

1159258

Registered provider: Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This children's home is operated by a private organisation. The home provides care and accommodation for up to three young people who may have emotional and/or behavioural difficulties.

The home is currently operating without a registered manager. A manager has been recruited to the home and has applied to Ofsted for registration.

A restriction notice is in place for this home, which means that no new admissions can be made to the home until the notice expires or is lifted.

Inspection date: 15 April 2019

This monitoring visit

This children's home had declined in effectiveness at the interim inspection on 5 March 2019. A number of significant shortfalls were identified in respect of the protection of children standard, regulation 12. A compliance notice under regulation 12 was issued on 12 March 2019 to address the identified shortfalls as a matter of priority. This monitoring visit has reviewed the progress made in addressing these issues. The other requirements and recommendations raised at the interim inspection have not been reviewed at this monitoring inspection and remain in place.

Since the interim inspection, two young people have been discharged from the home and one young person remains in placement. Risk assessments have been evaluated, with notable improvements to risk management procedures. Risk assessments now include recognised risks, describe the measures to reduce risk and include a regular evaluation of the effectiveness of risk management. In support of risk management strategies, staff now undertake regular planned key-work sessions with young people and include professional support from external agencies such as Eclipse, the fire service and community police officers. The development of risk management strategies means that staff now have a robust plan in place that identifies individual risk factors and also guides them in the management of such

risk in a consistent manner.

Staff have been provided with a range of face-to-face training days including safeguarding, fire safety, risk management, key working, drug awareness, behaviour management and de-escalation. In addition, four members of staff are on target to complete the level 3 diploma in July 2019, with the remaining staff enrolled on this course.

Regular team meetings now take place to review the progress that young people make and to address areas for concern. This enables staff to jointly review current strategies and agree changes where necessary. Consequently, staff are now working in a more cohesive manner and are encouraged to be part of the planning for care for the young people accommodated. Likewise, young people are included in the planning for their care. For example, young people now assess and review their risk-taking behaviours and work together with staff to find ways to reduce such risks. Young people have individual, meaningful incentive programmes, which reward progress within their identified areas. This means that young people have begun to develop ownership of their behaviours and take positive steps forward.

The manager has developed a more robust matching guide for new young people, which includes linking with external agencies to gather further details on individual prospective admissions, where necessary. The responsible individual confirmed that the manager would have full decision-making responsibility on all referrals to the home and that the home would not be taking emergency placements from any of the organisation's other homes, unless the individual was suitably matched to the young people currently in placement.

It is acknowledged that the manager has taken suitable steps to address the shortfalls identified in the compliance notice issued on 12 March 2019. However, it is also acknowledged that these changes now need to be embedded within the home's practice to ensure the consistent safeguarding of the current resident and any new admissions to the home.

The compliance notice under regulation 12 is judged to be met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/03/2019	Interim	Declined in effectiveness
10/07/2018	Full	Good
30/01/2018	Interim	Sustained effectiveness
04/05/2017	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 education standard is that children make measurable progress towards achieving their educational potential and are helped to do so.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to achieve the child's education and training targets, as recorded in the child's relevant plans; help each child to understand the importance and value of education, learning, training and employment. (Regulation 8(1)(2)(a)(i)(iv))</p>	15/04/2019
<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 – (b) promotes their welfare.</p> <p>(2) In particular, the standard in paragraph (1) requires the registered person to—(b) ensure the staff work as a team as appropriate; (c) ensure that staff have the experience, qualifications and skills to meet the needs of each child; (e) ensure that the home's workforce provides continuity of care to each child. (Regulation 13 (1)(b)(2)(c)(e))</p>	30/04/2019
<p>The care planning standard is that children—</p> <p>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>	15/04/2019

<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. (Regulation 14 (1)(a)(b) and (2)(a))</p>	
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation; an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious; there is an allegation of abuse against the home or a person working there; a child protection enquiry involving a child — is instigated; or concludes (in which case, the notification must include the outcome of the child protection enquiry); or there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(a)(b)(c)(d)(i)(ii) and (e))</p>	<p>15/04/2019</p>
<p>The health and well-being standard is that— the health and well-being needs of children are met; children receive advice, services and support in relation to their health and well-being; and children are helped to lead healthy lifestyles.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— achieve the health and well-being outcomes that are recorded in the child's relevant plans; understand the child's health and well-being needs and the options that are available in relation to the child's health and well-being, in a way that is appropriate to the child's age and understanding; take part in activities, and attend any appointments, for the purpose of meeting the child's health and well-being needs; and understand and develop skills to promote the child's well-being. (Regulation 10 (1)(a)(b)(c) and (2)(a)(i)(ii)(iii)(iv))</p>	<p>15/04/2019</p>
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the</p>	<p>15/04/2019</p>

<p>registered person to ensure— that staff— meet each child’s behavioural and emotional needs, as set out in the child’s relevant plans; help each child to develop socially aware behaviour; encourage each child to take responsibility for the child’s behaviour, in accordance with the child’s age and understanding; help each child to develop and practise skills to resolve conflicts positively and without harm to anyone. (Regulation 11 (1)(a)(b)(c)(2)(a)(i)(ii)(iii)(iv))</p>	
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* These requirements are subject to a compliance notice.

Recommendations

- Staff should be skilled in understanding the range of influences that friendships can have and should encourage those with a positive impact and discourage those with a negative impact. (‘Guide to the children’s homes regulations including the quality standards’, page 38, paragraph 8.8)
- Expectations of standards of behaviour should be high for all staff and children in the home. These standards should be clear and unambiguous. Children should be supported to develop understanding and empathy towards each other. Positive behaviour and relationships should be reinforced, praised and encouraged; poor behaviour should be challenged and discussed. The development of safe, stable and secure relationships with staff in the home should be central to the ethos of the home and support the development of secure attachments that, where appropriate, persist over time. (‘Guide to the children’s homes regulations including the quality standards’, page 39, paragraph 8.11)
- 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 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)
- The behaviour management policy should set out how staff are trained and supported to meet the child’s needs as set out in regulation 13. (‘Guide to the children’s homes regulations including the quality standards’, page 46, paragraph 9.37)

Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the children's home since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 1159258

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: 4th Floor, Waterfront Building, Chancellors Road, Hammersmith Embankment, London W6 9RU

Responsible individual: Asjad Mahmood

Registered manager: Post vacant

Inspectors

Maria McGranaghan, social care inspector

Michelle Bacon, social care inspector

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