

1155780

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home registered to provide care and accommodation for up to four young people. It specialises in providing a 12-month therapeutic programme for young people at risk of, or involved in, child sexual exploitation.

A manager is in post. He is in the process of registering with Ofsted.

Inspection dates: 21 to 22 January 2019

Overall experiences and progress of children and young people, taking into account **outstanding**

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

The effectiveness of leaders and managers **outstanding**

The children's home provides highly effective services that consistently exceed the standards of good. The actions of the children's home contribute to significantly improved outcomes and positive experiences for children and young people who need help, protection and care.

Date of last inspection: 6 December 2017

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/12/2017	Full	Outstanding
01/08/2016	Full	Good
14/04/2016	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Staff expertly promote young people's emotional health and well-being. They spend quality time with young people in a relaxing, homely environment. Staff have high aspirations for young people. They encourage them to achieve and be the best that they can be.

Staff utilise a very effective reward system to support young people to achieve their goals. Young people's hard work is recognised, praised and celebrated with a reward of their choice, such as buying new makeup and clothes. One young person is working towards a hot air balloon ride.

Young people flourish. They make significant progress towards all their personal goals. These include attending education, gaining employment and working towards an independent lifestyle. Young people are exceptionally motivated and, with support from staff, reflect on the amazing progress that they make.

Staff and managers know young people well. Staff provide incredibly nurturing and individualised care to young people and understand their needs. This knowledge is underpinned by the research that staff undertake about the impact of young people's previous experiences. This ensures that young people receive outstanding care from a highly skilled and empathetic staff team.

Staff and managers are dedicated and advocate strongly for young people. They question and challenge decisions made by others, ensuring that young people are central to any plans that are made. Consequently, young people feel listened to, they trust staff and develop meaningful and positive relationships with them.

Young people are fully prepared for their future. Staff promote young people's independence, ensuring that they have the appropriate life skills to secure a positive future. Staff expertly balance this with providing an exceptionally nurturing and caring environment. This approach allows young people to test out new skills in a safe way and to lean on staff for support if needed.

Care planning processes for young people moving in and out of the home are well considered. When young people move into the home they are fully informed and prepared, helping to reduce their anxiety at a difficult time.

When young people are preparing to leave the home, staff work diligently to ensure that their move is successful. For example, when a young person returned to her family home, staff also worked with her family. Sessions included topics such as behaviour management, communication skills and understanding the signs and risks of exploitation. This approach ensures the best possible outcomes for young people.

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

Young people living in this home are, or have been, at high risk of child sexual exploitation. Staff protect young people from these risks and keep them safe. Staff are extraordinarily knowledgeable about the risks of child sexual exploitation in the local area and the wider country. This knowledge is underpinned by research, which includes detailed information about young people's backgrounds and the risks that they have previously been exposed to. Risk assessments are individualised and highly effective, helping staff to deliver safe care.

Staff provide a safe and predictable environment for young people. As a result, there is a significant reduction in young people's previous risky behaviours. Young people now rarely go missing and incidents requiring the use of physical intervention are low in number.

On the rare occasions that incidents do happen, staff respond skilfully. The manager reviews all incidents thoroughly. He identifies learning, debriefs the staff team and delivers training to ensure that everyone's practice develops.

Staff undertake excellent individual work that is tailored to each young person's needs. Young people enjoy and invest in these sessions, which give them the skills to recognise risks and understand how to manage them in the future. A young person who previously lived at the home shared with the inspector that the staff had a positive impact on her life. She explained, 'They taught me how to keep safe and helped me understand risks and how to manage them better.'

The effectiveness of leaders and managers: outstanding

A new manager has recently started. He is well supported by the previous registered manager and the skilled and experienced deputy manager. The new manager has fresh and exciting ideas, which he has implemented. He has maintained and developed the already outstanding quality of care to ensure that young people consistently achieve the best possible outcomes.

Professionals are extremely complimentary of the service and highlight the excellent work that is completed by staff. For example, a social worker and an independent reviewing officer explained how the staff really understood the young people's needs, 'Their focus is always the young people.' Both professionals contributed to the excellent progress that young people make to the positive care that staff provide.

The manager has high expectations of the staff. He is continually developing them through highly effective team meetings and supervision sessions, often underpinned by research. Staff feel valued. They have access to an array of training and are encouraged to research additional courses and resources to develop their skills further. This has a positive impact on the quality of care that young people receive.

The manager recognises the positive work that staff undertake and the progress that

young people make. Everyone's achievements are celebrated, creating an inspirational and positive atmosphere.

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: 1155780

Provision sub-type: children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Waterfront Manbre Wharf, Manbre Road, Hammersmith, London, Middlesex W6 9RH

Responsible individual: Michael Ore

Registered manager: post vacant

Inspector

Lisa O'Donovan, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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E: enquiries@ofsted.gov.uk
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