

# 1156103

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is owned by a private company. The home provides care for four young people aged 11 to 17, who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours. The registered manager was registered with Ofsted in May 2015.

**Inspection dates:** 11 to 12 July 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:** 16 January 2018

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
16/01/2018	Full	Good
23/01/2017	Interim	Sustained effectiveness
10/08/2016	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 care planning standard is that children receive effectively planned care in or through the children’s home; and have a positive experience of arriving at or moving on from the home.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home’s statement of purpose;</p> <p>that arrangements are in place to—</p> <p>ensure the effective induction of each child into the home; manage and review the placement of each child in the home; and plan for, and help, each child to prepare to leave the home or to move into adult care in a way that is consistent with arrangements agreed with the child’s placing authority. (Regulation 14 (1)(a)(b)(2)(a)(b)(i)(ii)(iii))</p>	<p>31/08/2018</p>
<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 helps children aspire to fulfil their potential and promoted their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (2)(h))</p>	<p>31/08/2018</p>

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Young people enjoy positive relationships with staff. Staff are patient, caring and understanding of young people's individual needs.

Young people receive all the necessary help to sustain family contact. As a result, young people experience positive and healthy relationships with the people who are important to them.

Staff encourage young people to contribute their thoughts and ideas through regular house meetings. These meetings enable young people to express their opinions and to have the confidence that their views are valued.

Staff work closely with partner agencies to deliver individualised care to each young person. Young people engage well in key-work sessions. These sessions focus on identifying and prioritising areas of need and risk, which are based on ongoing assessment and review.

The staff have good links with local schools and use these established relationships to promote young people's learning. Staff are proactive in helping young people to address any issues that arise in school. This approach supports young people to overcome barriers to their learning so that academic success can be achieved.

The home environment is warm and cosy. Young people take pride in their bedrooms and have an array of personal possessions.

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

Safeguarding concerns are well managed by the registered manager, with prompt monitoring of incidents and quick referrals to safeguarding agencies. The registered manager works in partnership with safeguarding agencies. Concerns about young people's welfare are routinely notified to Ofsted and show that appropriate safeguarding action is taken as concerns arise.

Staff follow missing from care procedures when young people attempt to go missing from the home. Staff talk to the young people to try to understand the reasons behind their change in behaviour. This positive work means that young people receive the help they need to stay safe.

Staff use reward programmes and sanctions to help young people to understand how to keep themselves safe and to make positive choices. Physical restraints which have taken place are generally proportionate and enable young people to be safe. Young people and staff are given debriefs within timescales.

Safe recruitment practice ensures that anyone employed in the home is safe to work

with young people.

### **The effectiveness of leaders and managers: good**

The registered manager is experienced and has a strong commitment to improving young people's outcomes.

The manager works well with other professionals involved with each young person. When necessary, the manager will challenge other professionals to help prioritise young people's needs.

Staff receive a good - quality training opportunities to help to improve their skills and knowledge. The manager challenges staff practice to help raise the standards of care. The manager is supportive of staff. This includes providing regular supervision that enables staff to reflect on their practice.

The manager generally uses effective monitoring and reviewing processes. However, in one incident he did not review the risk assessment of a young person who was staying away from the home. This omission potentially placed the young person at risk.

Young people's moves into and out of the home are generally managed well. However, the manager did not consider the timing of one new admission. This resulted in the young person struggling to settle and their placement breakdown.

### **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:** 1156103

**Provision sub-type:** Children's home

**Registered provider:** Cambian Childcare Limited

**Registered provider address:** Cambian, Waterfront, Hammersmith Embankment,  
Chancellors Road, London W6 9RU

**Responsible individual:** Mike Ore

**Registered manager:** Alex Hornby

## Inspector

Rumbi Mangoma, social care inspector

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