

SC399586

First 4 Care Limited

Monitoring visit

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: 9 August 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 regulations 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.

A monitoring visit took place on 5 July and three of the four compliance notices were reissued under regulations 12, 13 and 26. This visit was carried out to assess the provider's progress in meeting the three compliance notices.

The newly appointed responsible individual has had a positive impact on the operation of the organisation. This includes having the freedom and authority to make decisions in all aspects of governance, such as finance, staffing, placements and conditions of registration. This provides much reassurance of a more open and transparent culture in his leadership of the organisation.

The responsible individual has started to embed systems to ensure consistency and accountability across the management team. Managers have undergone additional training in designated safeguarding responsibilities and safe recruitment practice. An interim operational manager is providing additional guidance and support to managers in their day-to-day duties and responsibilities. The regulator is confident that this will be replicated when this home reopens.

Steps have been taken to appoint a manager, and informal discussions with prospective candidates have taken place. A realistic timescale is in place to ensure the home is fit to operate in accordance with the ethos and approach as set out in the home's statement of purpose. A skill based exercise is currently taking place across the organisation to appropriately match staff to the right setting. This demonstrates the commitment to reopen the home with a skilled and experienced manager and staff team.

Employment of staff is now robust with revised processes to embed safe recruitment practice. The use of agency is now not common practice. However, should there be a need to use agency workers, the verification process is on a par with permanent employees. This demonstrates improved oversight for all employees.

The organisational development plan outlines the measures that have already been taken to meet the compliance notices. Staff are familiar with the whistle-blowing policy and all staff have signed a personal relationships contract. A review of recording activity has resulted in a digital recording system being installed. This provides the necessary safeguards to embed accurate and accountable recording activity.

Staff spoken to said that they welcomed the positive changes that have already taken place. They expressed a greater understanding of the importance of having an open and transparent dialogue and culture to ensure that children are appropriately safeguarded, and procedures are followed. This provides much reassurance to the regulator that any allegation, disclosure and/or safeguarding concern is reported and investigated with due diligence.

In summary, this visit confirmed that the compliance notice under regulation 12, 13 and 26 and the requirements under regulation 33, 16 and 9 have been met. This means that Ofsted have no cause to reissue the restriction of accommodation notice.

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

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 Ltd

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

Responsible individual: James McCabe

Registered manager: Post vacant

Inspector

Cath Sikakana, Social Care Inspector

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