

2675665

Registered provider: Bear Care Services Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is owned by a private company and provides care for up to three children. The provider states in its statement of purpose that care is provided for children who may have social and emotional difficulties.

At the time of the visit, the home's registration was suspended. Therefore, there were no children living in the home.

The registered manager post is vacant.

Inspection date: 24 January 2023

This monitoring visit

This home was judged inadequate at the full inspection on 20 and 21 September 2022. Inspectors identified serious concerns with the safeguarding practices in the home and ineffective leadership and management. Following that inspection, a notice to suspend the registration of the home was issued on 21 September 2022. A further suspension notice was issued on 14 December 2022.

This visit was carried out to monitor and review the actions taken by the provider since the previous monitoring visit on 14 December 2022. During that visit, the inspectors found that the provider has complied with the suspension notice. However, further safeguarding concerns were identified in the safer recruitment of staff.

Despite reassurances from the provider that there is a new recruitment process in place, inspectors identified further shortfalls. Gaps in employment had not been considered, references were not available and identity checks for staff were outstanding. This does not demonstrate that only suitable adults are recruited to care for children.

There is no registered manager in post. A new manager has been appointed. However, they have not submitted a full application to register. Therefore, Ofsted has not been able to ascertain their suitability for the role.

The responsible individual has appointed an independent visitor to undertake regulation 44 visits. However, visits have not taken place in line with regulation.

Not all staff have received training to support them in their role and to ensure that they have the skills and experience to safely care for children. Furthermore, some staff have completed several courses in one day. For example, one member of staff completed more than 20 training courses in one day. The management team had not considered whether this was appropriate or explored whether staff have gained the knowledge and skills to support children effectively.

The statement of purpose and the children's guide lack important information and some parts of the documents were found to be factually inaccurate. This does not ensure that the home is operating in line with regulations.

Throughout the visit, the responsible individual provided information relating to staffing and checks conducted that was found to be incorrect.

The requirements from the previous inspection have not been considered at this visit and will be reviewed at the next full inspection.

Recent inspection history

Inspection date

20/09/2022

Inspection type

Full

Inspection judgement

Inadequate

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 protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(v)(b)) This relates to ensuring that staff receive suitable training around safeguarding, physical intervention and ligature use. Additionally, the home must be adequately staffed to meet the needs of the child.	20 January 2023
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and	20 January 2023

promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home’s statement of purpose; ensure that staff work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child; ensure that the home has sufficient staff to provide care for each child; ensure that the home’s workforce provides continuity of care to each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; use monitoring and review systems to make continuous improvements in the quality of care provided in the home. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e)(f)(h)) In particular, the manager must ensure that there are sufficient numbers of staff working in the home and that they have all been suitably trained. Additionally, the manager must ensure that there is effective management oversight of all records in the home, including records relating to restraints and recruitment.	
The care planning standard is that children— receive effectively planned care in or through the children’s home; and have a positive experience of arriving at or moving on from the home. In particular, the standard in paragraph (1) requires the registered person to ensure—	20 January 2023

that children are admitted to the home only if their needs are within the range of needs of children for whom it is intended that the home is to provide care and accommodation, as set out in the home's statement of purpose; that arrangements are in place to— ensure the effective induction of each child into the home; that each child's relevant plans are followed; that the child's placing authority is contacted, and a review of that child's relevant plans is requested, if— the registered person considers that the child is at risk of harm or has concerns that the care provided for the child is inadequate to meet the child's needs. (Regulation 14 (1)(a)(b) (2)(a)(b)(i)(c)(e)(i)) This relates directly to ensuring that the home has in place the child's local authority documentation and sufficient arrangements to meet the needs of the child.	
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or 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). The requirements are that— the individual is of integrity and good character; the individual has the appropriate experience, qualification and skills for the work that the individual is to perform; the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and	20 January 2023

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)) This relates to safer recruitment practice. Records must show that staff have been suitably vetted and assessed before working with the child in the home.	
The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— how appropriate behaviour is to be promoted in the children's home; and the measures of control, discipline and restraint which may be used in relation to children in the home. The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the effectiveness and any consequences of the use of the measure; and within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure; and has signed the record to confirm it is accurate; and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (1)(a)(b) (3)(a)(vii)(b)(i)(ii)(c)) This relates directly to ensuring that all staff are trained in restraint practices. Additionally, there must be management oversight and evaluation of restraint records and sufficient detail about the reason for the measure and the appropriateness of the actions taken.	20 January 2023

The registered person must maintain records ("case records") for each child which— include the information and documents listed in Schedule 3 in relation to each child; are kept up to date; and are signed and dated by the author of each entry. (Regulation 36 (1)(a)(b)(c)) This relates to ensuring that records in the home are consistently read, understood and signed by all staff. All records must be consistently signed and dated by the author. Furthermore, the dates of admission must be correctly entered into the home's register.	20 January 2023
The registered person must ensure that an independent person visits the children's home at least once each month. The independent person must produce a report about a visit ("the independent person's report") which sets out, in particular, the independent person's opinion as to whether— children are effectively safeguarded; and the conduct of the home promotes children's well-being. The independent person must provide a copy of the independent person's report to— HMCI; upon request, the local authority for the area in which the home is located; the placing authorities of children; the registered provider and, if applicable, the registered manager; and the responsible individual (if one is nominated). (Regulation 44 (1) (4)(a)(b) (7)(a)(b)(c)(d)(e)) This relates directly to ensuring that there is an appropriate independent visitor employed to carry out external monitoring of the home.	20 January 2023

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: 2675665

Provision sub-type: Children's home

Registered provider: Bear Care Services Limited

Registered provider address: Suite 2a, Blackthorn House, Skull House Lane,
Appley Bridge, Wigan WN6 9DB

Responsible individual: Robin McLoughlin

Registered manager: Post vacant

Inspectors

Judith Birchall, Social Care Inspector
Mandy Williams, Social Care Inspector

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