

SC457318

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and operated by a large national organisation. The home is located in a countryside setting. It is registered to provide care and accommodation for up to two children with emotional and behavioural needs and/or learning disabilities. At the time of inspection, two children were living in the home.

The manager has been registered with Ofsted since 2015.

Inspection dates: 28 February to 1 March 2023

Overall experiences and progress of children and young people, taking into account	good
---	-------------

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

The effectiveness of leaders and managers	good
---	------

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 17 August 2021

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/08/2021	Full	Good
17/12/2019	Full	Good
10/12/2018	Full	Outstanding
17/10/2017	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The home is decorated to a high standard. The colours of the walls are vibrant, giving the home an appealing quality. Pictures of children's family are hung in the main living area, providing a real sense that this is somewhere that they can feel settled. Children's rooms are personalised and decorated to their taste. Carers have been valiant in their efforts to ensure that all rooms are homely for children. The outdoor space provides opportunities for children to undertake activities, making the most of the beautiful rural setting.

Children who live in the home are loved and well cared for. Carers talk about children with familiarity. They have a good knowledge of the children's needs and how to meet them. This feeds into well-written plans.

Support provided to children who are preparing for adulthood is a strength of the home. Since the last inspection, one child has moved on to live independently. Carers are currently supporting one child to develop vital skills in preparation for leaving the home. Plans to support children towards independence are thorough and clearly presented, with the knowledge that the child will be accessing them. Achievements and next steps are clearly identified and are individualised to the child's needs. Conversations with children are focused and nurturing.

Concerns in relation to children's health are managed well. Where a child has been smoking and vaping, carers have sought professional guidance and support. Educational conversations take place, with the aim that the child will cease the harmful behaviour. The child takes prescribed medication to support them to cease smoking. Staff support the child to self-medicate in line with the child's age and plan to promote independence skills.

Children's cultural and identity needs are supported. When children wish to attend church, this is seen as an essential part of their schedule. When children spend time with their family, carers work hard to make these positive experiences for children. One parent likened staff to family members and rated the care provide to their child as 'outstanding'.

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

One child expressed that they like living in the home. They told the inspector that they feel safe, have positive relationships with all carers, and receive excellent care. Observations of the child with carers evidenced the quality of their relationships.

Risk is effectively assessed and managed. Where risk is identified, the home works to formulate good-quality plans. Carers communicate with professionals and family to identify and manage risk. A sensitive approach is taken when addressing risk with children. This will allow them to reflect on their actions and provide learning and

guidance. Risk assessments contain essential information and helpfully contain photographs that support staff to identify locations of concern.

There are few incidents in the home. When these do happen, good-quality recordings are completed. Relevant professionals and family members are informed and debriefs are completed with children. Meetings with professionals are requested, where appropriate. Reflective conversations take place with children and action is taken in relation to any concerns.

Children are provided with the care and support that they require. Three professionals spoke positively to the inspector about carers' practice. Strengths of the home were identified as communication, highlighting and managing risk, and going to great lengths to meet the overall needs of children.

Concerns in relation to staff practice are dealt with efficiently. When deficits in carers' knowledge and practice are identified, training is promptly identified and commissioned to allow that carer to improve their skill set.

The effectiveness of leaders and managers: good

The registered manager is passionate about children. They want children to thrive and achieve. They know the children who live in the home well. The manager speaks about the child with warmth and clearly advocates for what they believed was in the child's best interests.

Leaders and managers effectively challenge concerns in relation to care plans. A court-directed care package for one child has meant that carers have not been able to provide the child with the level of care that they felt was required. As a result, the child has not been able to benefit from all that the home has to offer and will be moving on from the home.

Team meetings take place regularly. There is a clear focus on the child and their care needs. Actions identified during team meetings are not clearly recorded in the written records. They do not detail who should complete the action and there are no dates for the completion of actions. The documents do not support staff or management to monitor progress.

Carers feel supported by the management team. They spoke of positive experiences of supervision. Carers spoke positively about the support provided by the management team. Supervision takes place regularly, is reflective, focuses the well-being of carers, and considers their practice and learning needs.

Recruitment practice is of a good standard. All required checks are carried out before staff are employed. Where concerns are identified during the recruitment process, robust risk assessments are completed. The home employs an adequate

number of staff to meet the needs of the children currently living in the home.
Agency staff are not used.

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 leadership and management standard</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>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p> <p>research and developments in relation to the ways in which the needs of children are best met;</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)(g)(i)(ii)(h))</p> <p>In particular, ensure that team meeting minutes clearly detail identified actions, timescales for the completion of actions, and who should complete the actions.</p>	4 May 2023

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: SC457318

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

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

Responsible individual: Victoria Elworthy

Registered manager: Sarah Hamilton

Inspector

Carla Simkiss, Social Care Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023