

2556596

Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This is a privately owned children's home and is registered to provide care and accommodation for up to two children who may have emotional, behavioural and/or learning difficulties.

There is no registered manager in post.

The home has not been inspected since it was registered in November 2019.

Inspection date: 23 February 2021

This monitoring visit

Routine inspection activity is currently suspended because of the COVID-19 (coronavirus) pandemic. A monitoring visit was carried out to ensure that children remain safe following concerns identified from safeguarding notifications. The visit was carried out on site by two inspectors. One child was spoken to during the visit.

During this visit, the inspectors found significant shortfalls in safeguarding practice and procedures in the home. The interim manager and staff do not appropriately respond to incidents that occur, nor do they implement effective strategies to safeguard and protect the children living in the home.

Two children live at the home and they are frequently going missing from home together. The provider has assessed that both children are at risk of child sexual exploitation. Records demonstrate that on numerous occasions children have told staff that they have met unknown adult males and had engaged in sexual activities to gain money. Children have also informed staff that they have been scared about their own safety when out of the home. Staff are not sufficiently responsive in their approach, nor is it clear what actions staff have taken to reduce risks or what attempts have been made to prevent further occurrences of the children going missing from home.

Despite the seriousness of a recent incident when a child alleged that she had been sexually assaulted by an older male, the interim manager has not identified clear strategies or processes for staff to follow to reduce this risk. During direct discussions with staff, it was clear that they lack the experience and skills to manage this risk and are inconsistent in the actions that they take.

Managers and staff do not fully understand risks posed to children as a result of them being sexually exploited. This means that risks have been minimised and staff actions have been insufficient to reduce risk to children.

Leaders, managers and staff have demonstrated a lack of understanding in relation to their roles and responsibilities in protecting children and have not always taken effective action when there is a concern about children's welfare. Therefore, there are missed opportunities for staff to protect children, for example, by implementing support systems to prevent children from going missing from home and from being sexually exploited or assaulted.

There are omissions in the home's monitoring and review systems. This reduces the true analysis and evaluation of the care provided to children and how this has a negative effect on outcomes for children. For example, the manager's oversight of risk management is poor. Staff do not have access to effective risk management strategies to follow in practice, for example in relation to sexual exploitation.

The acting manager has not submitted a full application despite being in post since July 2020 and is also responsible for another setting operated by the provider. As a result, there is a lack of stability and consistency for staff and children, and the regulator has been unable to assess the manager's fitness for the role. The instability is compounded by the fact that the home does not have a stable staff team. Therefore, children are not cared for by a consistent and familiar staff team, which is able to work effectively with them to promote their welfare and reduce risk.

Since the visit on 23 February, one child has moved to a different children's home. Leaders have put in place an action plan to address some of the issues regarding inconsistency and lack of a skilled staff team, and they are seeking to engage more meaningfully with the child remaining in the home. These actions have led to the level of risk being mitigated.

It is Ofsted's view that the shortfalls highlighted at the visit are serious and demonstrate that safeguarding practice is not sufficiently robust and does not promote the safety and welfare of children. Poor leadership and management practice, and a lack of ability to take effective action to improve the quality of care in the home, have compromised the safety, experience and progress of the children living in the home.

Ofsted reasonably believes that a child may be at risk of harm if it allows further admissions to the home at this time. A notice restricting accommodation has been

issued. This will ensure that managers and staff have the opportunity to address the significant shortfalls while maintaining the safety of the child currently living in the home.

Two compliance notices have also been issued under regulation 12, the protection of children standard, and regulation 13, the leadership and management standard.

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 education standard is that children make measurable progress towards achieving their educational potential and are helped to do so.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>help each child to achieve the child's education and training targets, as recorded in the child's relevant plans;</p> <p>support each child's learning and development, including helping the child to develop independent study skills and, where appropriate, helping the child to complete independent study;</p> <p>help each child to understand the importance and value of education, learning, training and employment;</p> <p>help each child to attend education or training in accordance with the expectations in the child's relevant plans. (Regulation 8 (1) (2)(a)(i)(ii)(iv)(x))</p> <p>This is particularly in relation to ensuring that children engage in structured education either informally or formally.</p>	<p>28 March 2021</p>
<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>28 March 2021</p>

<p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>communicate to each child expectations about the child’s behaviour and ensure that the child understands those expectations in accordance with the child’s age and understanding;</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) (2) (a)(v)(vi))</p> <p>This is particularly in relation to helping children use appropriate language with staff.</p>	
<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> <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>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. (Regulation 12(1) (2)(a)(i)(iii)(v)(vi)(b))</p>	<p>28 March 2021</p>

<p>The registered person must ensure that staff can meet children’s individual needs, understand the risks in relation to children and how to reduce any risks.</p> <p>Ensure that children’s risk assessments are up to date and include all known risks, including effective strategies to reduce risk.</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’s workforce provides continuity of care to 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. (Regulation 13 (1)(a)(b) (2)(a)(f)(h))</p> <p>This is particularly in relation to the manager’s oversight and evaluation of children’s plans and any incidents in the home.</p> <p>Ensure that the manager reviews and evaluates children’s ongoing needs to best support children and reduce risk.</p>	<p>28 March 2021</p>
<p>The registered provider must appoint a person to manage the children’s home if—</p> <p>there is no registered manager in respect of the home; and</p>	<p>28 March 2021</p>

<p>the registered provider—</p> <p>is an organisation or a partnership;</p> <p>does not satisfy regulation 28; or</p> <p>is not, or does not intend to be, in day-to-day charge of the home. (Regulation 27 (1)(a)(b)(i)(ii)(iii))</p>	
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation;</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>there is an allegation of abuse against the home or a person working there;</p> <p>a child protection enquiry involving a child—</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. (Regulation 40 (4)(a)(b)(c)(d)(i)(ii)(e))</p>	<p>28 March 2021</p>

*These requirements are subject to a compliance notice.

Information about this inspection

The purpose of this visit was to monitor the progress made by the children's home since it was registered.

This inspection was carried out under the Care Standards Act 2000.

Children's home details

Unique reference number: 2556596

Provision sub-type: Children's home

Registered provider: Cambian Childcare Limited

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

Responsible individual: Sharron Edwards

Registered manager: Post vacant

Inspectors

Catherine Fargin, Social Care Inspector

Suzanne Birchall, Social Care Inspector

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