

1258091

Registered provider: Cambian Childcare Ltd

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company, and it is registered to provide care for up to five children between the ages of six and 15 years old. Children may have social and emotional difficulties.

The registered manager has been in post since December 2018, and she holds a Level 5 Diploma in Leadership and Management.

Inspection date: 28 March 2023

Date of last inspection: 20 April 2022

Judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Information about this inspection

At this inspection, the inspector evaluated:

- the care of children
- the safety of children
- the effectiveness of leaders and managers.

The inspector has looked closely at the experiences and progress of children, using the social care common inspection framework. This assurance 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'.

Findings from the inspection

We did not identify any serious or widespread concerns in relation to the care or protection of children at this assurance inspection.

The care of children

Since the previous inspection in April 2022, two children have moved into the home.

One child moved out of the home into a sister home within the company in September 2022. Managers and staff ensured that the transition was well planned and a positive ending for the child. There had been visits to the new home involving the child, and activities were planned to create lasting memories. As a result, children are prepared when moving on from the home.

Children's care is well planned, which has provided the team with a good understanding of their needs. This has given children the opportunity to make measurable progress from their starting points. Staff grow strong relationships with the children, and they recognise when children need further support. This has enabled children's needs to be met more effectively. Children feel safe with the team around them, and they have developed confidence.

There have been massive improvements to the home environment. Leaders and the staff have worked hard to ensure that the children's environment is safe, nurturing and welcoming. One child has chosen a jungle theme for their bedroom, and their bedroom has jungle wallpaper, handmade leaves and animal toys around the room. Another child has chosen to have a 'Mamma Mia' mural on their wall. As a result, children feel secure in their home and a sense of belonging.

Staff support children with their education attainment. Children have made progress in education from when they first came to the home. One professional explained that success has been down to the team at the home and education staff understanding what works for the children and how they best respond to learning. As a result, children are making steps towards achieving their educational goals.

Children have been provided with memorable and positive experiences. In August 2022, the home hosted an achievement day. All children planned a singing or dancing performance, and the mayor of the local area attended. All children were presented with a token gift from the mayor. This has provided children with life-long memories. All children in the home are given an ambassador role, which includes being animal, equality and diversity and charity ambassadors. Children have been involved in charitable events, including Christmas fun runs and bringing dog blankets to Birmingham Dogs Home. Children feel empowered with their individual roles and are proud of their achievements.

The safety of children

Staff educate children on how to keep themselves safe. One child has received extensive support on keeping themselves safe online. Due to the support from the team, the number of incidents of this nature has decreased. Risk management plans are mostly in place and clear. However, the manager has not implemented a risk management plan for a child who has a risk of displaying sexualised behaviour. There is a potential for an incident to be mismanaged should it occur.

Behaviour management plans have been improved since the previous inspection. The staff team works collaboratively with the therapeutic service. This has enabled the staff to develop a better understanding of children's behaviour patterns. As a result, the team manages behaviours more effectively, leading to a reduction in behaviours requiring physical interventions and children going missing from care.

Overall, allegations are managed well by the manager. All safeguarding procedures are followed once allegations have been made by children. Relevant professionals are informed, and children are consulted during the process. However, there have been a few occasions where Ofsted has been notified late about allegations of harm against staff working in the home.

The manager has worked very well with the wider network to be assured that children are not being harmed. One child bruised easily, and the manager carried out further investigation into why this was occurring with the GP. While gaining an answer, the manager put in place a protocol with the school and the local authority to share any updates of injuries in the home and school. This enables the team to track whether any injuries have not been accounted for, which may indicate if the child has been abused or if self-harm has occurred. This ensures that children's safety remains paramount and any risks can be identified promptly.

The effectiveness of leaders and managers

The registered manager has been a constant in the home since December 2018. The manager is very child-focused and passionate about the children achieving the best outcomes. She works well with the wider network and also supports the team to understand how to support the children effectively. One staff member said, 'I am supported by the registered manager; she is there when needed.'

The manager has attempted to address a shortfall around the recruitment of regulation 44 independent visitors. The manager has taken steps to gain the required information, and she has escalated this. However, there has been no outcome, which is not the fault of the manager. The manager has created a risk assessment for independent visitors, to ensure that they are safe when visiting the home.

Training is very bespoke and in line with the needs of the children. The team has recently carried out training on autism spectrum disorder. Due to internet safety concerns with one child, the manager is trained in child exploitation and online protection, and they are an ambassador. The team has recently completed Makaton

training, which helps staff to communicate effectively with one of the children. As a result, the children are being supported by a team of skilled staff who are equipped to meet their needs.

Monitoring systems implemented by the manager are robust. The manager has multiple systems in place to ensure that she has a strong oversight of the day-to-day running of the home. The manager completes a golden hour checklist every Monday. This covers incidents over the weekend, ensuring that children's plans are up to date and the home environment is safe and well maintained. This has enabled the manager to ensure that there have been improvements to children's experiences and quality of care.

Overall, the manager and staff team have made good progress since the previous inspection to address the shortfalls. Most of the previous requirements and recommendations have now been met.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/04/2022	Full	Requires improvement to be good
16/11/2021	Full	Requires improvement to be good
04/08/2021	Full	Inadequate
08/05/2019	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 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>are familiar with, and act in accordance with, the home's child protection policies;</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)(vii)(b))</p> <p>In particular, the registered person must ensure that children's risk assessments and behaviour plans clearly identify known risks and action that staff need to take. Additionally, ensure that those plans are updated when new risks are identified.</p>	18 April 2023
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>there is an allegation of abuse against the home or a person working there;</p> <p>there is any other incident relating to a child which the registered person considers to be serious.</p>	18 April 2023

(Regulation 40 (4)(c)(e))

In particular, the registered person must ensure that they notify Ofsted of any allegations of harm against staff without delay.

Children's home details

Unique reference number: 1258091

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

Registered provider address: Caretech Estates Ltd, Metropolitan House, 3
Darkes Lane, Potters Bar EN6 1AG

Responsible individual: Jolanda Brookes

Registered manager: Bethany Sutherland

Inspector

Chanel Bryant, Social Care Inspector

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