

# 1227060

**Cambian Autism Services Limited**

Monitoring visit

Inspected under the social care common inspection framework

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

The home is made up of separate houses in the grounds of a residential special school. Both the school and the home are owned and managed by a private company.

The children may be placed by various local authorities from across the United Kingdom. Their residential placements are for 38 or 52 weeks of the year. The school also caters for day pupils. The children may have learning disabilities and/or a diagnosis of autism spectrum disorder. They all have an education, health and care plan.

The home has been without a registered manager since July 2019. The registration of the home is currently suspended.

**Inspection date:** 3 August 2021

## **This monitoring visit**

A monitoring visit took place on 29 March 2021, following concerns raised about the safety and protection of children and ineffective leadership and management. At that time, Ofsted issued compliance notices under regulation 12 (the protection of children standard) and regulation 13 (the leadership and management standard).

Ofsted carried out a further monitoring visit on 13 May 2021 to review the actions taken to address the steps detailed in the compliance notices. The inspectors found that leaders and managers had failed to take sufficient action to meet all aspects of these notices. Consequently, these notices were reissued.

At a monitoring visit on 22 June 2021, inspectors found that leaders and managers had again failed to complete all the necessary steps required to meet the compliance notices. The manager and head of care acknowledged that these had not been met and that they were still 'a work in progress'. As a result of that monitoring visit,

Ofsted reissued two compliance notices under regulations 12 and 13 and suspended the registration of the home.

Ofsted carried out this visit on 3 August 2021. A tour of the site and discussions with the head of care confirmed that there are no children living in any of the homes that are linked to this registration. An action plan is in place to address the shortfalls found at the previous visits. Leaders and managers are monitoring this plan and some progress has been made.

The provider has developed a new risk assessment document. Staff have attended workshops and team meetings to familiarise themselves with the new document and have practised writing risk assessments using the new format. Although the quality of the risk assessments is not yet consistent, leaders and managers are quality assuring the documents and providing feedback to the staff. They are also discussing the risk assessments during supervision and team meetings. This is helping staff to become more skilled and confident. There are plans to further embed learning from these over the coming weeks. This means that the required steps in the compliance notice under regulation 12 have been met.

A workforce development plan is in place and the staff team is completing a programme of training and development activities. This will continue over the rest of the summer period while the notice to suspend the registration of this home remains in place. Leaders and managers do not have sufficient oversight of staff's attendance at this training. This means that it is difficult for managers to easily ensure that all staff are completing all the sessions.

The provider has developed processes and guidance to provide better oversight of critical incidents and a checklist to ensure that actions are followed up after incidents. However, this new process is in its infancy and has not yet been shared with staff. Consequently, until staff are appraised of the amended process, it is not known if these will require further amendments to ensure their effectiveness. Currently, senior leaders are unable to test whether the management monitoring systems are consistently used and are effective in preventing repeat concerns being highlighted. Consequently, Ofsted has reissued the compliance notice under regulation 13.

The notice to suspend the registration of this home remains in place. The provider has not yet demonstrated sufficient improvement through the action plan, and children may be at risk of harm if they were to live in the home.

The head of care is currently in day-to-day charge of the home but has yet to apply to register with Ofsted. This post has been vacant since July 2019.

The remaining six requirements issued in March 2021 have not been reviewed at this visit and are repeated.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
14/01/2020	Interim	Sustained effectiveness
21/05/2019	Full	Good
29/01/2019	Full	Requires improvement to be good
06/11/2018	Full	Inadequate

## 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 homes 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 the premises used for the purposes of the home are designed and furnished so as to—</p> <p>meet the needs of each child; and</p> <p>enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b) (2)(c)(i)(ii))</p> <p>This is carried over from the monitoring visit on 29 March 2021.</p>	5 September 2021
<p>The health and well-being standard is that—</p> <p>the health and well-being needs of children are met;</p> <p>children receive advice, services and support in relation to their health and well-being; and</p> <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 each child is registered as a patient with a general medical practitioner and a registered dental practitioner; and</p>	5 September 2021

<p>that each child has access to such dental, medical, nursing, psychiatric and psychological advice, treatment and other services as the child may require. (Regulation 10 (1)(a)(b)(c) (2)(b)(c))</p> <p>This is carried over from the monitoring visit on 29 March 2021.</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>use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(h))</p>	5 September 2021
<p>Restraint in relation to a child is only permitted for the purpose of preventing—</p> <p>injury to any person (including the child);</p> <p>serious damage to the property of any person (including the child); or</p> <p>a child who is accommodated in a secure children's home from absconding from the home.</p> <p>Restraint in relation to a child must be necessary and proportionate.</p> <p>These regulations do not prevent a child from being deprived of liberty where that deprivation is authorised in accordance with a court order. (Regulation 20 (1)(a)(b)(c) (2) (3))</p> <p>This is carried over from the monitoring visit on 29 March 2021.</p>	5 September 2021
<p>The registered person must ensure that—</p>	5 September 2021

<p>within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes—</p> <p>the name of the child;</p> <p>details of the child’s behaviour leading to the use of the measure;</p> <p>the date, time and location of the use of the measure;</p> <p>a description of the measure and its duration;</p> <p>details of any methods used or steps taken to avoid the need to use the measure;</p> <p>the name of the person who used the measure (‘the user’), and of any other person present when the measure was used;</p> <p>the effectiveness and any consequences of the use of the measure; and</p> <p>a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure;</p> <p>within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so (‘the authorised person’)—</p> <p>has spoken to the user about the measure; and</p> <p>has signed the record to confirm it is accurate; and</p> <p>within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure.</p> <p>(Regulation 35 (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c))</p> <p>This is carried over from the monitoring visit on 29 March 2021.</p>	
<p>The registered person must notify HMCI and each other relevant person without delay if—</p>	<p>5 September 2021</p>

<p>there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))</p> <p>This is carried over from the monitoring visit on 29 March 2021.</p>	
<p>When the independent person is carrying out a visit, the registered person must help the independent person—</p> <p>if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires; and</p> <p>to inspect the premises of the home and such of the home's records (except for a child's case records, unless the child and the child's placing authority consent) as the independent person requires.</p> <p>The independent person must produce a report about a visit ('the independent person's report') which sets out, in particular, the independent person's opinion as to whether—</p> <p>children are effectively safeguarded; and</p> <p>the conduct of the home promotes children's well-being. (Regulation 44 (2)(a)(b) (4)(a)(b))</p> <p>This is carried over from the monitoring visit on 29 March 2021.</p>	<p>5 September 2021</p>
<p>Any person who carries on or manages an establishment or agency of any description without being registered under this Part in respect of it (as an establishment or, as the case may be, agency of that description) shall be guilty of an offence. (Section 11 (1) Care Standards Act 2000)</p> <p>In particular, the registered person must ensure that the person in day-to-day charge of the home registers with Ofsted.</p>	<p>5 September 2021</p>

\*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:** 1227060

**Provision sub-type:** Residential special school

**Registered provider:** Cambian Autism Services Limited

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

**Responsible individual:** David Phipps

**Registered manager:** Post vacant

## **Inspector**

Louise Hollick, Her Majesty's Inspector

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