

1229417

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is operated by a private provider. It is registered to care for one child or young person who may have emotional and/or behavioural difficulties. The manager registered with Ofsted in February 2019 and is working towards the relevant leadership and management qualification.

Inspection dates: 4 to 5 December 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: 24 April 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
24/04/2018	Full	Good
15/05/2017	Full	Outstanding
09/02/2017	Interim	Improved effectiveness
06/09/2016	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Children and young people make progress in this home. They respond well to the care provided by a consistent team of staff. For many children and young people, this has been the most secure period in their lives for a long time.

Children and young people build strong, trusting relationships with members of staff. They accept the nurturing care provided to them. Children and young people listen to their carers and talk to them about the issues that matter to them most. The strength of these relationships and the quality of care they enjoy ensures that children and young people thrive.

Children and young people make progress with their education. Some do not attend school full time, but staff advocate on their behalf to reduce delay in planning. Children and young people undertake meaningful education with members of staff, while they wait for school placements to begin. Children and young people become more confident about their learning. This helps them when they begin to attend school.

Children and young people's health improves because of the support they receive. They attend medical appointments, including at specialist clinics, and dental appointments. For some This is the first time in many years that they have attended such appointments. As a result, their health and well-being needs are well met.

Children and young people enjoy a wide range of activities, in and out of the home. Members of staff support children and young people to spend time in the community when it is safe to do so. For some children and young people, this is the first time they have been able to enjoy such a wide range of activities appropriate to their age. This is evidence of very good progress.

Members of staff use a range of methods to gather the views of children and young people. Children and young people are fully involved in the decision-making in the home. This gives children and young people a powerful message that their views are important. This improves their self-esteem and helps them to invest in their care plans.

Members of staff are skilled at working closely with family members. They provide help and guidance where appropriate. Family members value this input and appreciate the efforts of the staff team. As a result, children and young people enjoy improved relationships with members of their family.

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

Children and young people are safe in this home. Members of staff use their positive relationships with children and young people to talk to them about risks. This approach enables children and young people to begin to understand their own vulnerabilities and

make safer decisions about their behaviour.

Members of staff help children and young people to understand that this is their home. Children and young people learn that the placement will not end if their behaviour challenges members of staff. This means they do not test the resilience of their carers significantly and their behaviour improves.

Members of staff provide children and young people with consistent boundaries and clear expectations. Bespoke support plans mean that children and young people understand consequences of behaviour. They take part in reviewing these plans. This helps them to develop autonomy and, as a result, children and young people become involved in very few incidents.

Physical intervention is only used as a last resort in this home. When physical intervention is essential to protect from harm, it is used for the shortest time possible. Members of staff use positive consequences to reinforce good behaviour. Children and young people respond well to this approach, which is evidence of progress.

The effectiveness of leaders and managers: good

Leaders and managers are very committed to the home. They are very effective in their roles. Members of staff gain valuable knowledge and skills from the management team. As a result, children and young people are looked after by carers who share a commitment to providing them with high-quality care.

Leaders and managers understand the progress made by children and young people. They are ambitious for children and young people and want them to do well. The registered manager has forged excellent links with a range of professionals in the area. This means that when additional support is required, it is arranged quickly.

The registered manager has a good understanding of what the home does well. Leaders and managers are committed to improving the quality of care for children and young people. The registered manager has a range of tools to evaluate the progress of children and young people. This information is used to develop the service.

Leaders and managers empower members of staff to carry out the day-to-day care of children and young people. This helps managers have time for the oversight of the home. This includes responding to external monitoring. Improvements are made when necessary. As a result, the quality of care provided to children and young people is good.

Leaders and managers are very proud of the staff team. The registered manager considers the staff as being the home's greatest strength. The provider invests in the staff team. Training is a priority and high-quality supervision takes place regularly. As a result, children and young people are looked after by carers who feel valued and who invest time and energy in their roles.

Not all members of staff will complete their diploma qualification within prescribed timescales and a requirement is made to ensure that this is addressed.

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, the 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 recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) ("the Level 3 Diploma"); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma.</p> <p>The relevant date is—</p> <p>in the case of an individual who starts working in a care role in a home after 1st April 2014, the date which falls 2 years after the date on which the individual started working in a care role in a home.</p> <p>(Regulation 32 (1)(4)(a)(b)(5)(a))</p> <p>In particular, ensure that all employed staff are enrolled on and complete their level 3 diploma within the designated timescales.</p> <p>This is a repeat of the requirement made at the last inspection.</p>	31/03/2020

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: 1229417

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

Registered provider address: Metropolitan House, 3 Darkes Road, Potters Bar EN6 1AG

Responsible individual: Ian Raine

Registered manager: Nicola Deaton

Inspector:

Jane Titley, social care inspector

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