

1226978

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private company owns and manages this children's home. It provides care for up to two children who may have social and/or emotional difficulties.

The manager registered with Ofsted in September 2021.

Inspection dates: 25 and 26 May 2022

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The children's home provides effective services that meet the requirements for good.

Date of last inspection: 1 September 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/09/2021	Full	Good
14/07/2021	Full	Inadequate
03/09/2019	Full	Good
05/03/2019	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

Staff use a caring and nurturing approach to create a welcoming family atmosphere in the home. This positive environment helps children to develop trusting and secure relationships with the staff. As a result, children feel safe living in the home and have the confidence to confide in staff. One child said, 'The staff here are lovely. They listen to me, and I wouldn't change anything about the home.'

Children's consultation sessions are used effectively to address any concerns. These help children to find their voice. Children are encouraged to choose what they eat, the activities they prefer and how the home is decorated. This ensures that children actively contribute to the day-to-day running of the home.

Children's health and developmental needs are well understood by staff. They support children to attend medical appointments and persistently encourage those who are reluctant to attend. Children eat a wide range of nutritious meals and participate in physical exercise. As a result, children's health is maintained.

Staff actively encourage children to attend school. When barriers to learning occur, staff work closely with education professionals to ensure that children are supported to participate in alternative education plans. This helps children to recognise the importance of education and develop aspirations for their future.

Children enjoy a range of leisure activities. These activities allow children to have age-appropriate experiences and develop their self-esteem. Leisure activities include the use of a well-equipped games room, going to the cinema, walks and camping. These experiences are captured in journals. However, there are very few photographs to reflect these activities. This means that opportunities to create lasting memories of the children's time in the home are missed.

Transitions into and from the home are well managed. Detailed risk assessments ensure that children are appropriately matched with those already living in the home. This ensures that the home only provides care to those children whose assessed needs can be met. When children move out, this is done in a planned way. This means that disruption in the home is minimised, and children experience positive moves.

Staff are proactive in promoting children to see their families in line with their care plans. They transport them to visit their families and support them emotionally. As a result, children maintain close connections with the people that are important to them. This helps children to develop a positive self-image and identity.

How well children and young people are helped and protected: good

Children's care plans and risk assessments are detailed and contain clear guidance for staff to follow. These documents are regularly reviewed to highlight any new risks or concerns. Staff demonstrate a good understanding of the risks that children face. They know how to raise safeguarding concerns with managers and other agencies. This means that children are supported by staff who have the knowledge that they need to better protect children from harm.

Staff carry out focused work with children linked to their risks and vulnerabilities. This work includes topics such as bullying and internet safety. This helps children to understand how to keep themselves safe. In addition, staff work closely with the police to empower children to make positive choices. Effective multi-agency work ensures that children remain at the centre of practice. This helps to identify strategies to safeguard children effectively.

Children benefit from a restorative approach to help them to manage their own behaviour. The level of trust the children have means that they can talk to staff and explore their feelings openly. This helps children learn how to manage their feelings and emotions more effectively. Consequently, there has been no use of physical restraint or any complaints made since the last inspection.

When incidents occur, the manager ensures that she has oversight of these events and staff generally record these incidents well. Nevertheless, on one occasion, staff failed to undertake a bedroom search after an incident when this was necessary to keep the child safe. This does not promote the welfare and safety of children.

The effectiveness of leaders and managers: good

The registered manager is working towards the required qualification for her role. She is supported by a stable and well-established team. The staff are qualified and experienced. This means that they can meet the specific needs of the children.

The manager ensures that staff are well supported to undertake their roles effectively. Staff have completed a variety of suitable and relevant training. The therapeutic model of care used in the home is understood by all staff. Consequently, staff have the knowledge and skills to provide good-quality care to children.

Staff feel valued and well supported. They benefit from regular and reflective supervision. Supervision records are detailed and evaluate children's progress. They offer guidance and professional challenge. This means that staff have the right support to improve their practice and promote the welfare of children effectively.

The manager has good monitoring systems in place. This helps her to prepare the required quality of care review reports. These reports also include good consultation with children and other professionals and agencies. In addition, the independent person supports monthly monitoring, which helps to identify the children's progress

as well as any areas for development. These monitoring systems provide the rigour necessary to support practice improvements.

Significant incidents are reported to Ofsted to promote the safety and well-being of children. However, on one occasion there was a significant delay in notifying the regulator of a serious incident. This delay does not give the regulator prompt opportunity to make sure that the actions taken to safeguard children are effective.

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 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>understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person. (Regulation 12 (1) (2)(a)(v))</p> <p>In particular, the registered person must ensure that staff complete bedroom searches in line with children's plans, to check for items that may place children at risk.</p>	22 July 2022
<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 July 2022

Recommendation

- The registered person should ensure that staff help children to understand who they are and where they come from. This is recognised in good social work practice, for example through undertaking life story work or other direct work. Staff in children's homes should play a full role in work of this kind. ('Guide to the Children's Home Regulations, including the quality standards', page 16, paragraph 3.14)

Information about this 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: 1226978

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: Susan Fitzsimmons

Registered manager: Hannah Hill

Inspectors

Evelyn Chafota, Social Care Inspector (lead)
Rachel Walker, Social Care Inspector

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