

# 1159868

Registered provider: 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 who may have social, emotional and behavioural difficulties. At the time of the inspection, there were two children living at the home and a third child had recently left.

A manager is in post but has not swiftly submitted a complete application to register with Ofsted as required.

**Inspection date: 7 June 2022**

## **This monitoring visit**

This visit was undertaken to review the progress of the home since the full inspection in April 2022, when the home was judged inadequate. Two compliance notices were issued relating to leadership and the quality of care. Sufficient action has been taken to address the points on the two compliance notices, however, the progress identified has yet to be embedded and all requirements remain in place to be reviewed at the next full inspection.

There are two children living in the home; a third child moved out at the end of May. Staff keep in daily contact with this child. The manager has contacted the local authority to propose that a staff member provides mentoring support to the child as he reaches young adulthood.

There have been no new safeguarding incidents or episodes of children going missing since the third child left the home. There is no plan to introduce any other child at the current time, to allow the remaining children to settle.

Leaders and the manager have put in place an action plan to address the requirements. While processes have been put in place, it is too early to test the full effectiveness of the plan and how it helps the children in the home.

Progress is being made, which is likely to be sustainable due to the way it is implemented by leaders and the manager. For example, the manager has reviewed the children's care plans to reflect best practice from other children's homes. Staff supervision has been adapted to meet the manager and staff's learning and working style. The manager is comfortable to take ownership of each part of the action plan to make the necessary changes within the home. The staff team is stable and willing to work together to improve outcomes for the children.

Ofsted will continue to monitor the home's progress. An additional full inspection will be carried out within 16 weeks of the last full inspection.

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
27/04/2022	Full	Inadequate
06/07/2021	Full	Requires improvement to be good
20/04/2021	Full	Inadequate
05/12/2019	Interim	Sustained 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>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;</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>treat each child with dignity and respect;</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 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</p>	<p>3 June 2022</p>

<p>give the child an appropriate degree of freedom and choice; and</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)(a)(b)(i)(ii)(iii)(iv)(vi)(vii)(viii)(ix)(c)(i)(ii))</p> <p>In particular, ensure that children are provided with the appropriate level of care and guidance to prepare them safely for independence. Also, ensure that the home environment is made comfortable and reflects the children who live there.</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 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; and</p>	<p>3 June 2022</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)(vii)(b))</p> <p>In particular, ensure that protocols are followed in response to episodes of children going missing, that staff show professional curiosity and that learning informs future responses.</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>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; 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)(h))</p> <p>In particular, ensure robust management oversight of practice in the home, to improve children's experiences. Also, ensure staff receive debriefs and opportunities for reflection so learning can be applied.</p>	<p>3 June 2022</p>
<p>The care planning standard is that children—</p> <p>receive effectively planned care in or through the children's home.</p>	<p>3 June 2022</p>

<p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that arrangements are in place to—</p> <p>manage and review the placement of each child in the home; and</p> <p>plan for, and help, each child to prepare to leave the home or to move into adult care in a way that is consistent with arrangements agreed with the child’s placing authority;</p> <p>that each child’s relevant plans are followed;</p> <p>that staff help each child to access and contribute to the records kept by the registered person in relation to the child. (Regulation 14 (1)(a) (2)(b)(ii) and (iii)(c)(f))</p> <p>In particular, ensure that children’s records contain sufficient detail for staff to follow and to support children according to their individual plans. Also, ensure children are supported to move from the home to independence in a well-timed and structured way.</p>	
<p>After consultation with the fire and rescue authority, the registered person must—</p> <p>take adequate precautions against the risk of fire, including the provision of suitable fire equipment in the children’s home. (Regulation 25 (1)(a))</p> <p>In particular, ensure that risks assessments are reviewed in light of potential smoking in the house.</p>	3 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> <p>that staff help each child who is above compulsory school age to participate in further education, training or employment and to prepare for future care, education or employment. (Regulation 8 (1) (2)(a)(ix))</p>	3 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:** 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:** Post vacant

## Inspector

Justine Hosking, Social Care Inspector

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