

REFERENCE CHECK REPORT

Aleksandra Nowak

3 referees · 1 verified · 1 not confirmed · 1 no response

Role	Care Assistant
Hiring employer	Meadowbrook Care Ltd
Reference	PH-2026-0147
Issued	7 Aug 2026
Version	1
Prepared for	Susan Bennett, Meadowbrook Care Ltd

01 Summary One result per referee. No overall result.

Julia Hartley

✓ 5 of 5 confirmed

Their role: Registered Manager · Meadowbrook Care Ltd
Candidate's role there: Care Assistant
Was the candidate's line manager
j.hartley@meadowbrookcare.co.uk

5 verified

Would they be re-employed: Yes

[Their own words — section 03](#)

Peter Rowe

✗ 3 of 5 confirmed · 1 discrepancy · 1 not confirmed

Their role: Owner · Rowe Domiciliary Care Ltd
Candidate's role there: Care Assistant
Was a manager where the candidate worked
peter.rowe1962@gmail.com

3 verified · 1 discrepancy (referee email) · 1 not confirmed (employment dates)

Would they be re-employed: With reservations

[Their own words — section 03](#)

Patricia Fenwick

– No response

Their role: Registered Manager · Westbury Grange Care Home
Candidate's role there: Care Assistant
Was a manager where the candidate worked
p.fenwick@westburygrange.co.uk

no response from referee · 3 verified · 1 not yet run

Would they be re-employed: Not answered

A result describes what we tested and what came back — never a judgement about a person.

02 Verification grid

Five checks per referee. The evidence behind every result is on the online copy of this report.

Julia Hartley

j.hartley@meadowbrookcare.co.uk · Meadowbrook Care Ltd · Mar 2023 – Jun 2026

Referee email

Does the address belong to the employer's own domain?

✓ Verified · Match

Employer record

Is there a registered company matching the employer named, and is it active?

✓ Verified · Active

Employment dates

Do the dates the referee gave agree with the dates the candidate stated, within 45 days?

✓ Verified · Consistent

Email authenticity

Does the domain publish the sender checks that stop mail being sent in its name?

✓ Verified · Pass

Response

Did the referee answer using the one-time link emailed to the nominated address?

✓ Verified · Replied

Peter Rowe

peter.rowe1962@gmail.com · Rowe Domiciliary Care Ltd · Jun 2021 – Dec 2022

Referee email

Does the address belong to the employer's own domain?

! Discrepancy · Free webmail

Employer record

Is there a registered company matching the employer named, and is it active?

✓ Verified · Active

Employment dates

Do the dates the referee gave agree with the dates the candidate stated, within 45 days?

× Not confirmed · Differs

Email authenticity

Does the domain publish the sender checks that stop mail being sent in its name?

✓ Verified · Pass

Response

Did the referee answer using the one-time link emailed to the nominated address?

✓ Verified · Replied

Patricia Fenwick

p.fenwick@westburygrange.co.uk · Westbury Grange Care Home · Feb 2019 – Apr 2021

Referee email

Does the address belong to the employer's own domain?

✓ Verified · Match

Employer record

Is there a registered company matching the employer named, and is it active?

✓ Verified · Active

Employment dates

Do the dates the referee gave agree with the dates the candidate stated, within 45 days?

– Not yet run

Email authenticity

Does the domain publish the sender checks that stop mail being sent in its name?

✓ Verified · Pass

Response

Did the referee answer using the one-time link emailed to the nominated address?

× Not confirmed · No response

Verified — what came back agrees with what was given **Discrepancy** — partly agrees, or could not be tied to the employer

Not confirmed — we could not confirm this, or what came back differs from what was given

Not yet run — no source available for this check yet **No response** — the referee did not reply before the check closed

03 Referee insights In their own words, not graded.

Julia Hartley

THE REFEREE REPORTS

Their role: Registered Manager · Meadowbrook Care Ltd

Candidate's role there: Care Assistant

Reliability

Above what the role needed

Quality of work

Mostly above what the role needed

Working with others

Above what the role needed

Communication

Mostly above what the role needed

Problem solving

Above what the role needed

Key strengths

Calm under pressure, thorough with medication records, well liked by clients and families.

Areas for development

Could be more confident leading handovers when the senior is off shift.

Would they be re-employed

Yes

Anything else

Aleksandra was one of the most dependable members of the team. Clients asked for her by name and she never left a visit without the notes done properly. We were sorry to lose her and I would take her back tomorrow.

These answers came back through the single-use link we emailed to this referee at the address on file.

Peter Rowe

THE REFEREE REPORTS

Their role: Owner · Rowe Domiciliary Care Ltd
Candidate's role there: Care Assistant

Reliability	Quality of work	Working with others
Met what the role needed	Mostly above what the role needed	Mostly above what the role needed
Communication	Problem solving	
Met what the role needed	Mostly above what the role needed	

Key strengths
Reliable with clients, and picked up the routines quickly.

Areas for development
Occasional late starts in the first few months.

Would they be re-employed
With reservations

Anything else
Good with clients and a genuinely kind person. Timekeeping was a bit of an issue early on but it improved once we changed her rota.

These answers came back through the single-use link we emailed to this referee at the address on file.

04 Reminders What we sent before each reply. A referee not replying would be a legitimate outcome, not a finding.

Tue 28 Jul 2026

- 12:03 Invitation sent to Julia Hartley
- 12:03 Invitation sent to Peter Rowe
- 12:03 Invitation sent to Patricia Fenwick

Wed 29 Jul 2026

- 15:22 Reply received from Julia Hartley

Thu 30 Jul 2026

- 10:00 Reminder 1 sent to Peter Rowe
- 10:00 Reminder 1 sent to Patricia Fenwick

Sat 1 Aug 2026

- 10:00 Reminder 2 sent to Peter Rowe
- 10:00 Reminder 2 sent to Patricia Fenwick

Mon 3 Aug 2026

- 10:00 Reminder 3 sent to Patricia Fenwick
- 17:03 Reply received from Peter Rowe

05 Activity Every event, in order, kept as a tamper-evident record.

Tue 28 Jul 2026

- 10:14 Check raised. 18f6d4b2907e...5c3a
- 10:14 The consent invite email was sent to aleksandra.nowak@example.com. 2907e5c3a18f...6d4b
- 12:02 The candidate gave consent for their referees to be contacted. 3a18f6d4b290...7e5c
- 12:03 Julia Hartley was nominated as a referee. 4b2907e5c3a1...8f6d
- 12:03 Peter Rowe was nominated as a referee. 5c3a18f6d4b2...907e
- 12:03 Patricia Fenwick was nominated as a referee. 6d4b2907e5c3...a18f

Wed 29 Jul 2026

- 15:22 Reply received from Julia Hartley. 7e5c3a18f6d4...b290

Mon 3 Aug 2026

- 17:03 Reply received from Peter Rowe. 8f6d4b2907e5...c3a1

Fri 7 Aug 2026

- 10:00 The closing date passed and the check was closed — 2 referees replied, 1 referee did not reply. 907e5c3a18f6...d4b2
- 10:02 Report issued. a18f6d4b2907...e5c3

Times shown in UK time. Each line carries the first and last characters of its record; the chain's own head is on the online copy of this report.

Technical detail — retained for dispute or IT review; not needed to read this report.