

# 1159272

**Cambian Childcare Limited**

Monitoring visit

Inspected under the social care common inspection framework

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

A private company owns and manages this home. The home provides a tailored care programme, for approximately a year, for up to four young females aged between 11 and 18 years who have experienced, or who are at risk of, sexual exploitation.

It is likely that these children will also have emotional, social and/or behavioural difficulties as a result of their experiences. The manager has been registered with Ofsted since June 2020.

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 visited this setting on 6 and 7 May 2021 to carry out a full inspection, and the home was judged inadequate. We visited again on the 14 June 2021 to carry out a monitoring visit to monitor compliance with enforcement action. These reports are published on the Ofsted website.

**Inspection date:** 21 July 2021

## **This monitoring visit**

This children's home was judged inadequate at the full inspection on 6 and 7 May 2021. This was because children living in the home were at risk of serious harm. Leaders and managers, including the registered manager and the responsible individual, failed to address safeguarding concerns. As a result of this failure, children's safety was compromised.

Ofsted suspended the registration of this home on 7 May 2021 and issued three compliance notices. These notices were made under regulation 12 with regard to the safety and protection of children, regulation 13 with regard to the leadership and management of the home and regulation 32 with regard to the safe recruitment of staff. Ofsted also raised a further six requirements. Action taken to address these six requirements has not been considered as part of the monitoring visits.

Ofsted first reviewed the compliance notices during a monitoring visit on 14 June 2021. The inspector identified that the required steps within the compliance notices under regulation 12 and 32 have been met. However, one step within regulation 13 was not met and this notice was reissued.

The purpose of this monitoring visit was to review the progress and the actions taken to meet the reissued compliance notice. This monitoring visit included the review of documents and the discussions and the interviews with the responsible individual and other relevant people. The inspector concluded from this monitoring visit that the final step set within the compliance notice was met.

The provider has taken steps to recruit staff to the vacant staffing positions. Five staff have recently been offered employment and they will imminently start their induction training. There is still not a full complement of staff. The home's current statement of purpose has reduced the number of children to be placed in the home to two. Recruitment campaigns remain active to attract candidates.

One newly appointed staff member has completed the induction programme. The quality of staff induction has improved. The induction programme has extended the number of training days and is designed to develop the staff's understanding and knowledge of their roles and responsibilities. In addition, before staff work with the children, they are supported to observe other staff. This reinforces practice, expectations and professional conduct.

Safer recruitment processes are evident. Some successful candidates have had their employment offers retracted following concerns during recruitment checks. Staff recruitment files are audited by the registered manager. This provides the manager with the opportunity to address any outstanding actions. However, identified shortfalls in reference checks was not addressed by the manager. As a result, one reference was not verified, and some past employer references contained limited safeguarding responses.

The manager has identified gaps within her knowledge and skills, and she is reflecting on lessons learned from the failings of this home. The manager and her assigned mentor have created a personal development plan to assist the manager's practice development.

The provider has met the actions detailed in the compliance notices. The suspension notice remains in place until 29 July 2021.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/05/2021	Full	Inadequate
29/05/2019	Full	Good
05/06/2018	Full	Good
31/07/2017	Full	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 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; and</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>understand and apply the home's statement of purpose; and</p> <p>treat each child with dignity and respect.</p> <p>(Regulation 6 (1)(a)(b) (2)(b)(i)(iii))</p> <p>In particular, staff practice and conduct should consistently reflect the ethos of the home as detailed in the statement of purpose to ensure that the children are respected and valued.</p> <p>This requirement is repeated from the last inspection.</p>	9 August 2021
<p>The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so.</p> <p>(Regulation 8 (1))</p> <p>This requirement is repeated from the last inspection.</p>	9 August 2021
<p>The health and well-being standard is that—</p>	9 August 2021

<p>children are helped to lead healthy lifestyles.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff help each child to—</p> <p>achieve the health and well-being outcomes that are recorded in the child's relevant plans.</p> <p>(Regulation 10 (1)(c) (2)(a)(i))</p> <p>This requirement is repeated from the last inspection.</p>	
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety.</p> <p>(Regulation 32 (1))</p>	3 September 2021
<p>The registered person must—</p> <p>ensure that each employee completes an appropriate induction.</p> <p>The registered person must ensure that all employees—</p> <p>receive practice-related supervision by a person with appropriate experience.</p> <p>(Regulation 33 (1)(a) (4)(b))</p> <p>This requirement is repeated from the last inspection.</p>	9 August 2021
<p>The registered person must maintain records ("case records") for each child which—</p> <p>include the information and documents listed in Schedule 3 in relation to each child; and</p> <p>are kept up to date.</p> <p>(Regulation 36 (1)(a)(b))</p> <p>This requirement is repeated from the last inspection.</p>	9 August 2021
<p>The registered person must notify HMCI and each other relevant person without delay if—</p>	9 August 2021

there is any other incident relating to a child which the registered person considers to be serious.

(Regulation 40 (4)(e))

This requirement is repeated from the last inspection.

## 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:** 1159272

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

**Registered provider:** Cambian Childcare Limited

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

**Responsible individual:** Paul O'Neill

**Registered manager:** Amanda Oliver

## Inspector

Jennifer Fenlon, Social Care Inspector

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