

# SC065261

**Cambian Autism Services Limited**

Monitoring visit

Inspected under the social care common inspection framework

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

The children's home is registered for up to 60 children with autism spectrum disorders and/or learning disabilities.

The service operates as a residential special school that also provides accommodation for 52 weeks of the year. As a result, it is registered as a children's home. The home provides care across nine houses. The home is owned by a private national organisation.

The manager has been registered with Ofsted since 23 June 2020.

**Inspection date(s): 24 August 2021**

## **This monitoring visit**

This children's home was judged inadequate at the full inspection carried out from 20 to 22 July 2021. At that inspection, it was assessed that leaders and managers were not safeguarding children effectively. Following that inspection, Ofsted set a number of statutory requirement and restricted the home's registration. As a result, the provider cannot allow any new children to move into the home during the restriction period.

At this monitoring visit, inspectors found that leaders and managers at all levels have not taken timely and decisive action to address the widespread weaknesses found at the last inspection. Collectively, they have failed in their duty to ensure that the home is well led and managed effectively to prioritise the quality of care children receive.

Scrutiny by leaders and managers of the day-to-day running of the home remains poor. They do not have accurate oversight of the home's staffing arrangements. Records contain differing information about which children are in the home and the staff who are looking after them. As a result, neither senior leaders nor the regulator

are provided with an accurate account of the staffing arrangements without scrutinising several different documents.

At this monitoring visit, inspectors found that sufficient staff have been employed in the home to meet the needs of the children as defined in their care plans. However, to meet these needs, leaders and managers continue to rely on temporary and agency staff. Consequently, some children are not being supported by permanently employed staff. This does not help children to build trusting and meaningful relationships with the adults who care for them and receive continuity of care.

The restriction of accommodation will remain in place. Ofsted will continue to monitor the home's performance, including the requirements issued at the full inspection and set out below.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
20/07/2021	Full	Inadequate
25/02/2020	Interim	Sustained effectiveness
24/09/2019	Full	Requires improvement to be good
09/01/2019	Interim	Sustained 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 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>understand and apply the home's statement of purpose;</p> <p>ensure that staff—</p> <p>understand and apply the home's statement of purpose;</p> <p>protect and promote each child's welfare;</p> <p>provide to children living in the home the physical necessities they need in order to live there comfortably;</p> <p>The conditions are—</p> <p>that the care is delivered by a person who—</p> <p>has the experience, knowledge and skills to deliver that care. (Regulation 6 (1)(a)(b) (2)(a)(b)(i)(ii)(vii) (3)(c)(i))</p> <p>This specifically relates to leaders and managers ensuring there are sufficient permanent staff to meet the care plan needs of the children.</p> <p>In addition, leaders and manager should ensure the home remains in good condition and is clean, and repairs to damage are actioned without delay.</p>	<p>3 September 2021</p>

<p>The enjoyment and achievement standard is that children take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, cultural, intellectual, physical and social interests and skills.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff help each child to—</p> <p>develop the child’s interests and hobbies;</p> <p>participate in activities that the child enjoys and which meet and expand the child’s interests and preferences; and</p> <p>make a positive contribution to the home and the wider community; and</p> <p>that each child has access to a range of activities that enable the child to pursue the child’s interests and hobbies. (Regulation 9 (1) (2)(a)(i)(ii)(iii)(b))</p> <p>In particular, ensure staffing shortages do not impact on children’s opportunities to enjoy meaningful and enjoyable activities in the community.</p>	<p>3 September 2021</p>
<p>The health and well-being standard is that—</p> <p>the health and well-being needs of children are met;</p> <p>children receive advice, services and support in relation to their health and well-being.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>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 (1)(a)(b) (2)(a)(c))</p> <p>This specifically relates to staff being provided with expert training so that they can better support the children to improve their health outcomes.</p> <p>Leaders and managers must also ensure that children’s dining experiences are improved and that their diet is</p>	<p>3 September 2021</p>

<p>nutritious and provides choice and expands the children's currently restricted diet.</p>	
<p>The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on—</p> <p>mutual respect and trust;</p> <p>an understanding about acceptable behaviour; and</p> <p>positive responses to other children and adults.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p> <p>that staff—</p> <p>meet each child's behavioural and emotional needs, as set out in the child's relevant plans;</p> <p>help each child to develop socially aware behaviour;</p> <p>encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding;</p> <p>help each child to develop and practise skills to resolve conflicts positively and without harm to anyone;</p> <p>de-escalate confrontations with or between children, or potentially violent behaviour by children;</p> <p>that each child is encouraged to build and maintain positive relationships with others.</p> <p>(Regulation 11 (1)(a)(b)(c) (2)(a)(i)(ii)(iii)(iv)(xi)(b))</p>	<p>3 September 2021</p>
<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 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.</p> <p>(Regulation 12 (1) (2)(d))</p>	<p>3 September 2021</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; and</p> <p>promotes their welfare.</p> <p>In particular, the standard in paragraph (1) requires the registered person to—</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>ensure staff have the experience, qualifications and skills to meet the needs of each child;</p> <p>ensure the home has sufficient staff to provide care for each child;</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>demonstrate that practice in the home is informed and improved by taking into account and acting on—</p> <p>research and developments in relation to the ways in which the needs of children are best met; and</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)(c)(d)(f)(g)(i)(h))</p> <p>In particular, the registered person should ensure that the monitoring carried out by the manager and independent visitor is effective.</p>	<p>3 September 2021</p>
<p>The care planning standard is that children—</p> <p>receive effectively planned care in or through the children’s home.</p> <p>In particular, the standard in paragraph (1) requires the registered person to ensure—</p>	<p>3 September 2021</p>

<p>that arrangements are in place to—</p> <p>ensure the effective induction of each child into the home;</p> <p>manage and review the placement of each child in the home. (Regulation 14 (1)(a) (2)(b)(i)(ii))</p> <p>In particular, the provider should ensure that all care plans are clear, concise and relevant to the child’s current needs and behaviours.</p>	
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development. (Regulation 33 (4)(a))</p> <p>In particular, all staff should complete all basic mandatory training and specialist courses to meet the needs of the children they care for.</p>	3 September 2021

## 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:** SC065261

**Provision sub-type:** Residential special school registered as a children's home

**Registered provider:** Cambian Autism Services Limited

**Registered provider address:** Metropolitan House, 3 Darkes Lane, Potters Bar  
EN6 1AG

**Responsible individual:** Paul Kniveton

**Registered manager:** Melanie Micklewright

## Inspectors

Sharron Escott, Social Care Inspector

Wendy Anderson, Social Care Inspector



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