

1159397

Cambian Childcare LTD

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This is a privately run home for female children and young people aged between 11 and 18 years. It provides a therapeutic 12-month programme for children and young people who have experienced, or are at risk of, sexual exploitation.

The manager registered with Ofsted in July 2020.

Inspection date: 28 August 2020

This monitoring visit

A monitoring visit took place in response to safeguarding concerns reported to Ofsted.

The registered manager does not ensure that children's risk assessments are updated to reflect their statutory plans. For example, staff closely monitor one child regularly throughout the night as recorded in the child's risk assessment. However, the agreement with the placing authority is that these checks are not routine. While there has been no detriment to children through this additional level of monitoring, this inconsistency means that staff are unsure of their responsibilities.

Relationships between children are closely monitored. However, there is no evidence of staff completing any sessions with children about appropriate relationships. This means that children are unable to develop their skills and understanding regarding what safe relationships are.

The registered manager and deputy were added onto the rota to work shifts in the home. This could prevent them from having the necessary time to lead, manage or monitor the home effectively. This has led to a significant decline in the effectiveness and quality of the service.

A lack of staff affects the support that children receive and is harmful to their emotional well-being. For example, one child said that because staff were unable to manage other children’s behaviours, she had been kept awake for a number of nights. The responsible individual and deputy manager put some interim measures in place during this visit to address this concern. However, an effective staffing strategy is required to provide children with safe and consistent support.

The registered manager and deputy manager do not always share key information about changes to children’s support plans, with staff, in a timely manner. This means that care plans and risk assessments for some children are out of date, and this leads to inconsistent staff practice.

Managers did not demonstrate an understanding of the impact that poor-quality care has on children’s progress and development. Managers do not use available information about children’s behaviours or risks to tailor the service to meet all the children’s individual and collective needs.

Since the last inspection, and when appropriate to do so, staff help children to learn the skills they need to prepare them for adulthood and independence. This addresses the requirement made at the last inspection.

Prior to the recent decline in some children’s behaviours, most of the children had experienced a period of stability that enabled them to achieve.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/09/2019	Interim	Sustained effectiveness
08/04/2019	Full	Requires improvement to be good
15/01/2019	Interim	Declined in effectiveness
13/06/2018	Full	Requires improvement to be 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 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>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>meet each child's behavioural and emotional needs, as set out in the child's relevant plans;</p> <p>help each child to understand, in a way that is appropriate according to the child's age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful. (Regulation 11 (1)(a)(b)(c)(2)(a)(i)(vi))</p> <p>In particular, to complete and evidence the work undertaken with the children and young people on relationships.</p>	01/10/2020
<p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure that staff—</p> <p>assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child. (Regulation 12 (1)(2)(a)(i))</p>	01/10/2020

<p>In particular, to make sure that the risk assessments are clear for the young people and in line with agreed plans.</p>	
<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—</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>lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home’s statement of purpose;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>ensure that the home’s workforce provides continuity of care to each child; and</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home. (Regulation 13 (1)(a)(b) and (2)(a)(d)(e)(f))</p>	<p>01/10/2020</p>

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: 1159397

Provision sub-type: Children’s home

Registered provider: Cambian Childcare LTD

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

Responsible individual: Paul O'Neill

Registered manager: Rosemarie Hull

Inspector

Debra Boldy, social care inspector

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