

# 1230415

## **Beacon Childcare**

Monitoring visit

Inspected under the social care common inspection framework

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

The home is registered to provide care for four young people. The home offers care for young people who have social and/or emotional difficulties. The home is privately owned.

There is a manager in post. This manager is not yet registered with Ofsted.

**Inspection date:** 9 January 2019

### **This monitoring visit**

A monitoring visit took place on 5 November 2018 after Ofsted received notification of concerns that the organisation was not recruiting staff safely. At this head office inspection, inspectors found that managers have failed to ensure that appropriate vetting procedures were 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 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.

In addition, the organisation's safer recruitment policy was not clear about the level of checks needed for the range of professionals who also work for the organisation.

As a result of this visit conducted on 12 November 2018, Ofsted issued a compliance notice in relation to the safe recruitment of staff.

To evaluate the progress that managers have taken to meet the compliance notice, a further head office monitoring visit was conducted on 9 January 2019.

This visit showed that managers have started to make some initial progress to ensure that staff are safely recruited. However, shortfalls remain. For example, managers are still not able to show that they have made reasonable attempts to check the reason why a member of staff employment has ended when staff have previously worked with children or vulnerable adults. Managers do not thoroughly scrutinise the employment history of some staff or gain copies of staff qualifications. In addition, managers have not ensured that suitable references are gained for some staff and that they can show that these references are from authorised persons.

Since the last monitoring inspection, managers have updated the organisation's safer recruitment policy. However, the policy is still unclear about the level of checks needed for personnel who are not employed to work directly with young people but who may be in contact with them as part of their work.

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

This visit has only looked at the compliance notice issued on 12 November 2018. No other requirements and recommendations made at the full inspection on 30 August 2018 have been assessed.

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)) *	01/04/2019

\*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 Childcare

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

**Responsible individual:** Rikesh Asthana

**Registered manager:** Post vacant

### Inspectors

Alison Cooper, social care inspector

Ms Battersby, social care inspector

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Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

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Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
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