

# 1230415

**Beacon Child Care Limited**

Monitoring visit

Inspected under the social care common inspection framework

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

A private company owns this home. It is registered for up to four young people who show complex behaviours because of their childhood experiences.

The manager has been registered with Ofsted since January 2016. The manager is undertaking a level 5 diploma in leadership and management.

**Inspection date:** 5 November 2018

This monitoring visit took place after Ofsted received concerns that the organisation was not recruiting staff safely. Inspectors visited the organisation's head office to check staff recruitment files. As a result of this visit, inspectors found that managers have failed to ensure that appropriate vetting procedures are in place when employing new members of staff. Key shortfalls include:

- A failure to ensure that appropriate references are obtained.
- A failure to ensure that a full employment history is provided.
- A failure to investigate any gaps in a person's previous employment history.
- A failure to obtain verification of the reasons why a person's previous employment with either children or vulnerable adults has ended.

Shortfalls in the safe recruitment of staff place young people at unnecessary risk.

The organisation's safer recruitment policy does not make it clear about the level of checks required for professionals who also work for the organisation. This means that there is not sufficient detail on how the organisation ensures that these different positions are safely recruited given that these professionals can have direct contact with young people.

As a result of this visit, Ofsted has issued a compliance notice in relation to the safe recruitment of staff.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
30/08/2018	Full	Requires improvement to be good
02/11/2017	Interim	Improved effectiveness
05/06/2017	Full	Requires improvement to be good
20/02/2017	Interim	Improved 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
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. (Regulation 32(1)(3))*	06/01/2019

\*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:** 1230415

**Provision sub-type:** Children's home

**Registered provider:** Beacon Child Care Limited

**Registered provider address:** Hazlewoods, Windsor House, Bayshill Road, Cheltenham GL50 3AT

**Responsible individual:** Rikesh Asthana

**Registered manager:** Paul Sweeney

### Inspectors

Alison Cooper, social care inspector  
Ms Battersby, social care inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit

<http://www.nationalarchives.gov.uk/doc/open-government-licence>, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at <http://www.gov.uk/government/organisations/ofsted>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: <http://www.gov.uk/ofsted>

© Crown copyright 2018