

1247390

Partnerships in Care 1 Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is dual registered with the Care Quality Commission.

The home can provide for up to eight children and young people. It provides care to children and young people who have mental health difficulties and who self-harm.

This specialist service is part of a large, national, private organisation. The organisation has its own clinical team.

The manager has been registered with Ofsted since January 2019.

Inspection date: 11 March 2021

This monitoring visit

This monitoring visit was undertaken to address specific concerns or allegations received by Ofsted.

Ofsted is aware that serious child protection allegations are being investigated by the appropriate authorities. Although Ofsted does not have the power to investigate allegations of this kind, actions taken by the setting in response to the allegation(s) were considered (where appropriate) alongside other evidence available at the time of this visit to inform the inspector's judgements.

This monitoring inspection included a visit to the home to speak with the children and staff and to review records. In response to the current COVID-19 (coronavirus) lockdown restrictions, further review of records and interviews took place remotely.

Serious weaknesses were found in respect of safer recruitment processes. Leaders and managers have failed to investigate the circumstances of a member of staff's dismissal by a previous employer despite being aware of this at the time of their

appointment. Consequently, the registered manager cannot assure herself that this member of staff is safe to work in the home and with children.

Currently, the registered manager is reliant on most recruitment processes being completed by a central human resources team. She does not ensure that she has access to the full recruitment information and therefore cannot accurately assess the suitability of new employees. The inspector found that full employment histories are not obtained for each member of staff as required and that information about the status of Disclosure and Barring Service checks is not included in the written recruitment information shared with the registered manager. In addition, the verification of references is weak, as the recruiting manager does not check with the referee pertinent information about the applicant's suitability.

Three children contributed to this monitoring visit. All three were very positive about the care and support they receive. The children spoke confidently and positively about the staff who care for them and gave examples of the progress they have made since living at the home.

A compliance notice has been issued in relation to safe recruitment practices as a result of the concerns identified at this inspection. Ofsted will visit again to review the action taken by the provider in response.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
28/10/2019	Full	Requires improvement to be good
23/07/2019	Full	Inadequate
20/02/2019	Interim	Sustained effectiveness
26/09/2018	Full	Requires improvement to be good

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 registered person may only—</p> <p>employ an individual to work at the children’s home; or</p> <p>if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).</p> <p>The requirements are that—</p> <p>the individual is of integrity and good character;</p> <p>the individual has the appropriate experience, qualification and skills for the work that the individual is to perform;</p> <p>the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(a)(b)(c)(d))*</p> <p>The registered manager must take immediate action to review all recruitment records to ensure that they meet the requirements of the regulations and follow safer recruitment processes.</p> <p>Ensure that all recruitment records are made accessible to the registered manager.</p> <p>Ensure that every opportunity is taken to follow up on all information shared as part of safer recruitment processes. Ensure that the verification of references includes exploration of the applicant’s suitability.</p>	<p>5 April 2021</p>

*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: 1247390

Provision sub-type: Children's home

Registered provider: Partnerships in Care 1 Limited

Registered provider address: Fifth Floor, 80 Hammersmith Road, London W14 8UD

Responsible individual: James King

Registered manager: Georgina May

Inspector

Sharron Escott, Social Care Inspector

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