

# SC066821

Registered provider: Cambian Whinfell School Limited

Full inspection

Inspected under the social care common inspection framework

## Information about this children's home

This privately owned children's home provides care, accommodation and education for a maximum of 14 males. The home's statement of purpose states that care is provided for children who have a diagnosis of Asperger syndrome or autism spectrum disorder and possible accompanying conditions, which may include attention deficit hyperactivity disorder, pathological demand avoidance and mild to moderate learning difficulty.

Accommodation is split, with most children living on the main site and facilities for some children working towards independence living a short distance away.

The manager was registered with Ofsted in June 2020. The inspectors only inspected the social care provision at this school.'

### Inspection dates: 1 and 2 November 2022

**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:** 3 November 2021

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
03/11/2021	Full	Good
18/02/2020	Full	Outstanding
29/01/2019	Full	Outstanding
15/05/2017	Full	Outstanding

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children benefit from well-planned introductions to the home, and they are suitably matched together, taking into consideration their individual needs. The manager has recently improved the matching documents in the home. Consequently, children say they get on well with each other and they are settled.

The home is a large property and requires ongoing maintenance. During the inspection, some repairs were identified. These detract from the homely feel of the environment. Leaders and managers took prompt action to address these shortfalls to ensure children have a warm and comfortable space to live in.

Children's education is prioritised by all. Education is on site, and this helps children overcome anxieties around transitions from home to school. Furthermore, the children have opportunities to take part in therapeutic activities and are participating in a wilderness project. As a result, children's attendance in education has increased, and the project is helping children build resilience, equip them with problem-solving skills and improve their educational outcomes.

Children are in good health. Their health needs are well considered, and staff work closely and proactively, attending all necessary appointments with opticians, dentists and doctors. Additionally, staff support children to access specialist services, for example child and adolescent mental health services. This helps maintain children's physical and emotional well-being.

Staff communicate effectively with professionals and have positive relationships with the children. Inspectors observed caring and helpful staff. One social worker said, 'The home feels like a real family.' Family time is promoted, and parents say that staff have made them feel completely involved in the care of their children and that they have been 'blown away by what the home has to offer.'

Children know how to make a complaint. They can identify trusted staff who they can talk to and discuss their concerns. They have regular group meetings, key-work sessions and daily conversations to discuss their views, wishes and feelings. However, the manager does not always ensure that children can see the results of their views. This would reassure them that they are being listened to and their views acted on in a timely way.

Children receive good support to develop their independence skills, such as cooking, learning about budgeting and completing household chores.

The children are involved in a wide range of activities and have enjoyed holidays skiing in Bulgaria and a recent caravan stay. These opportunities and experiences are captured through photos and memory books displayed around the home. This is a key strength of the home.

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

Good-quality risk assessments and behaviour support plans are in place. They provide staff with clear strategies to help manage children's risks. Staff demonstrate a good understanding of children's risks and vulnerabilities. However, the manager does not ensure that all risk assessments are individualised to the needs of each child.

Staff know how to raise a concern. Allegations about staff conduct are shared transparently with the relevant agencies. Investigations and feedback from other professionals help to identify areas where practice can be improved.

Feedback from a professional was positive. They said, 'Staff are always responsive and think ahead to ensure children are kept safe.'

Positive behaviour is well promoted, and staff show care and understanding through their responses when children are upset or distressed. The use of de-escalation techniques has meant that incidents have been reduced.

Recruitment processes for new staff ensure that all necessary background checks are carried out. This means that managers can make informed decisions to ensure that only suitable adults can work in the home.'

## **The effectiveness of leaders and managers: good**

There is a qualified and suitably experienced manager in post. He is well supported by two deputies. Staff say that the management team is approachable and helpful. Staff feel they work well together as a team and they enjoy working in the home. Leaders and managers are aware that there are several staff vacancies and that staff are picking up additional hours to ensure that the impact on the children is minimised. They are working hard to recruit. During the inspection, they were holding an open day for potential new staff.

Leaders and managers did not inform the regulator of a change of responsible individual. As a result, this caused confusion for all. A new interim responsible person has been appointed. However, she has yet to submit her application.

Since the last inspection, there have been two serious incidents, and leaders and managers have not notified the regulator in a timely way. This does not help the regulator to have all the required information. A requirement has been made to address this. Furthermore, the responsible person is receiving guidance to help her fully understand her role and responsibilities in line with the regulations.

Managers and staff use training to develop the necessary skills and knowledge to understand and meet the children's needs. For example, staff have attended training to better understand risks associated with self-harm, and training in autism is

bespoke to each child. New staff coming into the home have said that the induction was good and well delivered.

The manager's internal reviewing and monitoring systems are suitable. The manager ensures that staff have read and understood children's plans. The manager benefits from the external monitoring provided by the independent person and values all recommendations.

The staff have been able to grow and develop their practice because of the good-quality support and regular supervision that is provided. The manager ensures that the staff receive annual appraisals. Regular team meetings take place. These are well attended, and staff share information about each child. This supports consistency of practice.

All previous requirements and recommendations have been met.

## 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>An individual may only carry on a children’s home if the individual satisfies the requirements in paragraph (5).</p> <p>An individual may only carry on a home with another individual or other individuals, otherwise than in a partnership, if that individual and each other individual satisfies the requirements in paragraph (5).</p> <p>A partnership may only carry on a home if each partner satisfies the requirements in paragraph (5).</p> <p>An organisation may only carry on a home if—</p> <p>each director of the organisation, except for a director who is the responsible individual, who is involved in the carrying on of a home by that organisation satisfies the requirements in paragraph (6); and</p> <p>the organisation has notified HMCI of the name, address and position in the organisation of the responsible individual.</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character;</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2;</p> <p>the individual is mentally and physically fit to carry on the home; and</p> <p>the individual is financially fit to carry on the home.</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character; and</p> <p>full and satisfactory information is available in relation to the individual in respect of the matters in paragraphs 1 and 3 to 6 of Schedule 2.</p>	<p>16 December 2022</p>

<p>A responsible individual must—</p> <p>satisfy the requirements in paragraph (5)(a) to (c); and</p> <p>have the capacity, experience and skills to supervise the management of the home, or the homes, in respect of which the responsible individual is nominated. (Regulation 26 (1) (2) (3) (4)(i)(ii) (5)(a)(b)(c)(d) (6)(a)(b) (7)(a)(b))</p> <p>This specifically relates to ensuring that the Ofsted are notified about the change of responsible individual and that they apply to register with Ofsted.</p>	
<p>The registered person must notify HMCI and each other relevant person without delay if—</p> <p>a child is involved in or subject to, or is suspected of being involved in or subject to, sexual exploitation;</p> <p>an incident requiring police involvement occurs in relation to a child which the registered person considers to be serious;</p> <p>there is an allegation of abuse against the home or a person working there;</p> <p>a child protection enquiry involving a child —</p> <p>is instigated; or</p> <p>concludes (in which case, the notification must include the outcome of the child protection enquiry); or</p> <p>there is any other incident relating to a child which the registered person considers to be serious.</p> <p>A notification made under this regulation—</p> <p>must include details of—</p> <p>the matter;</p> <p>the other persons, bodies or organisations (if any) who or which have been notified; and</p> <p>any actions taken by the registered person as a result of the matter;</p> <p>must be made or confirmed in writing.</p>	<p>16 December 2022</p>

(Regulation 40 (4)(a)(b)(c)(d)(i)(ii)(e) (5)(a)(i)(ii)(iii)(b))

This specifically relates to ensuring that serious events are notified to HMCI without delay and that all notifications contain the actions taken and provide details of organisations who have been notified about the matter.

## Recommendations

- The registered person should ensure that following consultation with children, they are able to see the results of their views being listened to and acted on. ('Guide to the Children's Homes Regulations, including the quality standards', page 22, paragraph 4.11)
- The registered person should ensure that staff continually assess risk and that assessments of these risks are individualised to each child. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

## Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, 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:** SC066821

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

**Registered provider:** Cambian Whinfell School Limited

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

**Responsible individual:** Samantha Campbell

**Registered manager:** Ian Sharpe

## Inspectors

Judith Birchall, Social Care Inspector  
Suzanne Birchall, Social Care Inspector

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