

# 1225371

**Cambian Childcare Limited**

Monitoring visit

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

This is a privately owned children's home. The provider states in their statement of purpose that they provide care for two children with social and emotional difficulties.

There is a registered manager in post. He registered with Ofsted in June 2020.

Due to COVID-19, at the request of the secretary of state, we suspended all routine inspections of social care providers carried out under the common inspection framework on 17 March 2020. We returned to routine inspections on 12 April 2021.

We last visited this setting on 19 January 2022. The report is published on our website.

**Inspection date:** 8 March 2022

## **This monitoring visit**

On 19 January 2022, a full inspection was undertaken at the home when serious and widespread shortfalls were found in relation to safeguarding practice and the leadership and management of the home.

During the full inspection on 19 January 2022, inspectors identified poor safeguarding practice and ineffective management oversight. The inadequacies in these areas had a significant and detrimental impact on children's safety, welfare and progress. Therefore, the home was judged inadequate and two compliance notices were issued under regulation 12, the protection of children standard and regulation 13, the leadership and management standard.

During this visit, the inspector considered the action taken by the provider to meet the steps in the compliance notices. The inspector found that the provider has not taken sufficient action to meet the shortfalls identified in the compliance notices.

Since the previous inspection, two children have moved out of the home. At the time of the monitoring visit, no children were living at the home and the staff team has been redeployed within the organisation.

The inspector considered the action taken by the provider to meet the steps in compliance notice 12, the protection of children standard. Children's risk assessments are up to date and include children's known risks. Risk assessments include clear strategies for staff to follow in practice to reduce the risk of harm. However, there have been safeguarding incidents since the previous inspection that staff have been unable to safely manage. As a result, staff have been injured, including one senior member of staff who received emergency medical treatment.

Some risks have increased since the inspection and the provider could not demonstrate that all staff provide a consistent approach to reduce risks in respect of children. Furthermore, the provider could not demonstrate that strategies and actions are reviewed to ensure that these are effective.

The inspector considered the action that the provider has taken to meet the steps in compliance notice 13, the leadership and management standard. The registered manager is absent from the home and children experienced poor endings to their placement at the home. This does not demonstrate that leaders and managers are leading a culture that helps children aspire to fulfil their potential.

The provider could not demonstrate that staff have had the relevant training to meet children's individual needs. Further to the previous inspection, leaders and managers devised a training programme for all staff to complete. This includes bespoke training and workshops to ensure that staff have the relevant skills to meet children's needs. However, staff have not completed this programme. Leaders and managers propose to implement this programme when they have recruited a new staff team.

Leaders and managers have devised new tools to review and evaluate children's care, although these are not embedded into practice. Therefore, the provider has not taken sufficient action to meet the steps in compliance notices 12 and 13.

Prior to this visit, the provider made the decision to temporarily close the home while they recruit and train a new staff team.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/01/2022	Full	Inadequate
08/05/2019	Full	Good
30/05/2018	Full	Good
19/04/2017	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 homes 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>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 and 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. (Regulation 6 (1)(a)(b) (2)(a)(b)(i)(v)(vi))</p> <p>This is particularly in relation to ensuring that staff consistently meet children's needs as identified in their plans.</p>	27 June 2022
<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>	27 June 2022

<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>understand the barriers to learning that each child may face and take appropriate action to help the child overcome any such barriers;</p> <p>help each child to understand the importance and value of education, learning, training and employment;</p> <p>promote opportunities for each child to learn informally;</p> <p>help a child who is excluded from school, or who is of compulsory school age but not attending school, to access educational and training support throughout the period of exclusion or non-attendance and to return to school as soon as possible. (Regulation 8 (1) (2)(a)(i)(ii)(iii)(iv)(v)(viii))</p> <p>This is particularly in relation to the provider ensuring that children’s educational needs are met. If children do not attend education, then staff need to provide them with educational experiences.</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>help each child understand how to keep safe;</p>	<p>27 June 2022</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)(ii)(iii)(v)(vi)(b))</p> <p>The provider needs to ensure that children have updated risk assessments that include all known risks and strategies to manage risk. Furthermore, the provider needs to ensure that all staff have the skills to take action to keep children and staff safe.</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>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)(f)(h))</p>	<p>27 June 2022</p>

<p>The registered manager needs to ensure that he manages the home in line with the statement of purpose. He needs to ensure that he has effective oversight of incidents so he can ensure that staff are meeting children's needs. Furthermore, the manager needs to ensure that he reviews and evaluates children's plans to identify any triggers/patterns to children's behaviour.</p>	
<p>The care planning standard is that children—</p> <p>receive effectively planned care in or through the children's home; and</p> <p>have a positive experience of arriving at or moving on from the home. (Regulation 14 (1)(a)(b))</p>	<p>27 June 2022</p>
<p>The registered person must compile in relation to the home a statement ("the statement of purpose") which covers the matters listed in Schedule 1.</p> <p>The registered person must—</p> <p>keep the statement of purpose under review and, where appropriate, revise it; and</p> <p>notify HMCI of any revisions and send HMCI a copy of the revised statement within 28 days of the revision. (Regulation 16 (1) (3)(a)(b))</p>	<p>27 June 2022</p>
<p>The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received in the children's home.</p> <p>In particular the registered person must ensure that—</p> <p>medicine which is prescribed for the child is administered as prescribed to the child for whom it is prescribed and no other child; and</p> <p>a record is kept of the administration of medicine to each child. (Regulation 23 (1) (2)(b)(c))</p>	<p>27 June 2022</p>
<p>The registered person must prepare and implement a policy ("the behaviour management policy") which sets out—</p> <p>how appropriate behaviour is to be promoted in the children's home; and</p>	<p>27 June 2022</p>

the measures of control, discipline and restraint which may be used in relation to children in the home.

The registered person must keep the behaviour management policy under review and, where appropriate, revise it.

The registered person must ensure that—

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—

the name of the child;

details of the child's behaviour leading to the use of the measure;

the date, time and location of the use of the measure;

a description of the measure and its duration;

details of any methods used or steps taken to avoid the need to use the measure;

the name of the person who used the measure ('the user'), and of any other person present when the measure was used;

the effectiveness and any consequences of the use of the measure; and

a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure;

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")—

has spoken to the user about the measure; and

has signed the record to confirm it is accurate; and

within 5 days of the use of the measure, the registered person or the authorised person adds to the record

<p>confirmation that they have spoken to the child about the measure. (Regulation 35 (1)(a)(b) (2) (3)(a)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(ii)(c))</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>	27 June 2022

## 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:** 1225371

**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:** Louise Taylor

**Registered manager:** Christopher White

## **Inspector**

Catherine Fargin, Social Care Inspector

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