

1159385

Registered provider: The Cambian Group

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned home, registered to provide care and accommodation for up to four young people. The home specialises in caring for young people who are at risk of, or who have experienced, child sexual exploitation.

The registered manager is in the process of de-registering with Ofsted, due to promotion within the company.

Inspection dates: 2 to 3 October 2018

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 27 February 2018

Overall judgement at last inspection: improved effectiveness

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
27/02/2018	Interim	Improved effectiveness
27/07/2017	Full	Good
22/11/2016	Full	Requires improvement

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
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 the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. (Regulation 32(4)(a-b))	08/11/2018

Recommendations

- When a child returns to the home after being missing from care or away from the home without permission, the responsible local authority must provide an opportunity for the child to have an independent return home interview. Homes should take account of the information provided by such interviews when assessing risks and putting arrangements in place to protect each child. ('Guide to the children's homes regulations including the quality standards', page 45, paragraph 9.30)
- As set out in regulations 31–33, the registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them. ('Guide to the children's homes regulations including the quality standards', page 60, paragraph 13.1)

Inspection judgements

Overall experiences and progress of children and young people: good

Young people living in this home make good progress from their starting points prior to moving into the home. Internal care plans are kept up to date, and are relevant and individualised to each young person's needs.

Staff have high expectations of young people. Young people who were not previously in education now attend school. One young person aspires to be a lawyer. The staff promote and support this young person's hopes for the future.

Staff set clear boundaries and consistent care for young people. This has contributed to young people displaying positive behaviour and learning how to manage their emotions and feelings more effectively. Individual work carried out with young people is reflective of their care plans. Placement sessions are effective in capturing the young person's wishes and feelings.

When young people move into the home, this is well planned. Young people are encouraged to visit the home and meet the other young people and staff. Managers and staff build positive relationships with young people's families. When possible, the manager meets family members prior to young people moving into the home. This promotes positive relationships and collaborative working, and supports young people feeling settled at the home.

Young people have access to a wide variety of activities, both in and out of the home. One young person volunteers at the local Girl Guides. This helps young people to build their self-esteem and grow in confidence.

The home is well maintained and has a welcoming feel. Any damage or repairs needed are addressed in a timely manner. This creates a good environment for young people to live in.

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

During this inspection period there was safeguarding concern that is currently being investigated. However, the registered manager has been proactive in reducing any potential risks by taking effective action and following safeguarding procedures to ensure that the young people living in the home are safe.

Staff have not physically restrained any young people since the last inspection, although one young person was restrained almost daily prior to moving into the home. Staff communicate effectively with young people and listen to what they say. One member of staff stated, 'every behaviour is a communication'. This understanding allows young people's voices to be heard without fear.

There has been a reduction in young people going missing. One young person used to go missing on a weekly basis. This has significantly decreased, with no 'missing' episodes

in four months. Unfortunately, return home interviews have not always been completed.

Staff recruitment is good, with relevant checks carried out. However, the registered manager would benefit from reviewing recruitment records when staff from other homes within the company work in this home, to satisfy himself that recruitment checks have been carried out to the required standard.

Staff are aware of safeguarding procedures, and have relevant training to inform their practice in matters of safeguarding, radicalisation and self-harming behaviour.

The effectiveness of leaders and managers: good

The management team is currently going through some changes. The registered manager is in the process of de-registering with Ofsted and the deputy manager plans to become the manager. The impact on the young people has been minimal, as the deputy manager knows the home and young people well. Staff are positive about the new management structure.

The staff are generally experienced in working with children and young people. However, some staff have not achieved their level 3 qualification within the required time frames. This has been due to issues with the assessor, yet is not being addressed quickly enough.

The management team's ability to challenge other professionals is a key strength of the home. Managers have challenged psychologists' recommendations regarding young people's contact with family, social workers' poor care planning and the lack of return home interviews. The focus of such challenge has been to ensure that the best possible outcomes for young people are achieved and that young people's voices are heard.

Professionals and parents talk positively about the management and the staff team. This is because of good communications and positive partnership working.

Overall, staff feel supported in their roles. They have regular supervision and feel that they can seek support outside of supervision, if needed.

The management team has a child-focused ethos which is role modelled and disseminated throughout the staff team, and it is demonstrated in staff practice and attitudes. This means that the young people's voices are heard, and they trust the adults in the home to do their best for them.

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 difference 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: 1159385

Provision sub-type: Children's home

Registered provider: The Cambian Group

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

Responsible individual: Michael Ore

Registered manager: Sean Bray

Inspector

Lisa O'Donovan, social care inspector

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