

1159397

Registered provider: Cambian Childcare Limited

Interim inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and managed by a private provider. Care is provided for up to three children aged between 11 and 18 years. The home provides a therapeutic 12-month programme for children who have experienced, or are at risk of, sexual exploitation.

The home was registered in March 2016. There is no registered manager in post. The manager responsible for the day-to-day running of the home has not yet applied to register with Ofsted.

Inspection date: 18 November 2021

Date of last inspection: 11 August 2021

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

This inspection

The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection

This home was judged requires improvement to be good at the last full inspection. At this interim inspection, Ofsted judged that it has declined in effectiveness.

There is no registered manager in post. The efforts of the organisation to recruit a manager are not effective. Until recently, the role of 'interim' manager was shared between other managers within the organisation. The sharing of this role caused confusion for staff and, on occasion, delayed decision-making in the best interests of the children. There is now one manager responsible for the day-to-day running of the home. However, this manager has not yet submitted her application to register as required.

Regular changes in the staff team prevent the children from building strong relationships with all staff. Some staff usually work in other homes owned by this organisation and are covering this home on a temporary basis. Casual bank staff are also supporting the home. The acting manager makes efforts to use staff that the children already know when possible. She takes this approach to try and provide some stability. The ongoing use of staff from other homes creates uncertainty for the children and the staff.

Some staff do not always follow the children's risk assessments. They are not assessing risks to children's safety effectively, according to their individual needs. As a result, on one occasion a child at high risk of sexual exploitation was at risk of significant harm when they went missing from the care of staff. For other children, some risks have reduced and there have been no recent incidents of self-harm.

Not all staff act in line with the home's statement of purpose and there are occasions of poor staff practice. Staff misconduct issues are followed through and relevant professionals are informed to ensure that children are protected. However, Ofsted has not been formally notified of one serious event in relation to poor staff practice. This prevents Ofsted's thorough oversight of safeguarding practice.

Physical intervention is rare. There has been one physical intervention since the last inspection. This was a low-level deflection technique to protect children and staff. The recording of the incident is poor. The manager's oversight identified this issue and she addressed this with a learning workshop for all staff. The impact of this learning cannot be assessed at this inspection.

There have been two complaints from children. One complaint has been followed through and the outcomes are recorded. One complaint remains ongoing.

Despite shortfalls, the children continue to make some progress. Both children's school attendance has improved. Children are well supported to keep in contact with their families. For some children this means that these important relationships are strengthening and this helps children's self-esteem and confidence.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/08/2021	Full	Requires improvement to be good
30/09/2019	Interim	Sustained effectiveness
08/04/2019	Full	Requires improvement to be good
15/01/2019	Interim	Declined in 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>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.</p> <p>(Section 11 (1) Care Standards Act 2000)</p>	12 December 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. (Regulation 12 (1) (2)(a)(i))</p>	22 December 2021
<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 staff work as a team where appropriate;</p>	22 December 2021

<p>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child;</p> <p>ensure that the home’s workforce provides continuity of care to each child; and</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. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e)(f))</p>	
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))</p>	22 December 2021

Information about this inspection

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

Inspectors have looked closely at the experiences and progress of children and young people, using the ‘Social care common inspection framework’. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Children’s Homes (England) Regulations 2015 and the ‘Guide to the children’s homes regulations, including the quality standards’.

Children's home details

Unique reference number: 1159397

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: Paul O' Neill

Registered manager: Post vacant

Inspector

Jamie Richardson, Social Care Inspector

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