

SC359846

Cambian Childcare Ltd

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

This home is owned by a private company. It is registered for five young people. The home provides care for young people who have been through adverse childhood experiences that have led to associated trauma and presenting complex behaviours. The registered manager is currently off sick and has submitted her registration cancellation forms to Ofsted. An interim manager is overseeing the day-to-day running of the home.

Inspection date: 3 June 2019

This monitoring visit

This children's home was judged inadequate at the full inspection on 1 and 2 May 2019. Serious safeguarding failings were identified by the inspector. A compliance notice was issued under leadership and management.

This monitoring inspection was conducted to assess the progress made by the provider in addressing the previously identified shortfalls in leadership and management, effective challenge to partner agencies and advocacy support for young people.

The manager and staff have not met the compliance notice issued at the last full inspection. Subsequently, the leadership and management of the home remain poor and ineffective and are not leading to sustained improvement in the quality of care provided to young people. The inspector identified that risk assessments are still not being reviewed promptly; not all staff are receiving debriefs following incidents of restraint; young people's health needs are still not being effectively monitored; staff's and the manager's morale is low; and return home interviews are not being completed following young people being missing from the home. Staff and the manager are consistently failing to meet young people's needs.

Staff training, though scheduled, has not been undertaken. This is impacting on staff's ability to manage young people's risk-taking behaviours effectively.

Consequently, young people’s risk-taking behaviours are escalating, and staff are not able to keep them safe. This has included two young people stealing the staff car and assaults on staff. Staff are increasingly calling the police for support to manage young people’s behaviours, which has resulted in young people being arrested. Young people are at greater risk of criminalisation. This can affect their emotional and physical well-being, future career pathways or social relationships as they transition into adult life.

The manager’s monthly monitoring audit tool and golden checklist are ineffective, as they are not recognising most shortfalls identified by the inspector during the inspection. However, on occasion, when the manager’s monitoring tool does identify some shortfalls, these are not being actioned within the manager’s and staff’s own timescales. The quality of care and support given to young people is not improving.

Young people now have access to an advocate, which means that they can be involved effectively in decision-making about their care planning. The managers have learned to challenge partner agencies to ensure that young people’s needs are met in accordance with their relevant plans.

All remaining requirements from the last full inspection will be reviewed at the next scheduled inspection. A compliance notice has been issued and the home’s registration has been suspended because Ofsted reasonably believes that young people are at risk of harm.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
01/05/2019	Full	Inadequate
07/02/2019	Interim	Declined in effectiveness
17/04/2018	Full	Requires improvement to be good
14/02/2018	Interim	Declined in effectiveness

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 education standard is that children make measurable progress towards achieving their educational potential and are helped to do so. (Regulation 8 (1))</p>	28/06/2019
<p>The health and well-being standard is that— the health and well-being needs of children are met. In particular, the standard in paragraph (1) requires the registered person to ensure— that each child has access to such dental, medical, nursing, psychiatric and psychological advice, treatment and other services as the child may require. (Regulation 10 (2)(c))</p>	28/06/2019
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on an understanding about acceptable behaviour. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— help each child to develop socially aware behaviour; encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding; communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding. (Regulation 11 (1)(b)(2)(a)(ii)(iii)(v))</p>	28/06/2019
<p>The protection of children standard is that children are protected from harm and enabled to keep themselves safe.</p>	28/06/2019

<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>that the premises used for the purposes of the home are designed, furnished and maintained so as to protect each child from avoidable hazards to the child’s health. (Regulation 12 (1)(2)(a)(i)(ii)(d))</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>ensure that staff have the experience, qualifications and skills to meet the needs of each child;</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)(c)(h))*</p>	31/05/2019
<p>The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children’s home.</p> <p>In particular the registered person must ensure that—</p> <p>medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child; and</p> <p>a record is kept of the administration of medicine to each child. (Regulation 23 (1)(2)(b)(c))</p>	28/06/2019

<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety.</p> <p>The registered person may only—</p> <p>employ an individual to work at the children’s home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home,</p> <p>if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>the individual has the appropriate experience, qualifications and skills for the work that the individual is to perform; full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2.</p> <p>For the purposes of paragraph (3)(b), an individual who works in the home in a care role has the appropriate qualification if, by the relevant date, the individual has attained—</p> <p>the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or</p> <p>a qualification which the registered person considers to be equivalent to the Level 3 Diploma. (Regulation 32 (2)(a)(b)(3)(d)(4)(a)(b))</p>	<p>28/06/2019</p>
<p>The registered person must ensure that all employees—</p> <p>receive practice-related supervision by a person with appropriate experience; and</p> <p>have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (4)(b)(c))</p>	<p>28/06/2019</p>
<p>The registered person must ensure that—</p> <p>within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so (“the authorised person”)—</p>	<p>28/06/2019</p>

has spoken to the user about the measure. (Regulation 35 (3)(b)(i))	
The registered person must maintain records ("case records") for each child which are kept up to date. (Regulation 36 (1)(b))	28/06/2019

*These requirements are subject to a compliance notice.

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: SC359846

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

Registered provider address: 4th Floor, Waterfront Manbre Wharf, Manbre Road, Hammersmith, London W6 9RU

Responsible individual: Faye Harvey

Registered manager: Samantha Maullin

Inspector

Rumbi Mangoma, social care inspector

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