

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 owned by a private provider. It provides care for one child who experiences social and emotional difficulties.

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

The manager registered with Ofsted in October 2024.

Inspection date: 3 July 2025

Overall experiences and progress of children and young people, taking into account	inadequate
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How well children and young people are helped and protected	inadequate
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The effectiveness of leaders and managers	inadequate
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There are serious and widespread failures that mean children and young people are not protected or their welfare is not promoted. The care and experiences of children and young people are poor and they are not making progress.

Date of last inspection: 5 November 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
05/11/2024	Full	Requires improvement to be good

Inspection judgements

Overall experiences and progress of children and young people: inadequate

The child's experiences and progress are significantly hindered by the poor quality of care and support provided. The child's safety has been compromised by ineffective leadership and management, which has had an overall impact on their experiences.

Leaders and managers have not maintained the home to enable the child to live in a nurturing environment. Most of the walls and furniture in the home require redecoration. The child's bedroom was in a poor condition, with little furniture, and the child was sleeping on a mattress on the floor. The child is not supported to feel valued or have a sense of ownership or pride in their living spaces.

The child has made limited progress since moving into the home. Staff are inconsistent and do not provide sufficient support, which prevents the child from making meaningful progress or experiencing positive interactions with the adults responsible for their care.

Managers and staff have failed to provide the child with consistent structures and routines, which has led to a rise in concerning behaviours and incidents. Staff are reluctant to enforce rules and boundaries, fearing possible repercussions from the child. This inconsistency poses a risk to the child's safety and has negatively impacted on their overall development.

There are notable gaps in the medication records. It is difficult to identify which medications have been administered, and in some cases, essential information is missing from the recording sheets. This lack of clarity does not demonstrate that medication is being given in accordance with the child's prescription.

Sensitive information about the child is being shared through an informal communication method that does not safeguard confidentiality. This practice undermines the security of personal data and raises serious concerns regarding the home's procedures for information-sharing. A significantly high number of unidentified staff have access to this system, including agency workers who are no longer assigned to the home. Managers were unable to identify which staff had access, highlighting a lack of oversight. This unrestricted access to confidential information breaches both data protection principles and the company's own safeguarding protocols.

The child has opportunities to take part in a variety of activities that reflect their interests. These include hiking in the Lake District, creative art sessions and day trips to places of interest. This provides the child with some positive experiences outside of the home.

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

Staff do not always safeguard the child effectively. Following one serious incident, staff failed to take effective action to ensure that the child was appropriately supervised, allowing it to reoccur.

Staff do not have the appropriate skills and knowledge to manage the child's behaviours safely. Staff have physically held the child, despite there being no immediate risk of harm to the child or the staff. This is against the company's own physical intervention procedures. In other instances when the child has been held, records do not provide a full and accurate picture, which leaves all involved at risk.

Risk management and behaviour support plans lack sufficient detail and are not clear. This means that staff do not have effective strategies to keep the child safe. Furthermore, risk management plans are not updated following incidents. Despite the child making several serious allegations, leaders and managers have failed to implement an effective plan on how allegations will be managed safely.

Records relating to the daily operation of the home are ineffective. There is no reliable system in place to record who is present in the home at any given time, including staff, visitors and the child. This lack of oversight compromises the ability to monitor and ensure the safety of the child and those working at the home.

The effectiveness of leaders and managers: inadequate

The current management structure is ineffective in delivering consistent care. Decision-making regarding the child's welfare is influenced by multiple individuals within the organisation's senior leadership, which undermines the authority of the registered manager. This interference consistently disrupts the work of the home's management team and results in irregular and unsafe care practices. Consequently, these inconsistencies have contributed to an increase in the child's behavioural incidents.

An overreliance on the use of staff from other operational areas within the organisation, along with frequent use of agency workers, has adversely affected the child's ability to form stable, meaningful relationships. Due to the high turnover and variability of staff, some individuals have not developed positive rapport with the child. As a result, the child has become dependent on a small number of familiar staff, particularly the manager, which is reported to have limited the registered manager's capacity to perform his broader responsibilities. Meaningful direct work aimed at supporting the child's relational development is not being carried out effectively.

There are significant shortcomings in the home's record-keeping processes. Incident records are not completed consistently by staff, and in one case, documentation was produced by an on-call manager who was not present during the event, raising concerns about accuracy. The records lack comprehensive detail regarding the safeguarding measures taken and the actions implemented to ensure that the child is safe. In

addition, staff members involved in incidents are not consistently named in the documentation. These omissions compromise both the integrity of safeguarding practices and the child's overall welfare.

The director of the company is directly involved in the daily care and operational management of the home. This involvement was not declared at the point of registration, meaning that no formal vetting has been carried out to assess the director's suitability to work with children.

Some of the requirements made at the last full inspection have been restated as they have not been met. Additional requirements have been made due to the additional shortfalls identified.

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

Statutory requirements

This section sets out the actions that the registered person 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 must comply within the given timescales.

Requirement	Due date
The protection of children standard is that children are protected from harm and enabled to keep themselves safe. In particular, the standard in paragraph (1) requires the registered person to ensure— that staff— assess whether each child is at risk of harm, taking into account information in the child's relevant plans, and, if necessary, make arrangements to reduce the risk of any harm to the child; help each child to understand how to keep safe; have the skills to identify and act upon signs that a child is at risk of harm; and that the home's day-to-day care is arranged and delivered so as to keep each child safe and to protect each child effectively from harm. (Regulation 12 (1) (2)(a)(i)(ii)(iii)(b)) In particular, the registered provider must ensure that staff provide safe and consistent structure, routine and boundaries for the child. In addition, the registered provider must also ensure that risk assessments and behaviour support plans identify the strategies staff are to follow to manage and reduce risks to the child.	11 September 2025
The positive relationships standard is that children are helped to develop, and to benefit from, relationships based on— mutual respect and trust; an understanding about acceptable behaviour; and	11 September 2025

positive responses to other children and adults.

In particular, the standard in paragraph (1) requires the registered person to ensure—

that staff—

help each child to develop socially aware behaviour;

encourage each child to take responsibility for the child's behaviour, in accordance with the child's age and understanding;

help each child to develop and practise skills to resolve conflicts positively and without harm to anyone;

communicate to each child expectations about the child's behaviour and ensure that the child understands those expectations in accordance with the child's age and understanding;

help each child to understand, in a way that is appropriate according to the child's age and understanding, personal, sexual and social relationships, and how those relationships can be supportive or harmful;

help each child to develop the understanding and skills to recognise or withdraw from a damaging, exploitative or harmful relationship;

understand and communicate to children that bullying is unacceptable;

have the skills to recognise incidents or indications of bullying and how to deal with them; and

that each child is encouraged to build and maintain positive relationships with others.

(Regulation 11 (1)(a)(b)(c)

(2)(a)(ii)(iii)(iv)(v)(vi)(vii)(xii)(xiii)(b))

Specifically, the registered provider must ensure that the child has a consistent staff team to allow them to build positive relationships.

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; ensure that the home has sufficient staff to provide care for each child; ensure that the home's workforce provides continuity of care to each child; understand the impact that the quality of care provided in the home is having on the progress and experiences of each child and use this understanding to inform the development of the quality of care provided in the home; and demonstrate that practice in the home is informed and improved by taking into account and acting on— research and developments in relation to the ways in which the needs of children are best met; and feedback on the experiences of children, including complaints received. (Regulation 13 (1)(a)(b) (2)(a)(b)(c)(d)(e)(f)(g)) In particular, the registered provider must ensure that there is a stable staff team in place and that all staff working in the home	11 September 2025
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have the knowledge, skills and experience to provide care for children. The registered provider must ensure that children's records are reviewed and maintained to include all accurate and relevant information and that shortfalls in staff practice are identified and addressed as part of management evaluation. In addition, the registered person must ensure that they have day-to-day charge of the home to provide consistent decision-making.	
The registered person must prepare and implement a policy ("the behaviour management policy") which sets out— how appropriate behaviour is to be promoted in the children's home; and the measures of control, discipline and restraint which may be used in relation to children in the home. The registered person must ensure that— within 24 hours of the use of a measure of control, discipline or restraint in relation to a child in the home, a record is made which includes— the name of the child; details of the child's behaviour leading to the use of the measure; the date, time and location of the use of the measure; a description of the measure and its duration; details of any methods used or steps taken to avoid the need to use the measure; the name of the person who used the measure ("the user"), and of any other person present when the measure was used; the effectiveness and any consequences of the use of the measure; and	11 September 2025

a description of any injury to the child or any other person, and any medical treatment administered, as a result of the measure; within 48 hours of the use of the measure, the registered person, or a person who is authorised by the registered person to do so ("the authorised person")— has spoken to the user about the measure; and has signed the record to confirm it is accurate and within 5 days of the use of the measure, the registered person or the authorised person adds to the record confirmation that they have spoken to the child about the measure. (Regulation 35 (1)(a)(b) (3) (i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(b)(i)(ii)(c)) In particular, the registered provider must ensure that physical intervention is only used as a last resort to keep the child and staff safe. They must ensure that this is subject to scrutiny to ensure that the effectiveness of the measures has been considered, their use is fair, that they are also restorative in nature and not punitive.	
The registered person must maintain records ("case records") for each child which— include the information and documents listed in Schedule 3 in relation to each child; are kept up to date; and are signed and dated by the author of each entry. (Regulation 36 (a)(b)(c)) In particular, the registered provider must ensure that recording about the child accurately reflects the incident and is completed by someone directly involved. Also, that full names are used in incident reports and that information is captured about actions taken by staff. In addition, the registered provider must have effective systems in place to monitor who is in the home, including staff, the child and visitors.	11 September 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. 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)) This requirement was made at the last inspection and is restated. In particular, the registered provider must ensure that the home environment is homely, clean and well cared for and any damage is repaired as quickly as possible. This includes the child being provided with a suitable bed.	11 September 2025
The registered person must ensure that— the privacy of children is appropriately protected. (Regulation 21 (a)) In particular, the registered provider must ensure that information shared about the child is done in a secure manner.	11 September 2025
Schedule 4 sets out the other information that the registered person must keep in relation to a children's home. The registered person must— maintain in the home the records in Schedule 4; ensure that the records are kept up to date; and retain the records for at least 15 years from the date of the last entry. (Regulation 37 (1) (2)(a)(b)(c))	11 September 2025

Specifically, the registered provider must ensure that rotas contain the actual hours staff worked in the home.	
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)) This requirement was made at the last inspection and is restated.	11 September 2025
An organisation may only carry on a home if— each director of the organisation, except for a director who is the responsible individual, who is involved in the carrying on of a home by that organisation satisfies the requirements in paragraph (6). The requirements are that— the individual is of integrity and good character; and full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 26 (4)(i) (6)(a)(b)) In particular, directors providing day-to-day support to the child must have appropriate checks in place.	11 September 2025

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: Andrew Speakman

Inspectors

Sally Mitchell, Social Care Inspector

Suzanne Birchall, Social Care Inspector

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