

1159868

Cambian Childcare Limited

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 and young people who may have some social and emotional and difficulties.

Due to COVID 19 (coronavirus), at the request of the Secretary of State, we suspended all routine inspections of social care providers on 17 March 2020.

We last visited this setting on 20 and 21 April 2021 to carry out a full inspection. The report is published on the Ofsted website.

An interim manager has been in post since 4 May 2021.

Inspection date: 1 June 2021

This monitoring visit

On 20 and 21 April 2021, Ofsted inspected the children's home and judged the home to be inadequate. The inspector found that leaders and managers had not taken enough action to ensure that all aspects of the two compliance notices raised at the previous monitoring visit on 18 and 19 March 2021 were met.

Following this inspection, senior leaders submitted an action plan to Ofsted. Several actions were immediately implemented by the senior leaders to ensure the safe leadership of the home, one of which was the suspension of the registered manager pending an investigation into weak leadership and management. The management investigations remain ongoing.

Since the inspection, the home has been ably led and managed by a senior member of staff, with the oversight of senior leaders and the registered manager of another of the provider's children's homes.

Leaders and managers have worked with their staff team to review the widespread failings. Reporting and recording systems have been reviewed and amendments are

being shared with the staff. These new systems are being tested for effectiveness.

A review of practice, recording and reporting by leaders and managers has resulted in a more efficient and effective approach to safeguarding. Effective management oversight was evident across all the records that were scrutinised during the visit.

Leaders and managers have ensured that all the children have had their risk assessments and behaviour support plans reviewed. This means that staff are provided with the strategies and guidance they need to safely manage risk and keep the children in their care safe. As a result, there has been a reduction in incidents that have challenged the staff.

Leaders and managers have completed a review of all practice and procedures and produced a comprehensive action plan. The inspector found sufficient progress has been made to confirm that three requirements have been met. All notifiable incidents have been shared promptly, medication is secured safely and surveillance is no more intrusive than necessary.

The action plan is continuing to be progressed and is updated and submitted to Ofsted each week. Ofsted will continue to monitor progress and review all remaining requirements and the two compliance notices at the next full inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/04/2021	Full	Inadequate
05/12/2019	Interim	Sustained effectiveness
02/04/2019	Full	Good
21/08/2018	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 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>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>	31 March 2021
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development;</p>	31 March 2021

<p>receive practice-related supervision by a person with appropriate experience. (Regulation 33 (4)(a)(b))</p>	
<p>*The quality and purpose of care standard is that children receive care from staff who 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>understand and apply the home's statement of purpose;</p> <p>ensure that staff—</p> <p>understand and apply the home's statement of purpose;</p> <p>protect and promote each child's welfare;</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>help each child to understand and manage the impact of any experience of abuse or neglect;</p> <p>help each child to develop resilience and skills that prepare the child to return home, to live in a new placement or to live independently as an adult;</p> <p>provide to children living in the home the physical necessities they need in order to live there comfortably;</p> <p>provide to children personal items that are appropriate for their age and understanding; and</p> <p>make decisions about the day-to-day arrangements for each child, in accordance with the child's relevant plans, which give the child an appropriate degree of freedom and choice;</p> <p>ensure that the premises used for the purposes of the home are designed and furnished so as to—</p> <p>meet the needs of each child. (Regulation 6 (1)(a)(b))</p>	<p>16 April 2021</p>

(2)(a)(b)(i)(ii)(iv)(v)(vi)(vii)(viii)(ix)(c)(i))	
<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 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 staff work as a team where appropriate;</p> <p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</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>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p> <p>research and developments in relation to the ways in which the needs of children are best met; and</p> <p>feedback on the experiences of children, including complaints received; and</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)(b)(c)(e)(f)(g)(i)(ii)(h))</p>	16 April 2021

*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 Limited

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

Responsible individual: Nicola McClements

Registered manager: Heidi Hopkins

Inspector

Linda Bond, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2021