

1159272

Registered provider: Cambian Childcare Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

A private company owns and manages this home. The home provides care and support for up to four children aged between 11 and 18 years who have emotional, social and/or behavioural difficulties.

The manager has been registered with Ofsted since June 2023.

No children were living in the home at the time of the inspection.

Inspection date: 9 November 2023

This monitoring visit

This children's home was judged inadequate at the full inspection on 6 and 7 May 2021. This was because children living in the home were at risk of serious harm. Leaders and managers, including the registered manager and the responsible individual, failed to address safeguarding concerns. As a result of this failure, children's safety was compromised.

Ofsted suspended the registration of this home on 7 May 2021 and issued three compliance notices. These notices were made under regulation 12, with regard to the safety and protection of children, regulation 13, with regard to the leadership and management of the home, and regulation 32, with regard to the safe recruitment of staff. Ofsted also raised a further six requirements. Action taken to address these six requirements has not been considered as part of the monitoring visits as they relate directly to children living in the home and there have not been any living there since 7 May 2021.

Ofsted first reviewed the compliance notices during a monitoring visit on 14 June 2021. The inspector identified that the required steps within the compliance notices under regulation 12 and 32 were met. However, one step within regulation 13 was not met and this notice was reissued.

Ofsted further reviewed the compliance notice under regulation 13 during a monitoring visit on 21 July 2021. The inspector found that the steps required within the compliance notice had been met. Seven requirements were made, five of which had been reissued. They had not been considered as part of the monitoring visits.

The provider requested to vary the home's conditions, and the provider was required to inform His Majesty's Chief Inspector of its intention to accommodate children at the home at least three months before any child is accommodated. On 31 January 2023, the provider notified Ofsted of its intent to move children into the home. On 22 September 2023, it informed Ofsted that it was ready to do so.

The purpose of this monitoring visit was to inspect the home and progress made in preparation for children moving into the home. During the monitoring visit, the inspector reviewed records, and spoke to the responsible individual, the registered manager and the deputy manager.

Since the last monitoring visit, a new registered manager has been appointed to the home. They have worked alongside the new responsible individual to address the requirements issued at the last inspection. An action plan was in place and is reviewed regularly to identify progress. Two requirements under regulation 32 and 33 have been met during the period.

The registered manager has made significant progress with the safe recruitment of staff. They have improved systems to ensure that staff are interviewed, and that checks are completed in a timely manner. All staff files checked had all the required checks completed. The manager also audits the files. This helps to ensure that staff working in the home are safe to work with children.

Staff have completed mandatory training and are following a clear induction, which includes shadowing experienced staff in other homes. Senior leaders are providing additional team training together around therapeutic approaches to care and other specific training to improve the quality of care in the home. This time together also supports the team in forming positive relationships.

The registered manager supports staff well and supervises them regularly. These sessions demonstrate reflection and learning for staff and support for them individually. This is reinforced by single-focus supervisions carried out around child exploitation and safeguarding. Staff can discuss their understanding and training needs around this and have the opportunity to develop. Staff say they feel well supported and enjoy working with the registered manager.

The home has been improved with a newly fitted bathroom and kitchen in addition to an all-season roof to the conservatory. This will provide another spacious living area for children to use. The refurbished rooms feel modern, are freshly painted and have new flooring. Some areas of the home still feel tired and there were some minor repairs to be completed. The manager is responsive and has good oversight of health and safety.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
06/05/2021	Full	Inadequate
29/05/2019	Full	Good
05/06/2018	Full	Good
31/07/2017	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 must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person 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>ensure that staff—</p> <p>understand and apply the home's statement of purpose; and</p> <p>treat each child with dignity and respect. (Regulation 6 (1)(a)(b) (2)(b)(i)(iii))</p> <p>In particular, staff practice and conduct should consistently reflect the ethos of the home as detailed in the statement of purpose to ensure that the children are respected and valued.</p>	16 February 2024
<p>The education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. (Regulation 8 (1))</p> <p>In particular, that children are supported to engage with and attend education.</p>	16 February 2024
<p>The health and well-being standard is that—</p> <p>children are helped to lead healthy lifestyles.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p>	16 February 2024

that staff help each child to— achieve the health and well-being outcomes that are recorded in the child's relevant plans. (Regulation 10 (1)(c) (2)(a)(i))	
The registered person must maintain records ("case records") for each child which— include the information and documents listed in Schedule 3 in relation to each child; are kept up to date. (Regulation 36 (1)(a)(b))	16 February 2024
The registered person must notify HMCI and each other relevant person without delay if— there is any other incident relating to a child which the registered person considers to be serious. (Regulation 40 (4)(e))	16 February 2024

Recommendation

- The registered person should ensure that the home provides a nurturing, supportive and homely environment that meets the needs of the children. Children's homes must comply with relevant health and safety legislations (alarms, food hygiene, etc.); however, in doing so, homes should seek as far as possible to maintain a domestic rather than 'institutional' impression. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

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: 1159272

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: Mark Ullah

Registered manager: Linus Penna

Inspector

Carol Jagger, Social Care Inspector

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