

# 1229417

Registered provider: Cambian Childcare Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This home is owned and managed by a private provider. It provides care for one child who may experience social and emotional difficulties.

The registered manager registered with Ofsted in April 2023.

### Inspection dates: 15 and 16 June 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:** 18 January 2023

**Overall judgement at last inspection:** requires improvement to be good

**Enforcement action since last inspection:** none

## Recent inspection history

<b>Inspection date</b>	<b>Inspection type</b>	<b>Inspection judgement</b>
18/01/2023	Full	Requires improvement to be good
02/03/2022	Interim	Sustained effectiveness
04/05/2021	Full	Requires improvement to be good
04/12/2019	Full	Good

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

The child has positive relationships with the staff. The staff make sure that the child has lots of opportunities to share their wishes and feelings. They listen to the child and support them to achieve their goals. Consequently, the child feels a sense of value and respect, and this helps them to grow in confidence and explore their own identity.

Although the child has been out of education for a long period of time, the staff are ambitious for the child to achieve. They are working alongside a personal tutor to support the child to establish an enjoyable learning routine. The child is now engaging in a bespoke education programme in the home. This is the first step of a personalised plan to support the child to return to more-formal education. Working at this pace gives the child the confidence to learn and reduces their anxieties. The tutor commented, '[Child's name] is doing very well. Their progress now is incredible.'

The child attends routine health appointments, and staff help them to understand the importance of healthy eating and staying physically well. With advice and support from the organisation's in-house psychologist, the staff are able to recognise when the child needs additional mental health or emotional support. Staff adapt their approach and practice to meet the child's changing needs.

The child is learning the skills that help them to move towards independence. The skills they learn help them to prepare for later life. The tasks they complete include doing their washing, keeping their room clean, and cooking.

The child is enjoying new activities, which enhance their life experiences. These opportunities are helping them to develop their social skills and confidence, as well as new hobbies and interests.

The staff help the child to feel a sense of belonging. The staff team has recently created a surprise redecorated bedroom around the child's choice of colours and wallpaper. The child enjoys the home, which is generally well kept and homely. The kitchen area has some damage to worktops, door handles and some cupboard doors. This damage in the kitchen does not create a well-cared-for feel in this area.

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

The child's risk assessment is regularly updated, and staff use this detailed document to help them to support the child during times of crisis. This approach means that the risks to the child continue to reduce. One professional commented, 'The risks were significant before the child moved in to the home. The staff have provided good-quality care and risks are significantly reduced now.'

The staff use their positive relationships with the child to de-escalate any challenging incidents. They listen to the child and take time to understand how they are feeling. They use agreed strategies, such as giving the child space and time on their own when they are angry or frustrated. As a result, there has been no use of physical restraint since the last inspection.

The staff complete training to help them to understand risks to the child. This training includes online safety, child exploitation and radicalisation. The staff all know how to report safeguarding concerns and ensure that any allegations are quickly responded to.

The staff undertake some work with the child to help them to understand possible risks to their safety, and the child is now reporting some issues to staff if they feel concerned. However, this work is not always well recorded. This means that the manager is unable to fully review how effective this work is in helping to manage and reduce risks.

The child does not regularly go missing from the home. On the one occasion that the child was missing for a short period of time, the staff followed the missing-from-home procedures, searched for the child and worked closely with the police. Consequently, the child was quickly located and safely returned to the home.

### **The effectiveness of leaders and managers: good**

The manager is keen to continue to develop this service. He is working to continue to develop the team, and is ambitious for the child to achieve. The manager has support from the responsible individual, who has good oversight of the home and care practice. This shared ethos between managers and staff supports the child to make good progress.

The manager's monitoring systems are not fully effective. Some areas of recording have gaps, such as in one-to-one work with the child. Gaps in recording are not helping the manager to track the child's progress. Oversight from the responsible individual is helping the manager to identify the strengths of the service and the areas for development.

The staff feel well supported by the manager. They feel that they can ask him and the deputy any questions at any time. Staff receive regular formal supervision, where they can talk about their work. In these supervision sessions, they focus on the child and their progress, and look at what is going well and where they can improve.

The registered manager is a strong advocate for the child. He works alongside other professionals and challenges them, when needed, to make sure that the child can access the services and help that they need. One social care professional said, 'The manager continues to chase up progress on the child's plans. He is a strong advocate, and the staff go over and above.'

## 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.

<b>Requirement</b>	<b>Due date</b>
<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>In particular, the standard in paragraph (1) requires the registered person to—</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. (Regulation 6 (1)(a) (2)(c)(i))</p> <p>In particular, the registered person must ensure that the kitchen area is maintained to a good standard.</p>	<p>10 December 2023</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>help each child to understand how to keep safe. (Regulation 12 (1) (2)(a)(ii))</p>	<p>10 September 2023</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>10 September 2023</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)(h))	
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## **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:** 1229417

**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:** Ian Raine

**Registered manager:** Keith Dowson

## Inspector

Jamie Richardson, Social Care Inspector

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