

# 1159868

**Cambian Childcare Ltd**

Monitoring visit

Inspected under the social care common inspection framework

## **Information about this children's home**

- This children's home provides care for up to three children.
- The provision cares for children who may have some behavioural and/or emotional difficulties.
- The registered manager has been in post since December 2019.

**Inspection dates:** 23 and 24 January 2021

## **This monitoring visit**

This visit was undertaken because of increased concerns in respect of the arrangements to safeguard children. The last inspection took place in December 2019. At the time of this monitoring visit three children were living in this home. The visit was carried out virtually due to COVID-19.

The stable staff team is dedicated and has the best interests of the children at the forefront of their minds. At times, they have gone above and beyond expectations. For example, following a positive COVID-19 (coronavirus) test result, staff remained in the home for 14 days to manage and reduce risks.

There are concerns about aspects of the homes leadership. Poor practice is not always challenged in a timely manner. Assumptions are made that staff have carried out delegated tasks, when this is not always the case.

Leaders do not always act to ensure that children are safe. There is a failure to identify, share and escalate concerns in respect of risks. This has left children in situations of possible harm. For example, an empty prescribed medication packet was found in one child's bedroom. No action was taken to alert others. This prevented the adults that the child was staying with over Christmas from taking

safeguarding action. The child then took medication from that home and returned with it. Not enough has been done since to reduce future risks.

Leaders fail to demonstrate an understanding of the complexities of child exploitation. One child who is at high risk of exploitation was recently driven and dropped off in a local town. They subsequently went missing. The child receives consequences when they go missing. The use of consequences fails to see the child as a potential victim, or to take account of the reasons why a child may leave the home without permission.

Not all staff receive the information and training required to ensure that they can confidently care for children. For example, not all staff have received ligature training, which is a current risk for one child. Furthermore, not all staff understand the policy in relation to the safe management of medication, despite recent incidents. This does not protect children from risk of harm to their welfare.

Leaders do not ensure that staff receive well-planned, meaningful supervision. Staff report that supervision is recorded on a template that is difficult to use. There is a lack of engagement from staff. Leaders and managers have failed to identify and respond to this. As a result, staff are obstructed from raising concerns or reviewing and improving their practice.

At the request of the local authority, door alarms alert staff if children leave during the night. Also, the care plan for one child states staff are to call the police if the child causes significant damage. This has led to the child being criminalised. There is no planned date for these arrangements to be reviewed.

Children are not always cared for in line with their plans. For example, one child should be supported to get out of bed in the morning in time for school. This is not being achieved by staff. On some days, the child is in bed until late afternoon.

Children told the inspector that they like living here. They have strong, positive relationships with staff and can identify someone to talk to if they have any worries or concerns. They feel cared for and loved. One child told the inspector that the thing they like best is that staff 'actually care' about them. This gives the children a sense of belonging.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/12/2019	Interim	Sustained effectiveness
02/04/2019	Full	Good

21/08/2018	Full	Requires improvement to be good
23/03/2018	Interim	Improved 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 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 outcomes it seeks to achieve for children;</p> <p>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <p>ensure that staff—</p> <p>protect and promote each child's welfare;</p> <p>treat each child with dignity and respect;</p> <p>provide personalised care that meets each child's needs, as recorded in the child's relevant plans, taking account of the child's background.</p> <p>(Regulation 6 (1)(a)(b) (2)(b)(ii)(iii)(iv))</p>	31 March 2021
<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—</p> <p>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;</p>	31 March 2021

<p>help each child to understand how to keep safe;</p> <p>have the skills to identify and act upon signs that a child is at risk of harm;</p> <p>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person;</p> <p>take effective action whenever there is a serious concern about a child's welfare; and</p> <p>are familiar with, and act in accordance with, the home's child protection policies;</p> <p>that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm;</p> <p>that the effectiveness of the home's child protection policies is monitored regularly.</p> <p>(Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(vi)(vii)(b)(e))</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>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</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;</p> <p>use monitoring and review systems to make continuous improvements in the quality of care provided in the home.</p> <p>(Regulation 13 (1)(a)(b) (2)(c)(f)(h))</p>	<p>12 March 2021</p>

<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—</p> <p>medicines kept in the home are stored in a secure place so as to prevent any child from having unsupervised access to them.</p> <p>(Regulation 23 (1) (2)(a))</p>	<p>31 March 2021</p>
<p>The registered person may only use devices for the monitoring or surveillance of children if—</p> <p>the monitoring or surveillance is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children;</p> <p>the child's placing authority consents in writing to the monitoring or surveillance;</p> <p>so far as reasonably practicable in the light of the child's age and understanding, the child is informed in advance of the intention to do the monitoring or surveillance; and</p> <p>the monitoring or surveillance is no more intrusive than necessary, having regard to the child's need for privacy.</p> <p>(Regulation 24 (1)(a)(b)(c)(d))</p>	<p>31 March 2021</p>
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development;</p> <p>receive practice-related supervision by a person with appropriate experience.</p> <p>(Regulation 33 (4)(a)(b))</p>	<p>31 March 2021</p>
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>a child protection enquiry involving a child —</p>	<p>31 March 2021</p>

<p>is instigated; or</p> <p>concludes (in which case, the notification must include the outcome of the child protection enquiry); or</p> <p>there is any other incident relating to a child which the registered person considers to be serious.</p> <p>(Regulation 40 (4)(b)(d)(i)(ii)(e))</p>	
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\*These requirements are subject to a compliance notice.

## 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:** 1159868

**Provision sub-type:** Children's home

**Registered provider:** Cambian Childcare Ltd

**Registered provider address:** Caretech Ltd, Metropolitan House, 3 Darkes Lane, Potters Bar EN6 1AG

**Responsible individual:** Nicola McClements

**Registered manager:** Hiedi Hopkins

## Inspector

Tracey Ledder, Social Care Inspector

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