

1225371

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This is one of a number of children's homes operated by a private company. The home is registered to provide care and accommodation for up to two children or young people up to the age of 18. The home offers a holistic package for young people with individual complex needs.

The manager was registered with Ofsted in 2012.

Young people were spoken to as part of this inspection.

Inspection dates: 8 to 9 May 2019

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

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

The effectiveness of leaders and managers **good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 30 May 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/05/2018	Full	Good
19/04/2017	Full	Good
18/01/2017	Full	Good
19/10/2016	Full	Inadequate

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>11: The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>positive responses to other children and adults.</p> <p>(Regulation 11 (1)(a)(c))</p>	12/08/2019
<p>6: The quality and purpose of care standard is that children receive care from staff who—</p> <p>understand the children's home's overall aims and the outcome it seeks to achieve for children.</p> <p>The conditions are—</p> <p>that the care is approved, and kept under review throughout its duration, by the placing authority;</p> <p>that the care meets the child's needs.</p> <p>(Regulation 6 (1)(a)(3)(a)(b))</p>	12/08/2019
<p>13: 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</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>use monitoring and review systems to make continuous improvements to the quality of care provided in the home.</p> <p>(Regulation 13 (1)(a)(b)(2)(h))</p>	12/08/2019

Inspection judgements

Overall experiences and progress of children and young people: good

Staff provide individualised care to the young people. Staff understand the needs of the young people and young people make progress from their individual starting points. There are positive relationships between staff and young people. Staff listen to young people and support them in pursuing their interests, such as joining a gym. This contributes to the young people's health and well-being.

Young people are making progress in education. Some young people attend full-time education. Staff know the barriers that are preventing some young people from attending education full-time. Staff work with the young people's placing authorities to help source the right level of education for young people. Staff work with educational professionals to establish long-term plans for young people. This means that young people are provided with opportunities to remain in education.

There are clear plans in place to address the young people's health needs. This includes plans to address their emotional and psychological well-being. Staff work with external agencies, for example child and adolescent mental health services, to identify support for the young people. Staff use alternative methods to help young people, such as a 'worry monster' teddy and a therapy workbook. These are helping young people try to understand their feelings.

Medication for the young people is stored safely. Two members of staff give the young people their medication and this is recorded appropriately.

There are meetings in place for the young people to discuss their views on their care. However, young people prefer to speak to staff separately. This is because the young people do not have a positive relationship with each other. Work is required to help young people understand the importance of building and maintaining positive relationships with each other.

Young people are supported in developing independence skills. Staff need to increase this work to support young people's long-term plans.

Young people are supported in maintaining relationships with family and friends. This includes young people who are living away from their home area. Staff take young people to see their family. The manager has also invited the young people's friends and previous carers to the home.

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

Staff understand the risks to the young people. Individual risk assessments and behaviour management plans are shared with external professionals. These plans are detailed and up to date. Staff follow these plans. This provides consistent care to the young people. Consistent approaches and responses mean that young people feel

increasingly safe. Young people choose particular staff to talk to, although all staff provide a consistent approach. Staff discuss their approach in team meetings. They identify triggers to certain behaviour. This information is shared and used to inform behaviour management plans.

There is a reduction in young people going missing from the home. Staff follow policies and procedures when young people do go missing from home. Staff communicate with other agencies, such as health and education professionals, to inform care planning. Young people are supported and encouraged to give their views on their care.

Staff educate young people on how to keep safe. One-to-one sessions include the dangers of smoking and keeping safe when young people are away from home.

There are some incidents of physical restraint. These methods are used to keep young people and staff safe. All incidents are evaluated by the manager and the young people's views are included. Young people are given the opportunity to speak to an independent person away from the home. Staff are focused on reducing these incidents. They discuss alternative strategies, which are recorded in supervision records and team meetings.

The effectiveness of leaders and managers: good

There is an experienced and suitably qualified manager in post. He leads a stable staff team whose members have clear expectations for the young people. He is supported by an experienced deputy manager. They understand young people's progress and provide a consistent, child-focused approach.

Managers and staff provide young people with a supportive environment. Staff have frequent supervision and say that this is helpful with their practice and development. Monthly team meetings provide a forum for staff to discuss young people's progress and any practice issues. The manager sometimes devises a quiz for the staff to complete on various topics. Some staff say that this is helpful as it can often identify training needs. Staff are up to date with training and are encouraged to attend any training that will help them in their role.

Some staff say that they are happy working in the home and that they feel supported in their roles. The team members have a sense of shared ownership about their practice. They share ideas about helping the young people.

The manager and staff work well with social workers and with education and health professionals. There is regular communication with these professionals. This gives staff opportunities to discuss young people's care plans. This provides young people with consistent care in all aspects of their development.

The manager monitors the young people's care and he is fully involved in their plans. However, plans for the young people need to be recorded and reviewed regularly so that these include their changing needs.

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: 1225371

Provision sub-type: children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Sharron Edwards

Registered manager: Christopher White

Inspector

Catherine Fargin, social care inspector

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