

1159258

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's manager registered with Ofsted on 1 May 2019.

A restriction notice, previously in place for this home, has been lifted following this monitoring inspection.

Inspection date: 3 May 2019

This monitoring visit

This children's home had declined in effectiveness at the last interim inspection on 5 March 2019. Significant shortfalls were identified in respect of the leadership and management regulation. Consequently, a compliance notice was served on 12 March 2019 under regulation 13, to address the identified shortfalls. 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.

Two young people have left the home since the last interim inspection. Only one young person remains living at the home at the time of this inspection.

The manager of the home is now registered with Ofsted. Management oversight of risk management has improved considerably. Risk assessments now identify clear strategies for staff to use when addressing young people's risk-taking behaviours. This guidance is used by staff in their practice. Furthermore, staff are now undertaking regular, planned key-work sessions with young people and this includes the input and involvement of external professional agencies, such as Eclipse, the fire

service and the local police community support officers.

The management of young people's free time has improved considerably. Young people now understand that staff need to know where they are going and who they are with when they have free time in the community. Staff show an improved understanding of young people's actual whereabouts, friends and known associates. Staff are now much more vigilant when young people are out of the home. Young people are now engaged in positive activities, which means they are now spending less time unaccompanied in the community and spending more time in the company and presence of the staff.

New incentive programmes have been devised between staff and young people, to support the development of the young people's positive behaviour. The home has moved away from the previous over-reliance on the use of financial incentives and fines and instead uses vouchers as positive rewards. This means that staff have reduced the amount of money being given to, and on occasions, being misused by, young people.

The organisation has now ensured that staff have the appropriate training and skills to meet the specific needs of the young people in the home. Staff have been provided with relevant training, including safeguarding, fire safety, risk management, key working, drug awareness, behaviour management and behaviour de-escalation. In addition, four members of staff are on target to complete the level 3 diploma in July 2019, with the remaining staff already enrolled.

The registered manager has developed a more robust matching process for future admissions to the home. The responsible individual confirmed that the registered manager will have full decision-making responsibility for all new referrals to the home and that the home would not be taking any emergency admissions from any of the organisation's other homes, unless young people were appropriately and suitably matched.

The compliance notice issued under regulation 13 is judged to be met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
15/04/2019	Monitoring	Not judged
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. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff—</p> <p>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 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. In particular, the standard in paragraph (1) requires the registered person to ensure— 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>	15/04/2019
<p>The registered person must notify HMCI and each other relevant person without delay if— 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.</p>	15/04/2019

<p>(Regulation 40 (4)(a)(b)(c)(d)(i)(ii) and (e))</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 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.</p> <p>(Regulation 11 (1)(a)(b)(c)(2)(a)(i)(ii)(iii)(iv))</p>	<p>15/04/2019</p>

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 information provided by such interviews when assessing risks and putting arrangements in place to protect each child.

(‘Guide to the children’s home 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 home 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, Manbre Wharf, Manbre Road, Hammersmith, London W6 9RU

Responsible individual: Leanne Woodings

Registered manager: Sarah Boddy

Inspectors

Anthony Kyem, social care inspector

Maria McGranaghan, social care inspector

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