

2727760

Registered provider: Brooks and Brooks Recruitment Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is owned and managed by a private provider. It offers care for one child who may experience social and emotional difficulties.

The home was registered with Ofsted in April 2023 and the manager registered in April 2024.

One child was living at the home at the time of the inspection.

Inspection dates: 15 and 16 April 2025

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **requires improvement to be good**

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 19 June 2024

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
19/06/2024	Full	Requires improvement to be good
13/02/2024	Full	Requires improvement to be good
25/10/2023	Full	Inadequate

Inspection judgements

Overall experiences and progress of children and young people: good

The same child has lived in the home since the last inspection. Staff provide individualised care and celebrate and accept the child's unique characteristics and identity. Because of this, the child's self-esteem is increasing.

Staff work hard to ensure that the child lives in a safe, caring and supportive environment. This coordinated approach helps the child to have improved outcomes, especially in their behaviour and communication.

The child's health and well-being needs are met well. The child is registered with primary health services. This ensures that the child has day-to-day access to healthcare and health advice, including mental health services and therapeutic support.

Appropriate arrangements are in place for the safe administration and management of medicines to promote the safety and well-being of the child.

The child receives education that is appropriate to their needs and abilities. Staff work in partnership with education departments and other relevant professionals to make sure that the child has every opportunity to enhance their academic ability to reach their full potential.

The manager ensures that the child has many opportunities to share their views and contribute to their care. Responses to allegations and complaints are effective and help to ensure that the child feels listened to and is kept safe from harm.

Arrangements are in place that support the child to maintain positive relationships with their family and friends. Staff work closely with the child and their family to ensure that time spent together is a safe and positive experience.

How well children and young people are helped and protected: good

Staff have a good understanding of safeguarding practice and the ways that they can protect the welfare of the child. There is good partnership working with external agencies, such as the local authority and health professionals, to ensure that there is a strong multi-agency approach to safeguarding the child.

Staff understand the risks for the child and follow the guidance set out in risk assessments to help them to manage and reduce these risks. However, not all identified risks contain clear and directive strategies.

Safeguarding concerns are well managed by the manager, with the prompt monitoring of incidents and quick referral to safeguarding agencies. The manager works in partnership

with safeguarding agencies. Concerns about the child's welfare were notified to Ofsted and demonstrate that appropriate safeguarding action is taken when concerns arise.

There are clear boundaries in place in respect of managing challenging behaviour. Although the child's behaviour can be challenging, staff are consistent in their responses and use the quality of their relationships with the child to manage these situations. This means that staff rarely need to use physical restraint to manage behaviour.

There have been no occasions when the child is not where they are expected to be. Staff have a good understanding of what to do should the child go missing from home.

The manager has not ensured that the home's location risk assessment has been reviewed and updated. Out-of-date information and lack of accurate scoring of risks mean that staff do not always understand potential risks to the child in the area and how to respond should the need arise.

Staff ensure that the relevant health and safety checks are in place. All equipment is regularly maintained and serviced or replaced when necessary. Staff are trained in fire safety and records indicate that fire drills take place.

The effectiveness of leaders and managers: requires improvement to be good

The home is led by a committed and enthusiastic manager who is supported by a capable and qualified deputy manager. The staff are well supported and have a good understanding of their roles and responsibilities.

Staff are being supported through regular supervision sessions and an annual appraisal. New members of staff receive a well-planned induction. Regular team meetings and good-quality handovers ensure that staff are individually supported and work well together as a team.

The manager has ensured that staff have access to a range of training opportunities. However, records do not demonstrate that staff have undertaken sufficient training to ensure that they have the knowledge and skills to meet the needs of the child currently living in the home. For example, the training matrix does not show that all staff have completed mental health training. Consequently, staff are not equipped with all the skills and knowledge they need to respond effectively to the child's complex needs

There has been a number of new staff in the home. Although the manager has recruitment profiles for staff, one file lacked the required detail, such as checks on gaps in employment history. This means that managers do not know if the staff are appropriate adults to work with children.

The staff and manager have established good working relationships with a range of agencies and professionals who are involved in the child's care. Staff work closely with health professionals, social workers and parents. This ensures that appropriate support is in place to encourage the child's progress and maximise their potential.

What does the children's home need to do to improve?

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
The leadership and management standard is that the registered person enables, inspires and leads a culture in relation to the children's home that— helps children aspire to fulfil their potential; and promotes their welfare. In particular, the standard in paragraph (1) requires the registered person to— lead and manage the home in a way that is consistent with the approach and ethos, and delivers the outcomes, set out in the home's statement of purpose; ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(a)(c)) In particular, the registered person should ensure that staff receive relevant training that enables them to understand and fulfil the child's specific needs.	30 May 2025
The registered person must recruit staff using recruitment procedures that are designed to ensure children's safety. The registered person may only— employ an individual to work at the children's home; or if an individual is employed by a person other than the registered person to work at the home in a position in which the individual may have regular contact with children, allow that individual to work at the home, if the individual satisfies the requirements in paragraph (3).	30 May 2025

The requirements are that— full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (2)(a)(b) (3)(d)) This specifically relates to ensuring that all staff working in the home have their employment history and gaps fully checked.	
The registered person must review the appropriateness and suitability of the location of the premises used for the purposes of the children's home at least once in each calendar year taking into account the requirement in regulation 12(2)(c) (the protection of children standard). When conducting the review, the registered person must consult, and take into account the views of, each relevant person. (Regulation 46 (1) (2))	30 May 2025

Recommendation

- The registered person should ensure that when implementing and reviewing risk assessments, the strategies included are clear, directive and scenario based. ('Guide to the Children's Homes Regulations, including the quality standards', page 42, paragraph 9.5)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, using the social care common inspection framework. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with The Children's Homes (England) Regulations 2015 and the 'Guide to the Children's Homes Regulations, including the Quality Standards'.

Children's home details

Unique reference number: 2727760

Provision sub-type: Children's home

Registered provider: Brooks and Brooks Recruitment Limited

Registered provider address: Hilton Jones, Hollinwood Business Centre, Albert Street, Oldham OL8 3QL

Responsible individual: Junior Brandford

Registered manager: Amy Gray

Inspector

Dave Carrigan, Social Care Inspector

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