



Department  
for Education

# **Children's Homes Workforce: A Call for Evidence**

**Launch date 6 June 2019**

**Respond by 27 August 2019**

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# Introduction

The Department for Education is seeking views on the potential introduction of professional registration requirements for people who work in children's homes and existing approaches to regulating the children's homes workforce.

## Who this is for

- Children's homes providers
- Local authorities
- National and local representative organisations
- People who work in children's homes
- Social workers
- 'Regulation 44' visitors
- Young people with experience of children's homes

## Issue date

The consultation was issued on Thursday 6 June 2019.

## Enquiries

If your enquiry is related to the policy content of the consultation you can contact the team on by email: [RCLB@education.gov.uk](mailto:RCLB@education.gov.uk)

If your enquiry is related to the DfE e-consultation website or the consultation process in general, you can contact the DfE Ministerial and Public Communications Division by email: [Consultations.Coordinator@education.gov.uk](mailto:Consultations.Coordinator@education.gov.uk) or by telephone: 0370 000 2288 or via the [DfE Contact us page](#).

## Additional copies

Additional copies are available electronically and can be downloaded from [GOV.UK DfE consultations](#).

## The response

This call for evidence closes at 11.59pm on 27 August 2019. The results of the consultation and the Department's response will be [published on GOV.UK](#) in 2019.

## Confidentiality of your responses

Information provided in response to this call for evidence, including personal information, may be subject to publication or disclosure under the Freedom of Information Act 2000, the Data Protection Act 2018 or the Environmental Information Regulations 2004.

If you want all, or any part, of a response to be treated as confidential, please explain why you consider it to be confidential.

If a request for disclosure of the information you have provided is received, your explanation about why you consider it confidential will be taken into account, but no assurance can be given that confidentiality can be maintained. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the Department.

The Department for Education will process your personal data (name and address and any other identifying material) in accordance with the Data Protection Act 2018 and, your personal information will only be used for the purposes of this call for evidence. Your information will not be shared with third parties unless the law allows it.

You can read more about what the DfE does when we ask for and hold your personal information in our [personal information charter](#).

## About this call for evidence

The Department for Education is launching this Call for Evidence in response to a recommendation made by the Independent Inquiry into Child Sexual Abuse (IICSA), in its [Interim Report](#) published in April 2018, that the Government should introduce professional registration requirements for those working in care roles in children's homes. Specifically, the recommendations were that:

- The Department for Education introduces arrangements for the registration of staff working in care roles in children's homes;
- Registration should be with an independent body charged with setting and maintaining standards of training, conduct, and continuing professional development, and with the power to enforce these through fitness to practise procedures; and
- Recognising that registration may require a period of phasing in, priority should be given to professional registration of children's home managers.

In response, we committed to explore the merits of further workforce regulation and the potential impact of taking the recommendation forward, through an evidence gathering exercise – in the form of a literature review and this Call for Evidence, through which we are seeking input from the sector.

In addition to developing an understanding of the potential impact of taking forward the recommendation, we have expanded the scope to seek the sector's views on a broader range of workforce issues. These questions have been developed in partnership with research associates and the sector, to ensure questions are focussed on the most critical children's homes workforce issues.

Children's homes provide care and accommodation for some of our most vulnerable children in society, and it is vital that we ensure appropriate safeguards are in place to protect them from harm.

Children's homes must have a manager in place, who is registered with Ofsted and has had their fitness to practice assessed. All staff must have enhanced DBS checks before they can work in a children's home, and homes must have policies and procedures in place to protect children, which includes appropriate recruitment practice. Ofsted assesses this on inspection and can take enforcement action where necessary, including removing homes and managers from the register. More information on the existing requirements can be found in the [guide to the Children' Homes Regulations](#).

While there are comprehensive measures in place to protect children, the Department is clear that we will not be complacent and we welcome views from the sector on the

robustness of the existing regime to protect children in children's homes, particularly where this concerns the workforce. This Call for Evidence will support us to do this.

We look forward to your input on these important issues.

## Respond online

To help us analyse the responses please use the online system wherever possible. Visit [www.education.gov.uk/consultations](http://www.education.gov.uk/consultations).

## Other ways to respond

If, for exceptional reasons, you are unable to use the online system, for example, because you use specialist accessibility software that is not compatible with the system, you may download a word document version of the form and email it or post it.

### By email

- [RCLB@education.gov.uk](mailto:RCLB@education.gov.uk)

### By post

Children in Care Team, Department for Education, 2 St Paul's Place, Sheffield,  
S1 2 FJ

## Deadline

The consultation closes on 11.59pm on 27 August 2019.

## Questions

Before you start answering the questions in this call for evidence, please note that it would be helpful if you would first give some information about yourself as context to your other responses. This information is confidential and we will not publish any information that could identify you without your permission.

### Name

First Name .....

Last Name .....

Please note: It is helpful to have your name if we want to contact you about your answers to the questions in this call for evidence. You do not have to give your name, and your views will be considered whether or not you give your name.

### What is your email address?

If you enter your email address then you will automatically receive an acknowledgement email when you submit your response.

Email address: .....

Please note: It is helpful to have your email address if we want to contact you about your answers to the questions in this call for evidence. You do not have to give your email address, and your views will be considered whether or not you give your email address.

### Are you happy to be contacted directly about your response?

Yes / No

### Are you responding as an individual or as part of an organisation?

*Choose an item*

### If you are responding as an individual, how would you describe yourself?

*Choose an item*

### If you are responding as part of an organisation, what type of organisation is this?

*Choose an item*

**What is the name of your organisation?**

.....

**What is your role?**

.....

**1a. To what extent do you agree or disagree that the existing regulatory arrangements for the children's homes' workforce are robust enough to protect children?**

- *Strongly agree (go to Q2)*
- *Agree (go to Q2)*
- *Neither agree nor disagree (go to Q2)*
- *Disagree (go to Q1b)*
- *Strongly disagree (go to Q1b)*

**1b. If you disagree, what are the main areas where improvements in workforce regulation need to be made?**

.....

**2. What do you think are the potential benefits of establishing professional registration requirements for:**

a) Registered managers?

.....

b) People in care roles?

.....

**3. What do you think are the potential drawbacks of establishing professional registration requirements for:**

a) Registered managers?

.....

b) People in care roles?

.....

**4. How would the introduction of professional registration impact on child safeguarding?**

.....

**5. To what extent would professional registration improve or worsen issues of recruitment and retention of workforce in the sector, over the longer term?**

- *Significantly improve*
- *Improve*
- *Neither improve nor worsen*
- *Worsen*
- *Significantly worsen*

**6. What other ways are there of professionalising the children's homes' workforce to protect children, without establishing registration requirements?**

.....

**7. To what extent do you agree that the current approach to registering managers is robust enough to protect children?**

- Strongly agree (go to Q8)
- Agree (go to Q8)
- Neither agree nor disagree (go to Q8)
- Disagree (go to Q7b)
- Strongly disagree (go to Q7b)

**7b. If you disagree, please explain why the current approach is not robust enough and how this could be improved.**

.....

**8. To what extent do you agree that the current mandatory qualifications are sufficient for registered managers?**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**9. To what extent do you agree that the current mandatory qualifications are sufficient for people in care roles?**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**10. To what extent do you agree that there should be other forms of training (e.g. T levels / apprenticeships) available to ensure staff are competent and deliver high quality care?**

- Strongly agree (go to Q10b)
- Agree (go to Q10b)
- Neither agree nor disagree (go to Q11)
- Disagree (go to Q11)
- Strongly disagree (go to Q11)

**10b. If you agree, what form should this training take?**

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**11. To what extent do you agree that professional standards should be established for people in care roles in children's homes?**

- Strongly agree (go to Q11b)
- Agree (go to Q11b)
- Neither agree nor disagree (go to Q12)
- Disagree (go to Q12)
- Strongly disagree (go to Q12)

**11b. If you agree, what should these professional standards cover?**

.....

12. The Department is carrying out a separate piece of work to develop our understanding of the reasons for local authorities placing children in unregulated provision in increasing numbers, and the quality of this provision. Through this Call for Evidence, the Department is seeking the view of the sector on whether there are issues related to the workforce that are specific to unregulated settings. These are settings that are not registered with Ofsted under the Care Standards Act (2000), as they do not deliver both care and accommodation in a setting that is fixed or of a permanent nature.

**Are there further workforce concerns associated with the use of unregulated provision?**

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