

CQC Employing 16-17 year olds in care roles



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The Care Quality Commission is the independent regulator of health and adult social care in England

We make sure health and social care services provide people with safe, effective, compassionate, high-quality care and we encourage care services to improve



Kate Terroni

As a young person, my first paid job was in social care and the opportunities it opened up to me have shaped the rest of my life and career. Supporting people to live full, independent lives and have their voices heard in all aspects of decision-making is what drew me to a career in social care and continues to drive me.

As leaders we are in the privileged position to give young people the opportunity to start a career in care and to champion this path. CQC fully supports the view of Skills for Care that 16 and 17 year olds can make a valuable contribution to adult social care and encourage regulated services to embrace the guidance. It is vital that, when working with this age group, providers meet the fundamental standards of safety and quality as well as following best practice guidelines. This updated guidance from Skills for Care is a welcome addition to that.



Regulation 18

Sufficient numbers of suitably qualified, competent, skilled and experienced persons must be deployed in order to meet the requirements of this Part.

Persons employed by the service provider in the provision of a regulated activity must—

- receive such appropriate support, training, professional development, supervision and appraisal as is necessary to enable them to carry out the duties they are employed to perform,
- be enabled where appropriate to obtain further qualifications appropriate to the work they perform, and
- where such persons are health care professionals, social workers or other professionals registered with a health care or social care regulator, be enabled to provide evidence to the regulator in question demonstrating, where it is possible to do so, that they continue to meet the professional standards which are a condition of their ability to practise or a requirement of their role.

Regulation 19

Persons employed for the purposes of carrying on a regulated activity must—

- be of good character,
- have the qualifications, competence, skills and experience which are necessary for the work to be performed by them, and
- be able by reason of their health, after reasonable adjustments are made, of properly performing tasks which are intrinsic to the work for which they are employed.

Recruitment procedures must be established and operated effectively to ensure that persons employed meet the conditions in—

- paragraph (1), or
- in a case to which regulation 5 applies, paragraph (3) of that regulation.

The following information must be available in relation to each such person employed—

- the information specified in Schedule 3, and
- such other information as is required under any enactment to be kept by the registered person in relation to such persons employed.

Persons employed must be registered with the relevant professional body where such registration is required by, or under, any enactment in relation to—

- the work that the person is to perform, or
- the title that the person takes or uses.

Where a person employed by the registered person no longer meets the criteria in paragraph (1), the registered person must—

- take such action as is necessary and proportionate to ensure that the requirement in that paragraph is complied with, and
- if the person is a health care professional, social worker or other professional registered with a health care or social care regulator, inform the regulator in question.

Paragraphs (1) and (3) of this regulation do not apply in a case to which regulation 5 applies.

- Proof of identity with photograph
- DBS check
- Evidence of conduct in previous employment concerned with the provision of services relating to health or social care or children or vulnerable adults
- Confirmation of why previous employment in similar roles ended
- Relevant qualifications
- Full employment history and explanation of gaps
- Health declaration

Full schedule can be found at

<https://www.legislation.gov.uk/ukdsi/2014/9780111117613/schedule/3>

S3.1 What arrangements are there, including within the rotas, for making sure that staff have the right mix of skills, competencies, qualifications, experience and knowledge, to meet people's individual needs?

S3.2 How is safety promoted in recruitment practices, arrangements to support staff, training arrangements, disciplinary procedures, and ongoing checks?

S3.3 Do staff receive effective training in safety systems, processes and practices?

- Values based interviews
- Safe recruitment checks – including schedule 3
- Induction
- Registration on a relevant qualification in social care
- Competency checks
- Supervision
- Lone working
- Training and updates
- Staff skills matching
- Debrief and resilience

Volunteers are required to undergo an enhanced DBS check if they are providing a regulated activity.

Work experience students should be under supervision by their tutor or a member of the care service staff at all times

Clear agreements should be made to ensure work experience students are aware how to report any concerns

The registered provider and registered manager remain responsible for ensuring persons working in the home are safe to do so

Guidance is available on appropriate DBS checks for volunteers

<https://www.cqc.org.uk/guidance-providers/all-services/covid-19-interim-guidance-dbs-other-recruitment-checks>

If providers take reasonable steps to ensure new staff are recruited in line with new DBS guidance, staff are adequately supported and sufficiently supervised so that people are safe, we will not take a punitive approach. Providers should record the decisions they have made, and any risks identified along with the mitigations they will put in place. For example, as part of recruitment for these emergency roles, providers might consider accepting an existing relevant DBS check from a previous employer provided it is less than three years old and for a similar role.



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