

1159397

Cambian Childcare Limited

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: 15 February 2018

This monitoring visit

This home is subject to a restriction of accommodation notice. Therefore, no children or young people were resident at the time of inspection.

Since the last full inspection, the staff have undertaken a wide range of training that has focused appropriately on safeguarding, child sexual exploitation, building positive relationships, sexual health and substance misuse. Staff keep examples of their learning and any training resources in individual files along with their own personal development plan. This is reviewed with them regularly in supervision.

All staff without an appropriate qualification are now actively working towards obtaining the required level. This is increasing the knowledge and skills of the staff.

During the time that the home has not had any children or young people placed, the staff have gained experience by working in other homes within the company. The registered manager has made links with other managers to seek examples of good practice to inform the future operation of the home.

The knowledge and skills of staff are improving through the training being undertaken. Managers are now providing staff with more effective support and challenge through regular supervision and team meetings. Communication between staff and managers is improving. Supervision is reflective and training is appropriately focused. A requirement in relation to leadership and management is

met.

The home's statement of purpose and the staffing structure have been reviewed so that they support the stated aims and objectives. Three new posts have been created and are being recruited to currently. These are senior positions for individuals with qualifications in therapeutic work. When appointed, these therapeutic practitioners will work as part of the care team, ensuring that all care is delivered in line with the children's and young people's individual therapeutic plans. The company's clinical team has also reviewed its service delivery and made changes to ensure that young people receive appropriate therapeutic support. A requirement in this regard is met.

Training has been delivered to staff to help them to understand the importance and content of the statement of purpose. A requirement in this respect is met.

The staff have attended training about children looked after in education. The manager is clear that routines and boundaries to support the children and young people in line with their education plans will be agreed and in place from the time of their admission. A requirement in this respect is met.

The staff have received appropriately focused training in relation to behaviour management and physical restraint. The statement of purpose is explicit in the measures that are to be used in such circumstances. A new lock has been fitted to the front door to allow the staff to protect the children and young people if they have good reason to believe that young people are placing themselves at immediate risk of harm. This will be subject to thorough management evaluation to ensure that it is undertaken in line with legal requirements.

The police and staff are now working closely together to manage potential risks to young people in the community, particularly with regard to their exploitation. For example, police share information with staff about locations that could pose risks to young people. The staff have also undertaken training in risk management to help them to recognise and put into place appropriate measures to reduce these risks. A requirement with regard to safeguarding is met

The manager is successfully building stronger partnerships with the police and the local health team for children looked after. The specialist nurse has provided training to the team around sexual health. Managers have developed systems to escalate concerns about the multi-agency response to support children. However, the systems have not been implemented as there are no children or young people in placement. Therefore, this requirement is not met and will be evaluated at the next inspection.

The staff have undertaken training to help them understand how to promote positive relationships. One member of staff said, 'I am able to understand children's ways of thinking more. I will use restorative practice communication skills when dealing with issues.' The impact of the training on staff practice cannot be evaluated as no

children or young people are placed. Therefore this requirement is not met and will be evaluated at the next inspection.

Training has been provided in relation to the health issues that children and young people experience, particularly those subject to child sexual exploitation. A review of the therapeutic programme offered by the home has resulted in changes to ensure that the emotional health of the children and young people is supported more effectively. However, no children or young people are in placement, so the impact of this cannot be evaluated. This will be assessed at the next inspection.

The home is subject to three compliance notices in relation to the protection of children standard, the leadership and management standard and regulation 16. These notices are considered met.

Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|---------------------------------|
| 20/11/2017 | Full | Inadequate |
| 18/08/2017 | Interim | Declined in effectiveness |
| 24/04/2017 | Full | Requires improvement to be good |
| 24/11/2016 | Interim | Declined in effectiveness |

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>In meeting the quality standards, the registered person must, and must ensure that staff—</p> <p>seek to involve each child's placing authority effectively in the child's care, in accordance with the child's relevant plans;</p> <p>seek to secure the input and services required to meet each child's needs;</p> <p>if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans; and</p> <p>seek to develop and maintain effective professional relationships with such persons, bodies or organisations as the registered person considers appropriate having regard to the range of needs of children for whom it is intended that the children's home is to provide care and accommodation. (Regulation 5 (a)(b)(c)(d))</p> | 09/03/2018 |
| <p>The health and well-being standard is that—</p> <p>the health and well-being needs of children are met.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff help each child to—</p> <p>take part in activities, and attend any appointments, for the purpose of meeting the child's health and well-being needs. (Regulation 10 (1)(a) and 10 (2)(a)(iii))</p> | 09/03/2018 |
| <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> | 09/03/2018 |

| | |
|---|--|
| <p>In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship. (Regulation 11 (1)(a)(b) and (2)(a)(vii))</p> | |
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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 Limited

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

Responsible individual: Lorna Fearon

Registered manager: Jean Gordon

Inspector

Janet Black, social care inspector

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