

# 1236620

Registered provider: The Cambian Group

Interim inspection

Inspected under the social care common inspection framework

## **Information about this children's home**

The home can provide care for up to four children and young people who have social, emotional and behavioural difficulties.

The home is part of a large private organisation and the company employs its own clinical team. This resource is shared between this home and two other homes within the organisation.

The registered manager has been in post since February 2017.

**Inspection date:** 12 November 2018

**Judgement at last inspection:** good

**Date of last inspection:** 5 and 6 June 2018

**Enforcement action since last inspection:** none

## **This inspection**

### **The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection**

This home was judged good at the last full inspection. At the interim inspection, Ofsted judges that it has improved effectiveness.

Leaders and managers took effective action following the previous inspection to address the requirements. As a result, the quality of the environment is becoming homelier. Children use more of the home as the rooms are now welcoming and purposeful.

Monitoring of the quality of care has improved. The registered manager evaluates practice more critically, and monitoring carried out by the responsible individual is frequent, strong and clear. This improvement is enabling leaders and managers to improve the quality of care provided to children.

Leaders and managers understand the strengths and weaknesses of the home. An action plan supports the ongoing improvement journey effectively. Leaders and managers successfully make continuous improvements to the home and the quality of care.

Restrictions previously imposed on children are lessening. Leaders and managers no longer use blanket approaches to risk management and now consider risk to children on an individual basis. This positive change in culture is enabling children to progress more quickly and live in a less restrictive environment.

The home's statement of purpose has not been updated to capture the positive change in the culture and ethos of the home. Similarly, some records about children give a poor description of their past experience, abuse and needs. Language used in some records is stigmatising and not helpful to children.

Children now receive care from a consistent team of staff. Staff receive supervision more regularly. A large proportion of the staff team are new and within their probation period. Leaders and managers do not provide all new staff with essential training such as understanding abuse and exploitation training.

Leaders and managers take appropriate action to safeguard children. Good consultation with safeguarding professionals takes place when a child is at risk. This helps to protect children from harm.

When necessary, internal investigations are conducted swiftly about concerns relating to staff practice. However, leaders and managers do not currently keep records to show if they have completed all actions identified by the investigating officer.

### Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/06/2018	Full	Good
08/08/2017	Full	Requires improvement to be good
25/04/2017	Full	Inadequate
17/01/2017	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
<p>13: The leadership and management standard</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—</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 staff have the experience, qualifications and skills to meet the needs of each child.</p> <p>(Regulation 13 (2)(c))</p> <p>In particular, ensure that staff have training in child abuse and exploitation, including understanding of sexual exploitation and criminal exploitation.</p>	<p>21/12/2018</p>

### Recommendations

- The registered persons must lead and manage the home in a way that delivers the ethos, outcomes and approach set out in the home’s statement of purpose. They should also play a key role in shaping the ethos of the home through developing a culture of high aspiration for children which is demonstrated through the care, resources and opportunities offered to the children (‘Guide to the children’s homes regulations including the quality standards’, page 52, paragraph 10.4). In particular, ensure that the statement of purpose reflects the changing ethos and culture in the home and the care provided to children.
- Those with a leadership and/or management role should be visible and accessible to staff and able to deliver their leadership and/or management responsibilities. (‘Guide to the children’s homes regulations including the quality standards’, page 52, paragraph 10.7). In particular, ensure that actions from internal management

investigations are complete.

- Staff should record information on individual children in a non-stigmatising way that distinguishes between fact, opinion and third-party information. Information about the child must always be recorded in a way that will be helpful to the child. ('Guide to the children's homes regulations including the quality standards', page 62, paragraph 14.4).

## 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.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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:** 1236620

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

**Registered provider:** The Cambian Group

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

**Responsible individual:** Victoria Elworthy

**Registered manager:** Lara Gorgulu

## Inspector

Nicola Lownds, social care inspector

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