

# SC026910

Registered provider: Cambian Autism Services Limited

Interim inspection

Inspected under the social care common inspection framework

## **Information about this children's home**

This national, private organisation provides care and accommodation for up to 68 children who have autistic spectrum disorder and/or learning disabilities. The service operates as a residential special school. Accommodation is provided for a number of children for 52 weeks of the year. Therefore, the service is registered as a children's home. Care is provided in 11 houses. Nine of these houses are within the grounds of the school and two houses are situated in the local community.

**Inspection date:** 7 and 8 March 2018

**Judgement at last inspection:** good

**Date of last inspection:** 11, 12 and 13 July 2017

**Enforcement action since last inspection:** none

## **This inspection**

### **The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection**

This home was judged good at the last full inspection.

At the interim inspection, Ofsted judges that it has sustained effectiveness.

Children live in accommodation that is of a good quality and personalised well to meet their individual needs. Staff take ownership of the homes that they work in and present them well. Children have access to all areas of their home. Leaders and managers continue to implement the home's maintenance plan at a steady pace.

Each home has a clear staffing structure in place, which includes support staff, deputy managers and house managers. A staff restructure has given more definition to these roles. House managers and deputies are in addition to the number of support staff provided to meet the needs of children. This supernumerary staffing, and the

introduction of an activities coordinator, is enabling children to have increased opportunities to access and be a part of their local community.

Staff develop positive and caring relationships with children. Inspectors observed consistently good and effective communication with children. This includes the use of alternative communication methods.

Leaders and managers take swift and effective action to manage child protection concerns. Leaders and managers respond effectively to the guidance that they receive from external safeguarding agencies, ensuring that children are protected from harm. Outcomes of child protection concerns are clearly recorded.

Errors in the administration of medication to children have occurred. A medication action plan is in place to reduce the frequency of errors and ensure that staff who administer medication are competent to do so.

Staff have a good understanding of children's needs. Staff understand what strategies best support children's positive behaviour and help children to successfully de-escalate potential incidents. On occasion, staff restrain children to prevent them from harming themselves or others. The use of restraint is reducing. Leaders' and managers' oversight of behaviour incidents is good. Children and staff discuss and explore in a debrief meeting any incidents that occur.

Leaders and managers have revised the way that new children are introduced to the home. Support staff have become more involved in the planning process. This process includes staff visiting children at home and getting to know children before they move in. Staff demonstrate a very detailed knowledge about new children's needs. However, this knowledge is not promptly transferred into the children's written care plans.

The registered manager has developed a system to monitor the frequency and quality of staff supervisions. The frequency of supervision has improved since the previous inspection. Some supervision that takes place to address a particular concern about the poor practice of staff is of a high quality, challenging and supportive. However, the quality of this work is not consistent.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
11/07/2017	Full	Good
31/01/2017	Interim	Declined in effectiveness
19/07/2016	Full	Requires improvement
05/01/2016	Full	Requires improvement

## 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>14: The care planning standard</p> <p>The care planning standard is that children— receive effectively planned care in or through the children's home.</p> <p>(Regulation 14 (1))</p> <p>In particular, ensure that children new to the home have a written care plan in place.</p>	03/05/2018
<p>23: Medicines</p> <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 medicine which is prescribed for a child is administered as prescribed to the child for whom it is prescribed and to no other child.</p> <p>(Regulation 23 (1)(2)(b))</p>	03/05/2018
<p>33: Employment of staff</p> <p>The registered person must ensure that all employees receive practice-related supervision by a person with appropriate experience.</p> <p>(Regulation 33 (4)(b))</p>	03/05/2018

### Information about this inspection

Inspectors looked closely at the experiences and progress of children and young people. Inspectors considered the quality of work and the differences 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.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

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:** SC026910

**Provision sub-type:** Residential special school

**Registered provider:** Cambian Autism Services Limited

**Registered provider address:** Cambian, Waterfront, Hammersmith Embankment, Chancellors Road, London W6 9RU

**Responsible individual:** Joanne Galloway

**Registered manager:** Kerry Byron

## **Inspector(s)**

Nicola Lownds, social care inspector

Wendy Anderson, social care inspector

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