

1253711

Beacon Child Care Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is registered to provide care for three 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: 5 November 2018

This monitoring visit

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
12/09/2018	Full	Requires improvement to be good
07/06/2018	Interim	Declined in effectiveness
12/03/2018	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
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: 1253711

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: Post Vacant

Inspectors

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

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