

1229417

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private provider. It is registered to provide care and accommodation for one child or young person who has emotional and/or behavioural difficulties. The experienced manager is working towards his level 5 diploma. He has held registered manager status since December 2017.

Inspection dates: 24 to 25 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 outstanding

The effectiveness of leaders and managers good

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

Date of last inspection: 15 May 2017

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/05/2017	Full	Outstanding
09/02/2017	Interim	Improved effectiveness
06/09/2016	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 registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety. For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is—</p> <p>in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home.</p> <p>(Regulation 32 (1)(4)(a)(b)(5)(a))</p> <p>In particular, ensure that all employed staff are enrolled on and complete their level 3 diploma within the designated timescales.</p>	<p>31/05/2018</p>
<p>The employment of staff regulation means that—</p> <p>the registered person must—</p> <p>provide each employee with a job description outlining the employee’s responsibilities.</p> <p>(Regulation 33 (1)(c))</p> <p>In particular, all staff should have a signed contract and a code of conduct before starting work.</p>	<p>31/05/2018</p>

Inspection judgements

Overall experiences and progress of children and young people: good

The young person has lived in the home for over a year. As a result of her continued progress, she is ready to move into a group home. The young person recognises her own achievements and is excited about her future plan to move. There has been some delay with this, but the manager is working with the local authority to ensure that a move happens soon.

The members of the staff team are good role models for the young person. They know her well and show genuine care and concern for her. The young person trusts the staff and will go to them if she needs help. Because of the consistent care she receives, the young person has grown in confidence and self-esteem.

As a result of targeted support offered by the staff, the young person and her family have repaired their fractured relationships. The young person now enjoys more time with her family, including overnight visits.

The young person did not access regular education when she moved into the home. The young person now attends school regularly and has a clear idea of what she would like to do as a career. Although she finds school difficult at times, she is encouraged and supported to go.

The young person is learning independence skills in preparation for adulthood. This includes planning and cooking healthy meals and taking responsibility for some household chores.

The young person shows genuine interest in keeping healthy and she enjoys attending the gym with the staff. In addition, staff respond swiftly to any health and medical needs of the young person. This has included staying with the young person while she was in hospital. As a result, the young person has learned that she can trust adults to help her.

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

Risk assessments are comprehensive and thorough. The high quality of the assessments helps staff to identify and address any issues that arise. Staff recognise the balance between measured risk and keeping safe. In turn, the young person can identify unsafe situations, in particular the risks associated with social media and online safety.

Self-harm issues are managed exceptionally well. Where local services have not been forthcoming, the manager has ensured that the young person has support from a mental health clinician. The young person values this support, and this has led to a significant reduction in self-harm incidents.

Staff are highly skilled at de-escalating emotionally charged situations. As a result, physical intervention is not used in this home. The young person trusts the staff and feels safe in their care.

Missing from home incidents are a rare occurrence. On the few occasions this has happened, the young person has returned quickly. Although this is a rarity, staff are confident in the steps they must take to safeguard the young person.

The effectiveness of leaders and managers: good

The experienced manager has a thorough understanding of the needs of the young person. He is child-focused and passionate about achieving the best outcomes for young people. His passion is infectious, and his staff team is equally focused.

The manager is open and honest. He has identified that one member of staff will not achieve their required qualification in time. In addition, there is one member of staff who does not have a contract and a code of conduct. He recognises that these issues must be addressed and is taking steps to do so.

The manager leads a stable and resilient staff team. Its members value his support and said he is accessible and approachable. The staff team members are committed to the young person, and this contributes towards the young person feeling valued and important.

The manager uses internal and external monitoring systems well. He provides detailed reports that identify areas for development, and he is committed to constant improvement.

The manager and staff team work well with partner agencies. In particular, they are strong advocates for the young person. They strive to ensure that the young person is heard. As a result, the young person has grown in confidence.

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: 1229417

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: Ian Raine

Registered manager: Michael Bowe

Inspector

Abigail Maspero, social care inspector

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