moving to live independently, practical skills such as cooking, housework, and budgeting and personal self-care. (‘Guide to the children’s homes regulations including the quality standards’, page 17, paragraph 3.27)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children’s home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1159397

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

Registered provider address: Cambian Group, 4th Floor Waterfront Building,
Chancellors Road, Hammersmith Embankment, London W6 9RU

Responsible individual: Lorna Fearon

Registered manager: Post vacant

Inspector

Janet Black, social care inspector

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