

1155775

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is run by a large private organisation. It is registered to provide care for one young person who may have emotional and/or behavioural difficulties and/or learning disabilities.

There is no registered manager. The home is being overseen by a registered manager from another of the provider's homes.

Inspection date: 19 June 2020

This monitoring visit

Ofsted is aware of the challenges that COVID-19 (coronavirus) is currently posing to those we inspect and regulate and is not carrying out routine inspections. Therefore, this monitoring visit has been completed off site, via video and telephone interviews, and a review of documentation sent to the inspector.

Since the last inspection, the home has experienced a period of instability. One young person moved on to new accommodation on a planned basis. However, two subsequent placements ended prematurely. Internal and independent external monitoring of the quality of care indicated several shortfalls. The responsible individual completed a critical analysis of the period to identify necessary improvements. The home was not operational while a refurbishment took place. The registered manager resigned from his role.

The interim manager notified the regulator when the current young person moved into the home. This monitoring visit is in response to an increase in safeguarding notifications, to ensure that the home is operating within regulation.

Pre-admission planning carefully considered the information provided by the placing authority. The transition involved consultations with external professionals and included visits to meet the young person and for her to see the new home. The

interim manager ensured that she obtained the young person's relevant plans to inform care planning.

The young person accesses daily online education with a tutor. The staff support her to develop more confidence in her abilities. She enjoys a range of activities of her choosing and she maintains contact with her family. The young person is consulted about her wishes and feelings and contributes to her plans.

The staff have been unable to register the young person with local health services, due to the current pandemic. However, they have a good understanding of her physical and mental health needs and how to support them. The young person continues to access external therapeutic support. The clinician reported that she is kept regularly updated by the manager, that communication is effective, and that staff are sensitive to the young person's needs when she is upset.

The staff team has responded appropriately when the young person has required hospital treatment. The home's plans reflect decisions from multidisciplinary reviews, including changes in medications and safety plans.

Two members of staff support the young person to promote her safety. She is not currently accessing the community alone, in line with her current care plan. This is kept under review. Individualised risk management plans are updated regularly.

The staff have reported the young person missing on two occasions. The staff took appropriate action and ensured that return home interviews were completed.

Previous support from external agencies has been withdrawn gradually to enable the young person to build her relationships with the staff. The staff provide support and guidance to continue to help the young person become safer.

Physical intervention has been used on one occasion. Records show that police support was also requested at the time, due to the risks of the surrounding environment. However, this is a significant reduction from similar incidents during the young person's previous placement in a children's home.

The new staff team was selected based on the skills and experience of individuals. The team has completed specific training to meet the young person's needs. The statement of purpose needs to be updated to reflect the additional training undertaken. An online team meeting took place before the young person's arrival to ensure that the staff understand the consistent approach required. The manager ensures that only members of staff known to the young person cover periods of sickness. This enables the young person to feel safer and cared for by a stable team that understands her needs.

Some mandatory training has expired for some individuals, including first aid and physical intervention training. However, the regulator acknowledges that contingency measures have been put in place to ensure that interim arrangements keep the

young person as safe as possible. A member of staff confirmed that she understands the young person's risks and how she should respond. She also confirmed that she feels well supported by the interim manager via supervision and team meetings and informally.

Records demonstrate that the interim manager has effective oversight of practice in the home. Independent monitoring also identifies the significant improvements made since the home has been operating under the current manager. There has been progress to meet the requirement and recommendations made at the last inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
09/07/2019	Full	Good
30/05/2018	Full	Good
21/06/2017	Full	Good
24/01/2017	Interim	Sustained effectiveness

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 leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to— ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13(1)(b)(2)(c))</p>	03/08/2020
<p>The health and well-being standard is that— children receive advice, services and support in relation to their health and well-being.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure— that each child is registered as a patient with a general medical practitioner and a registered dental practitioner. (Regulation 10(1)(b)(2)(b))</p>	03/08/2020

Recommendations

- Homes are required to develop and keep under review a 'Statement of Purpose' regulation 16 and schedule 1) ('Guide to the children's homes regulations including the quality standards', page 14, paragraph 3.5). Specifically, that the statement of purpose is updated to reflect changes in staff qualifications.

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: 1155775

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Leanne Woodings

Registered manager: Post vacant

Inspector

Karen Willson, social care inspector

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