

1240802

Registered provider: Cambian Childcare Limited

Assurance inspection

Inspected under the social care common inspection framework

Information about this children's home

The home is part of a large private organisation. The home can provide care for up to five children. At the time of the inspection, one child was living in the home.

The manager started work in the home in August 2023. They have submitted an application to register with Ofsted.

Inspection date: 31 January 2024

Date of last inspection: 18 October 2023

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 child living in the home enjoys close relationships with staff the child knows well. The child's school attendance has improved since moving to the home, and there are plans in place for them to move to a school that will better meet their needs. The child participates in the planning process and is excited to get their new uniform. The child attends a local club twice a week, giving them the opportunity to make friends in the local area.

The manager attempts to work collaboratively with the local authority, to give a unified approach to the child about important decisions relating to their care. However, this process is not always smooth, resulting in the child experiencing uncertainty and feeling let down when there are delays to plans being put in place.

One child has returned home. This was an unplanned move. The manager and responsible individual have reflected on the child's time when living here and have identified learning for future moves into the home.

Staff take action to search for children when they are missing from home. The manager speaks with children and staff after most incidents to understand what has happened. However, the manager's reviews do not consider the effectiveness of staff action. The same applies to the manager's evaluations following incidents relating to behaviour. Learning is therefore limited and does not consider what could have been done differently. There have been two further incidents of children barricading themselves in a bedroom. However, there is now a clear plan in place for staff to follow and the manager updates the plan as needed.

Concerns about staff practice are investigated thoroughly and consultation takes place with relevant safeguarding authorities. While formal investigation reports do take some time to complete, the manager is aware of the actions identified by the investigator and has implemented these.

The physical environment has suffered damage following incidents in the home in January. Immediate repairs have been made for safety, and redecoration and refurbishment of the home is under way to make it a homely environment again. The child is included in this process, choosing new decor and soft furnishings.

Staff enjoy working in the home. They speak about the manager strengthening team working and about the training provided, which has helped them in their role.

The manager and responsible individual have identified areas for development in the home. Staff have received additional training to develop their knowledge and skills. This learning is still to be embedded, with further training planned over coming

months. New systems are in place to understand and track children's progress. In supervision sessions, the manager helps staff to explore the support they provide to children.

The inspection did not consider all previous requirements in detail, although one was partially met, and they are therefore restated. Two new recommendations have been made.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
18/10/2023	Full	Requires improvement to be good
07/02/2023	Full	Good
29/03/2022	Interim	Improved effectiveness
26/10/2021	Full	Requires improvement to be 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, The 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 and 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))</p> <p>In particular, ensure that risk management plans relating to the use of technology are specific, achievable and measurable.</p> <p>This requirement was made at the last inspection and is restated.</p>	<p>1 December 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;</p> <p>and promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</p>	<p>1 December 2023</p>

<p>lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose;</p> <p>understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home;</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)(a)(f)(h))</p> <p>In particular:</p> <p>ensure that decisions made when admitting children are based on realistic and concise risk assessments that consider how each child's needs will be met alongside other children's needs;</p> <p>create children's plans that are individualised, with clear goals and timescales;</p> <p>ensure that management review of records is robust and corresponding action plans are effective.</p> <p>This requirement was made at the last inspection and is restated.</p>	
<p>The independent person must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether—</p> <p>children are effectively safeguarded; and</p> <p>the conduct of the home promotes children's well-being.</p> <p>The independent person's report may recommend actions that the registered person may take in relation to the home and timescales within which the registered person must consider whether or not to take those actions. (Regulation 44 (4)(a)(b) (5))</p> <p>In particular, ensure that the independent person provides sufficient scrutiny and supportive challenge through their report and subsequent recommendations.</p> <p>This requirement was made at the last inspection and is restated.</p>	1 December 2023

Recommendations

- The registered person should ensure there is clarity about delegation of care and decision-making between the home and local authority to ensure the care outlined in the statement of purpose can be delivered. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.6)
- The registered person should ensure repairs and redecoration are completed, to provide a welcoming and homely environment. ('Guide to the Children's Homes Regulations, including the quality standards', page 15, paragraph 3.9)

Children's home details

Unique reference number: 1240802

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: Danielle Ross

Registered manager: Post vacant

Inspector

Clare Nixon, Social Care Inspector

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