

1258091

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This privately owned children's home is registered to care for up to five children who have suffered early life trauma. There is a manager in post who is not yet registered.

Inspection dates: 11 to 12 April 2018

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: 12 December 2017

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

| Inspection date | Inspection type | Inspection judgement |
|-----------------|-----------------|---------------------------------|
| 12/12/2017 | Full | Requires improvement to be 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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that—</p> <p>helps children aspire to fulfil their potential; and promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1)(a)(b)(2)(e))</p> | 31/05/2018 |

Inspection judgements

Overall experiences and progress of children and young people: good

The core staff team members know the children very well. Staff understand the children's previous experiences and how these affect them. As a result, the children's individual needs are met and they make steady progress.

The manager and staff are child focused. Staff undertake child-friendly direct work with the children. The work is creative and engages the children, helping them to understand what is being discussed. Topics include managing worries, bullying and how the children have reacted to different situations.

A clinical team supports staff to care for the children using a therapeutic approach. Regular team around the child meetings take place led by a psychologist. An assistant psychologist visits the home every one to two weeks to observe the dynamics within the home. These systems support children's progress.

Children are happy living in the home. They enjoy a number of different activities and staff encourage and promote new interests.

Overall, children make positive progress. When children experience difficulties in their lives, staff support them well.

Children are fully involved in their care planning and decisions within the home. Children have created their own files that are child friendly. Children attend weekly 'children's chat' meetings, they help choose meals and activities each week, and children have specific jobs such as helping to test the fire alarms and being a 'DVD monitor'.

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

Children rarely go missing from the home. On the one occasion that this did happen, staff acted quickly and followed procedure. As a result, the child returned to the home in a short space of time.

Children are physically restrained only when they or others are at risk of harm. The manager thoroughly reflects on any incidents that take place. As a result, she is able to implement further strategies to reduce risks. Children and staff are well supported after an incident.

The manager's reflective approach creates a positive culture that helps staff learn from their experiences and mistakes. This allows staff to be honest, explore different approaches and question and challenge practice.

The manager ensures that risk assessments give clear guidance to staff. Risk assessments are reviewed and updated if an incident happens.

The manager and staff work collaboratively with partner agencies. Police officers regularly visit the home and undertake positive work with the children. Other professionals and a parent reported how well the manager and staff communicate with them. A social worker told the inspector, '[The manager] provides timely updates in respect of any incidents and general progress and all documentation is extremely comprehensive.'

The registered manager takes all allegations seriously, regardless of the severity, and implements safeguarding measures to ensure that children and staff remain safe.

The effectiveness of leaders and managers: good

The current manager has been in post since December 2017.

The manager has made effective changes since being in post. She has met all of the shortfalls identified in the previous inspection and has raised the home's judgement to good.

The manager ensures that staff are safely recruited. However, she has not recruited and sustained a full staff team. Five staff have left since the last inspection and three staff have started. The manager has worked hard to ensure that the same agency staff and

members of staff from other homes have been used consistently. However, the situation is likely to have caused some unsettlement for the children.

The staff team is relatively new, and the staff have a mix of experience and qualifications. The manager recognises that training is an area for development and already has a training plan in place to address this. The reflective approach within the staff team also helps staff to learn and develop their skills.

The staff team members have regular supervision. Staff feel supported by the manager and feel that she is always available when needed.

The manager has good monitoring systems in place to capture children's progress and ensure that documentation is up to date. This allows her to understand the strengths within the home and the areas that require development.

The manager has many positive ideas that are in their infancy. She has a clear child-focused vision for the home that she continues to implement.

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 differences 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, 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: 1258091

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: Clare Hadfield

Registered manager: Post vacant

Inspector

Lisa O'Donovan, social care inspector

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