

1226978

Registered provider: Cambian Childcare Ltd

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

A private company operates this home to provide care and accommodation for up to two children or young people who have emotional and/or behavioural difficulties.

Inspection dates: 3 to 4 September 2019

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: 5 March 2019

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/03/2019	Full	Good
20/02/2018	Full	Good
24/01/2017	Interim	Sustained effectiveness
19/09/2016	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 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>ensure that staff have the experience, qualifications, and skills to meet the needs of each child;</p> <p>ensure that the home has sufficient staff to provide care for each child; and</p> <p>ensure that the home's workforce provides continuity of care to each child.</p> <p>(Regulation 13(1)(a)(b), (2)(c)(d)(e))</p>	<p>30/11/2019</p>

Recommendations

- Children should be given a choice about how their personal space is decorated in accordance with regulation 7(2)(a)(i). ('Guide to the children's homes regulations including the quality standards', page 16, paragraph 3.19)

In particular and without delay, ensure that children have their rooms redecorated in line with their wishes and feelings.

Inspection judgements

Overall experiences and progress of children and young people: good

The children and young people make good progress. This is due to the high standards of care that the staff consistently maintain. The staff are nurturing and encourage appropriate boundaries and routines. The children and young people respond well to this, and the impact is even greater for the one who has been at the home much longer.

The children and young people have good attendance at school and meet their expected targets. They attend a specialist provision that is operated by the registered provider of the home. There is close partnership work between the home and school, which contributes to high attendance levels and improved learning. For example, there has been shared learning about a child not wanting to attend when there is a physical education (PE) class. Together, the home and school have worked with the child to overcome this.

Through daily conversations and regular consultation, the staff support the children and young people to be as involved as possible in the running of the home. The children and young people choose the menus, the activities and how the home is furnished and decorated. One child has waited six months for her room to be decorated. Action was taken during the inspection to start this.

The children and young people follow their individual interests, such as going to festivals, taking part in a local karate club or gaming. The staff also support the children and young people to establish and maintain friendships in the local area. The children and young people enjoy a well-equipped games room and a trampoline in the garden.

The staff encourage a variety of leisure activities and keep a balance between having fun and helping with chores. The children and young people are encouraged to tidy up, cook, clean and help with their laundry. There is appropriate promotion of life skills that builds up the children and young people's levels of independence.

The homely, caring, child-centred environment is beneficial to the children and young people. They develop their confidence, become more sociable and enjoy new, positive experiences.

The staff promote healthy lifestyles for the children and young people. Exercise, healthy eating and attendance at medical appointments are encouraged. The regional mental health practitioner supports the children and young people with their emotional well-being. She is also a useful resource for staff, advising on appropriate care strategies.

The children and young people benefit from keeping in contact with their relatives. There is a good level of commitment from staff, who undertake long journeys with the children and young people to ensure that these important relationships are maintained.

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

The children and young people feel safe both in and out of the home, and this helps them to make significant progress in their lives. For example, one young person who, when he first arrived at the home, would only go out with staff now feels safe enough to go out for long periods on his own and enjoys a good social life.

The staff are skilled at building relationships with the children and young people to help them to feel secure and happy. As a result, there are few incidents of challenging behaviour from the children and young people. When there are, the staff respond sensitively and appropriately to calm things down. The children and young people like being at the home, so do not go missing. Staff know what to do if such an incident occurred.

The staff spend plenty of time with the children and young people, giving them appropriate advice and support on how to cope with their feelings, how to enjoy positive relationships and how to stay out of trouble. The staff undertake a range of safeguarding training and are able to spot the signs of exploitation and abuse.

Any concerns about staff practice are managed well, and prompt action is taken to ensure that the well-being of the children and young people is safeguarded. The manager and provider have a good working relationship with the local safeguarding team, and this helps to protect the children and young people.

The effectiveness of leaders and managers: good

There is a competent level of management oversight of the home and successful leadership. The manager is registered for two homes, both dual provision, and is supported by an able and experienced deputy and team leaders. He is working towards the required leadership and management qualification and aims to finish within the required timescale.

The shared responsibility among the management team ensures that the staff are well led and that the care of the children and young people is efficiently organised. This is despite a decline in staff numbers. However, there is a risk that the continuity of care given to the children and young people suffers and that the overall experience, skills and qualifications of the staff team may be reduced. The second home that the manager is registered for is closed, pending recruitment of a full staff team for both homes.

There is a good level of management monitoring, both internally and externally. The manager knows the strengths and weaknesses of the home. He is fully informed about the care of the children and young people and he focuses on ensuring that their needs are met.

The manager has a good knowledge of the local area and the available services and resources. As a result, he will not admit children and young people to the home whose education and healthcare needs cannot be met locally.

Although there are gaps in the numbers, the staff team is cohesive and provides the children and young people with consistently high levels of care and support. This is evident in the progression that the children and young people make and the positive feedback from their parents and partner agencies.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the difference made to the lives of children and young people. They watched how professional staff work with children and young people and each other and discussed the effectiveness of help and care provided. Wherever possible, they talked to children and young people and their families. In addition, the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people whom it is trying to help, protect and look after.

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: 1226978

Provision sub-type: Children's home

Registered provider: Cambian Childcare Ltd

Registered provider address: Metropolitan House, 3 Drakes Road, Potters Bar
EN6 1AG

Responsible individual: Susan Fitzsimmons

Registered manager: Paul Romans

Inspector:

Simon Morley, social care inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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