

2787178

Registered provider: Great Minds Together Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is run by a private organisation. It provides care for one child who may experience social and emotional difficulties.

At the time of the inspection, one child was living at the home.

The home and the manager registered with Ofsted in September 2024.

Inspection dates: 5 and 6 November 2024

Overall experiences and progress of children and young people, taking into account	requires improvement to be good
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How well children and young people are helped and protected	requires improvement to be good
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The effectiveness of leaders and managers	requires improvement to be good
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The children's home is not yet delivering good help and care for children and young people. However, there are no serious or widespread failures that result in their welfare not being safeguarded or promoted.

Date of last inspection: not previously inspected

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Inspection judgements

Overall experiences and progress of children and young people: requires improvement to be good

One child moved into the home before it registered. The staff team supported the child in other unregistered homes before the child moved to this home. The child said, 'The best thing about my home is the staff, they make me feel safe.' However, most of the team is not employed on a permanent basis. Therefore, the child has been cared for by a lot of different people. This makes it difficult to plan ahead and improve consistency of care.

The child has made progress due to the support staff provide and high levels of resilience. The child is now often able to regulate their emotions more quickly and express how they are feeling. The child has attended a court hearing and their review and been able to share their wishes and feelings calmly and clearly. This is something that the child previously found very difficult.

The child is not currently attending a full-time education provision and has not done so for a long time. The child has started to engage with a service that provides alternative education. However, staff do not implement a clear structure to each day that includes activities to help meet some of the child's educational needs.

Due to the child struggling with new people coming to the home, managers have had open discussions with the child about how this can be managed. The office space is used for professionals to visit, which helps the child feel that they have some ownership of the home environment. However, the home has been damaged and is need of significant refurbishment and redecoration.

Regular multi-agency meetings take place to ensure that the child's complex needs are understood and being met. The placing authority works closely with managers and agrees on the objectives that all are supporting the child to achieve. However, care planning records provided by the placing authority are not up to date. The manager has not challenged this effectively or in a timely manner, using the escalation processes.

How well children and young people are helped and protected: requires improvement to be good

The child has several complex needs and requires a lot of support. A deprivation of liberty order is currently in place for the child that permits high levels of supervision and restrictions. These restrictions are increased and reduced depending on the child's needs at the time. The social worker said, '[Name of child] is starting to show signs that they can see a future. This is a huge positive change for them.'

The reasons, dosage and frequency of medication being given are explored with child and adolescent mental health services. The child's views are also sought in relation to

how their medication makes them feel, and their prescription has been adapted based on their responses. However, several errors in the medication records have not been identified by managers when carrying out the audits.

Physical intervention is used when necessary. Overall, records are detailed, and the manager has good oversight and evaluates them thoroughly. The manager has appropriately addressed any issues with staff practice and when the records have not included all the necessary details. Leaders and managers have a system in place that allows them to easily review patterns and trends. This information then informs discussions with the team of staff so that they can improve their practice and relationships with the child.

Staff receive a range of training to help them meet the child's needs. Risk plans are detailed and provide staff with clear guidance to help keep the child safe. However, not all staff have had training so that they know how to remove a ligature. Managers made plans to address this during the inspection.

Allegations have been managed well, recorded, and reported to the relevant safeguarding agencies. Staff and managers support the child throughout the process. The local authority designated officer said, 'They (managers) always work with us and give us the information that we need.'

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

The manager is experienced, qualified and is supported by a deputy manager. Both managers have good relationships with the child, staff and other professionals. However, there have been several difficulties presented as the child was living in the home before it registered.

A large group of staff works in the home, and the staff have other roles in the company. As a result, rotas are not based on the child's needs and do not meet regulation. Full names of staff, their position and the actual hours worked in the home are not recorded on the rota. However, staff have been recruited safely.

As most staff are not specifically employed to work in this home, they are not receiving individual practice-related supervision with the manager. Group supervision sessions take place to discuss company wide issues. This means that staff do not get the opportunity to spend time reflecting on a one-to-one basis about some of the complexities they face every day.

An independent person has visited the home each month since it registered. However, the reports do not include the independent person's evaluation of whether children are safeguarded effectively and if their well-being is promoted. In addition, there are some factual inaccuracies in the report, and limited feedback has been sought. This reduces the oversight of the regulator.

The managers have worked hard to improve the relationships that the child and team have with neighbours and other professionals. Feedback given by external agencies is positive. This has improved transparency and reduced the number of complaints. The social worker said, 'We are really closely working in the same direction.'

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 work as a team where appropriate; ensure that staff have the experience, qualifications and skills to meet the needs of each child. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)) In particular, the registered person must ensure that all staff have the skills to remove a ligature. The registered person must ensure that staff receive regular, individual practice-related supervision.	3 January 2025
The quality and purpose of care standard is that children receive care from staff who— understand the children's home's overall aims and the outcomes it seeks to achieve for children; use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.	3 January 2025

In particular, the standard in paragraph (1) requires the registered person to— ensure that the premises used for the purposes of the home are designed and furnished so as to— meet the needs of each child. (Regulation 6 (1)(a)(b) (2)(c)(i)) In particular, the registered person must ensure that any damage to the home environment is repaired without delay.	
The registered person must ensure that the employment of any person on a temporary basis at the children's home does not prevent children from receiving such continuity of care as is reasonable to meet their needs. (Regulation 31 (1)) In particular, the registered person must ensure that sufficient staff are permanently employed to work in the home and that rotas record the detail required in line with Schedule 4.	3 January 2025
The registered person must make arrangements for the handling, recording, safekeeping, safe administration and disposal of medicines received into the children's home. In particular the registered person must ensure that— a record is kept of the administration of medicine to each child. (Regulation 23 (1) (2)(c)) In particular, the registered person must ensure that any errors in the medication records are identified and addressed as part of the management audits.	3 January 2025
In meeting the quality standards, the registered person must, and must ensure that staff— if the registered person considers, or staff consider, a placing authority's or a relevant person's performance or response to be inadequate in relation to their role, challenge the placing authority or the relevant person to seek to ensure that each child's needs are met in accordance with the child's relevant plans. (Regulation 5 (c)) In particular, the registered person must follow the local authority process to escalate their requests when they do not have the current plans for the child.	3 January 2025

When the independent person is carrying out a visit, the registered person must help the independent person— if they consent, to interview in private such of the children, their parents, relatives and persons working at the home as the independent person requires. The independent person must produce a report about a visit (“the independent person’s report”) which sets out, in particular, the independent person’s opinion as to whether— children are effectively safeguarded; and the conduct of the home promotes children’s well-being. (Regulation 44 (2)(a) (4)(a)(b))	3 January 2025
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Recommendation

- The registered person should ensure that when a child is not participating in full-time education, they are supported to sustain or regain their confidence in education and to engage in suitable structured activities for the whole school day. (‘Guide to the Children’s Homes Regulations, including the quality standards’, page 28, paragraph 5.15)

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: 2787178

Provision sub-type: Children's home

Registered provider: Great Minds Together Limited

Registered provider address: 103 Milford Drive, Manchester M19 2RY

Responsible individual: Nicholas Barber

Registered manager: Garth Nevin

Inspector

Sylvia Eboigbe, Regulatory Inspection Manager

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