

1156103

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. The home provides care for four children aged 11 to 17, who have experienced adverse childhood experiences that have led to associated trauma and presenting complex behaviours. The registered manager was registered with Ofsted in May 2015.

Inspection dates: 31 July to 1 August 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: 11 July 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/07/2018	Full	Good
16/01/2018	Full	Good
23/01/2017	Interim	Sustained effectiveness
10/08/2016	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 registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home.</p> <p>In particular the registered person must ensure that medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child; and a record is kept of the administration of medicine to each child.</p> <p>(Regulation 23 (1)(2)(b)(c))</p>	<p>20/09/2019</p>

Recommendations

- As set out in regulations 31-33, the registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them. ('Guide to the children's homes regulations including the quality standards', page 61, paragraph 13.1)

This is with reference to managers ensuring that, as far as is reasonably practicable, if a person has previously worked in a position involving work with children or vulnerable adults verification of the reason why the employment or position ended is needed.

Inspection judgements

Overall experiences and progress of children and young people: good

Staff know the children well. They listen to each child and invest their time to build trusting and secure relationships that help children to make good progress and to have positive experiences. Consequently, children are confident to express their wishes and

feelings and are thriving physically, emotionally and socially.

Staff work closely with the organisation's clinicians to ensure that children receive specialist support. Staff track and review children's progress to ensure that the care they receive is effective.

Staff help children to stay in touch with their families. This support helps children to sustain important family links.

Staff prioritise children's education. They share information with children's teachers and help children to have good daily routines so that they maintain good school attendance. This support ensures that children receive the help they need to overcome barriers in their learning. Because of this partnership working, children are achieving good educational outcomes.

Staff support children to prepare for their future. For example, staff support children to participate in an independence training programme. This helps to equip them with the knowledge and skills they need for living independently. This can include encouraging children to cook, shop and manage a budget.

Staff have failed to collect prescribed medication promptly, resulting in a child not receiving their medication.

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

Staff understand the potential causes of children's challenging behaviour and help them to learn how to safely manage their emotions and feelings.

Staff use rewards and sanctions, which are restorative in nature. This helps children to understand how to keep themselves safe and to make positive choices.

Incidents of physical restraint are proportionate and only used as a last resort to keep children safe. Managers debrief staff and the children promptly. This helps staff and children to reflect on and learn from what has happened.

Although managers follow safe recruitment procedures, occasionally managers miss out some of the necessary verification checks. This gap has the potential to compromise the process needed to help managers to be assured that a new member of staff is suitable to work with children.

Safeguarding concerns are well managed by staff and the manager, with prompt responses to allegations and quick referrals to safeguarding agencies. This helps to keep children safe.

Managers ensure that behaviour management plans and risk assessments give staff clear guidance which enables them to manage and reduce risks to children. Staff use positive and negative consequences to help children to understand how to keep

themselves safe and to make positive choices.

The effectiveness of leaders and managers: good

A committed and ambitious registered manager provides solid leadership to staff. He has a level 5 diploma in leadership and management for residential childcare and has extensive experience.

The registered manager is aspirational for the children and is keen for them to be provided with the best opportunities. He is passionate about providing good-quality care and drives continuous improvement in the home.

Staff receive good-quality reflective supervision that focuses on children's needs, and they receive training and development. This enables staff to continuously meet the needs of children.

The registered manager involves children in making decisions through a newly developed youth advisory board. This gives children an opportunity to provide suggestions on improvements to the home. This makes children feel part of the decision-making process of the home.

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: 1156103

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Jack Smallman

Registered manager: Alex Hornby

Inspector

Debbie Bond, social care inspector

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