

SC399586

Registered provider: First 4 Care Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this children's home

The home is operated by a private company. The home provides care for up to two children who may have learning disabilities and emotional and/or social difficulties.

The home has been without a registered manager since May 2021. A new manager was appointed in December 2021, but they left as they did not pass their probation. Managers have been appointed, but they have not proven to be suitable prior to registration.

A restriction of accommodation notice was issued on 26 May 2022 until 11 August inclusively.

The two children living at the home moved out on 31 May 2022.

Inspection date: 5 July 2022

This monitoring visit

This children's home was judged inadequate at the full inspection on 23 May 2022. During this inspection, the inspectors found significant breaches in regulations. These related to the safety and protection of children, the leadership and management arrangements, the fitness of the registered provider and the employment of staff. As a result, four compliance notices were issued under regulation 12, 13, 26 and 33.

Following the full inspection on 23 May 2022, a restriction of accommodation notice was issued. This was issued on 26 May 2022 until 11 August 2022 inclusively. On 29 June 2022, Ofsted issued a notice of proposal to cancel the registration of this home.

This visit was carried out to assess the provider's progress in meeting the four compliance notices.

On 31 May 2022, the two children living at the home were removed by the local authority as a direct result of the serious safeguarding concerns. The local authority's own investigation concluded that: '[the responsible individual and managers] failed to safeguard the child concerned, and other children.' It remains the case that, in view of the overall findings, Ofsted continues to have no confidence in the organisation's ability to provide safe and competent care for children.

A new responsible individual has been appointed and he has started to address some of the wider organisational concerns and shortfalls. These relate to safer recruitment, the induction of new staff, and staff training and development. This provides some reassurance that children will receive care from staff that are safe to work with children and have the necessary skills and experience. It does, however, remain untested at this home.

The responsible individual, who was also the sole director and registered provider of the organisation, has stepped away from the operation of this home. However, Ofsted is not assured that this individual will not have any day-to-day involvement in the home. This is a significant concern due to the substantial safeguarding failings that Ofsted identified, while this individual was in charge.

Following the significant incident relating to serious safeguarding concerns on 15 January 2022, an independent review was conducted. The review could not fully investigate the incident on 15 January 2022 as full disclosure of all the records and the full details of the ex-members of staff were not provided. Despite the outgoing registered provider knowing about the failings, she failed to provide the independent investigator with all the information that she held. Therefore, a full and thorough investigation has not been completed, and any lessons learned and actions to be taken forward have been compromised.

The compliance notice for regulation 33 has been met, but a requirement under this has been made to help embed this practice. Compliance notices for regulation 12, 13 and 26 have not been met and these compliance notices have been reissued.

Requirements made at the full inspection were not reviewed. Therefore, these are repeated and will be assessed at the next inspection.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
23/05/2022	Full	Inadequate
10/08/2021	Full	Good
26/02/2020	Full	Good
14/08/2018	Full	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 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 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 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. (Regulation 13 (1)(a)(b) (2)(a)(c)(d)(e)(f))	19 September 2022
Subject to paragraph (6), the registered person must ensure that the home is at all times conducted in a manner which is consistent with its statement of purpose. (Regulation 16 (5))	11 July 2022
The enjoyment and achievement standard is that children take part in and benefit from a variety of activities that meet	11 July 2022

their needs and develop and reflect their creative, cultural, intellectual, physical and social interests and skills. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff help each child to— develop the child’s interests and hobbies; participate in activities that the child enjoys and which meet and expand the child’s interests and preferences; and make a positive contribution to the home and the wider community; and that each child has access to a range of activities that enable the child to pursue the child’s interests and hobbies. (Regulation 9 (1) (2)(a)(i)(ii)(iii)(b))	
* 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— understand the roles and responsibilities in relation to protecting children that are assigned to them by the registered person; take effective action whenever there is a serious concern about a child’s welfare; and are familiar with, and act in accordance with, the home’s child protection policies; 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; that the effectiveness of the home’s child protection policies is monitored regularly. (Regulation 12 (1) (2)(a)(v)(vi)(vii)(b)(e))	19 September 2022

* An organisation may only carry on a home if— each director of the organisation, except for a director who is the responsible individual, who is involved in the carrying on of a home by that organisation satisfies the requirements in paragraph (6). The requirements are that— the individual is of integrity and good character; satisfy the requirements in paragraph (5)(a) and have the capacity, experience and skills to supervise the management of the home, or the homes, in respect of which the responsible individual is nominated. (Regulation 26 (4)(i) (5)(a) (7)(a)(b))	19 September 2022
The registered person must— ensure that each employee completes an appropriate induction; ensure that each permanent appointment of an employee is subject to the satisfactory completion of a period of probation; and provide each employee with a job description outlining the employee's responsibilities. The registered person must operate a disciplinary procedure which, in particular— provides for the suspension from work of an employee if necessary in the interests of the safety or welfare of children; and provides that the failure on the part of an employee to report an incident of abuse, or suspected abuse, whether past or present, in relation to a child to the appropriate person is a ground on which disciplinary proceedings may be instituted. For the purposes of this regulation, "the appropriate person" is the registered person, an officer of HMCI, an officer of the local authority in whose area the home is located or a police officer.	19 September 2022

The registered person must ensure that all employees— undertake appropriate continuing professional development; receive practice-related supervision by a person with appropriate experience; and have their performance and fitness to perform their roles appraised at least once every year. (Regulation 33 (1)(a)(b)(c) (2)(a)(b) (3) (4)(a)(b)(c))	
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*These requirements are subject to a compliance notice.

Recommendations

- The registered person should ensure that staff can access appropriate facilities and resources to support their training needs, and should understand the key role they play in the training and development of staff in the home. Makaton and Advanced Autism training needs to be facilitated for all staff to assist in their communication with the children. ('Guide to the Children's Homes Regulations, including the quality standards', pages 53 and 39, paragraphs 10.11 and 8.15)

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: SC399586

Provision sub-type: Children's home

Registered provider: First 4 Care Limited

Registered provider address: 16 St Wilfrids Road, Bessacarr, Doncaster DN4 6AA

Responsible individual: James McCabe

Registered manager: Post vacant

Inspectors

Cath Sikakana, Social Care Inspector

Rachel Webster, Social Care Inspector

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