

Care Community Limited

Linden House

Inspection report

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Date of inspection visit:
10 December 2015

Date of publication:
15 January 2016

Ratings

Overall rating for this service

Requires Improvement ●

Is the service safe?

Requires Improvement ●

Summary of findings

Overall summary

We carried out an unannounced comprehensive inspection of this service on 9 and 10 October 2014. Breaches of legal requirements were found. After the comprehensive inspection, the provider wrote to us to say what they would do to meet the legal requirements.

We undertook a focused inspection on 29 June 2015. At the inspection we found there was still a breach of legal requirements in relation to fit and proper persons employed.

We undertook this focused inspection on the 10 December 2015 to check that the service now met legal requirements. We did not receive a plan of what the registered provider was going to do to meet the legal requirement. This report only covers our findings in relation to that requirement. You can read the report from our last comprehensive inspection, by selecting the 'all reports' link for Linden House on our website at www.cqc.org.uk

There had been improvements to staff recruitment procedures although the registered provider's recruitment policies did not reflect the regulations relating to employment checks for staff working with vulnerable adults.

At the time of our inspection the service did not have a registered manager. A registered manager is a person who has registered with the Care Quality Commission to manage the service. Like registered providers, they are 'registered persons'. Registered persons have legal responsibility for meeting the requirements in the Health and Social Care Act 2008 and associated Regulations about how the service is run.

The five questions we ask about services and what we found

We always ask the following five questions of services.

Is the service safe?

Action had not been taken to improve safety.

There had been some improvement to staff recruitment practices although recruitment policies did not reflect the relevant regulations.

We could not improve the rating for safe from requires improvement because to do so requires consistent good practice over time. We will check this during our next planned Comprehensive inspection.

Requires Improvement ●

Linden House

Detailed findings

Background to this inspection

We carried out this inspection under Section 60 of the Health and Social Care Act 2008 as part of our regulatory functions. This inspection was planned to check whether the provider is meeting the legal requirements and regulations associated with the Health and Social Care Act 2008.

We undertook an unannounced focused inspection of Linden House on 10 December 2015. This inspection was done to check that improvements to meet legal requirements following our 29 June 2015 inspection had been made. We inspected the service against one of the five questions we ask about services: Is the service safe? This is because the service was not meeting some legal requirements.

Our inspection team consisted of one inspector. We spoke with the manager and deputy manager of the service. We examined records relating to the recruitment of one member of staff. Following the inspection the manager sent us additional information about their staff recruitment procedures.

Is the service safe?

Our findings

At our inspection of 29 June 2015 we checked the staff recruitment file for the one member of staff employed since our inspection in October 2014. The deputy manager explained that the person was working under supervision at all times and this was based on a completed risk assessment. However they had been employed without checks of their conduct during previous employment or verifying their reasons for leaving previous employment which involved caring for vulnerable adults. In addition a new Disclosure and barring service (DBS) check had not been obtained although a copy of the staff member's DBS check from a recent previous employment was on file. The manager told us some documents relating to the staff member's recruitment had been lost although it was not clear which documents.

This was a breach of regulation 19 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

At our inspection of 10 December 2015 we found some improvements to staff recruitment procedures. All the required checks had been carried out for the one member of staff recruited to work at Linden House. Disclosure and barring service (DBS) checks had been carried out before staff started work. DBS checks are a way that a provider can make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups. Checks had also been made on the applicant's health using a questionnaire. However the registered provider's recruitment policies did not reflect the regulations relating to employment checks for staff working with vulnerable adults.