

Provider Information to be published

The following information relates to information CIW held about this provider and its associated services on the 31st March 2023.

This section has been completed for you. There are no actions to complete. This information displayed will be included in the published Annual Return.

| | | |
|---|---|--|
| Provider name: | Barnardo's | |
| The provider was registered on: | 14/02/2020 | |
| The following lists the provider conditions: | There are no imposed conditions associated to this provider | |
| The regulated services delivered by this provider were: | Barnardo's Cymru Fostering Service | |
| | Service Type | Fostering Service |
| | Type of Care | None |
| | Approval Date | 14/02/2020 |
| | Responsible Individual(s) | Brenda Farrell |
| | Manager(s) | Martin Kaid |
| | Service Conditions | There are no conditions associated to this service |
| | Barnardo's Cymru Adoption Service | |
| | Service Type | Adoption Service |
| | Type of Care | None |
| | Approval Date | 14/02/2020 |
| | Responsible Individual(s) | Brenda Farrell |
| | Manager(s) | Martin Kaid |
| | Service Conditions | There are no conditions associated to this service |

Training and Workforce Planning

| | |
|--|--|
| Describe the arrangements in place during the last financial year for identifying, planning and meeting the training needs of staff employed by the service provider | Barnardo's ensure all staff are skilled and able to deliver services in line with their role requirements, and their learning and development needs are identified effectively. Barnardo's provides a structured training programme for staff, and all new employee's complete induction training. There is a range of resources available which staff utilise to support their identified training needs and professional development. Staff are supported by managers to utilise all formal and informal training. |
| Describe the arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider | Barnardo's introduced a nonbiased recruitment system in 2022. We support staff to manage their work-life balance and offer flexible working arrangements. Our hybrid working initiative is based on trust, flexibility, and empowerment. Staff access a number of benefits including 24hr Employee Assistance Program. This provides a health and wellbeing programme offering advice and support. Staff receive regular line management supervision, peer and mentoring support within a trauma informed context. |

Service Profile

Service Details

| | |
|-----------------|-----------------------------------|
| Name of Service | Barnardo's Cymru Adoption Service |
|-----------------|-----------------------------------|

| | |
|--|---|
| Telephone Number | 02920484316 |
| What is/are the main language(s) through which your service is provided? | English Medium with some bilingual elements |
| Other languages used in the provision of the service | PECS |

Service Provision

People Supported

| | |
|--|----|
| How many people in total did the service provide care and support to during the last financial year? | 61 |
|--|----|

Complaints

| | |
|--|--|
| What was the total number of formal complaints made during the last financial year? | 0 |
| Number of active complaints outstanding | 0 |
| Number of complaints upheld | 0 |
| Number of complaints partially upheld | 0 |
| Number of complaints not upheld | 0 |
| What arrangements were made for consulting people who use the service about the operation of the service during the last financial year? | <p>We have introduced a Young Inspectors programme which puts the voices and experiences of children at the centre of the way we work. This includes consulting with commissioners, adopters, children, and panel members. Young people inspect our services which helps us to identify what's working well, and what we could do better.</p> <p>The views of adopters are captured within: Monthly supervision meetings, annual reviews and internal consultation events. Adoptive parents have formal meetings with the Assistant Head of Business twice last year. This forum is utilised by adopters to raise any issues in respect of support, and other relevant matters. Adoptive parents also meet with the Responsible Individual quarterly, discussing matters such as induction, assessment process and the support they receive from the service, informing us what we can do better. Managers then ensure we apply learning and inform service development moving forward.</p> |

Communicating with people who use the service

| | |
|---|-----|
| Identify any non-verbal communication methods used in the provision of the service | |
| Picture Exchange Communication System (PECS) | Yes |
| Treatment and Education of Autistic and related Communication-handicapped Children (TEACCH) | No |
| Makaton | No |
| British Sign Language (BSL) | No |
| Other | No |

Statement of Compliance

The Responsible Individual must prepare the statement of compliance.

CIW have published [guidance](#) on completing the quality of care review which provides advice on what could be contained within the statement of compliance.

Set out your statement of compliance in respect to the four well-being areas below.

The extent to which people feel their voices are heard, they have choice about their care and support, and opportunities are made available to them.

The expected level of engagement with children and young people within the service is for the child to be visited within one week of their placement and thereafter at least once a week until the first review, and then in line with subsequent reviews. At least twice a year which includes a child friendly consultation, dependent on age of the child. This enables the service to ensure that the child's wellbeing is being supported and promoted in the care of their adoptive family. It allows the social worker the opportunity to interact with the child alone, where the child is supported to share their views, wishes, and feelings. It also allows the child the opportunity to reflect and to identify positive aspects of their lives as well as facets of their life or care they require extra support with.

Feedback is sought from adopters at numerous stages during the assessment, approval, and post approval process. They are given opportunity to share their views following preparation events and training. A mid-point review is carried out during the assessment process by the practice manager, allowing opportunity for the applicants to share any views they have at this stage. Feedback is gained following their attendance at panel, and they also have opportunity to meet the practice manager as part of the annual review process. Their self-reflections and views are also shared with the reviewing officer and panel members.

The views of adopters are captured within: Home visits with their Barnardo's social worker, support groups and adopter annual review meetings. The support groups are a combination of formal groups, with an agenda and guest speaker, as well as informal sessions to have peer discussions and reflections about any issues or challenges. Adopters also have regular opportunities to link in with the Assistant Head of Business and the Responsible Individual.

The use of an online questionnaire tool (Survey Monkey) is one of the tools in place to gain feedback from adopters, and young people. This feedback is recorded and used to inform future processes, practice changes and any lessons learnt action plans. It is also important to ensure that applicants, adopters and children feel they are treated fairly and listened to throughout their journey with Barnardo's.

The Responsible Individual holds quarterly meetings with staff, adopters and children. This enables discussion relating to areas of improvement and inform service development.

The extent to which people are happy and supported to maintain their ongoing health, development and overall wellbeing. For children, this will also include intellectual, social and behavioural development.

Barnardo's is a trauma informed organisation, and this translates throughout our work with staff, adopters and children. Working within an outcome's framework which measures children's progress, these assessments are completed at the point of placement, and in line with statutory review meetings (until adoption is granted), which are then shared with professionals and inform care planning/adoption support plans for children. These are monitored robustly through quality assurance systems and processes within the service. Children and families' files are audited six monthly by the management team. The quality of engagement and support of a family/child is also scrutinised and an action plan with recommendations for any improvements necessary is initiated.

Barnardo's offers the following to adopters:

- One to one, meetings with a Social Worker where progress on all areas of a child's development, care and support plan are discussed
- Access to a Helpline support telephone line 365 days a year
- Regular telephone contact from the adoption social worker
- A minimum of one unannounced visit per year (good practice 2 x visits per year)
- Regular training events and support group meetings
- Events for children, adopters and birth children
- Peer adopters who support new adopters by sharing experiences, advice and support
- Adopters, are signposted to counselling/support services as necessary
- Universal/Targeted Post Adoption Support is offered to families to enable them to address particular needs of the child, which enhances the family's ability to understand and promote the child's self-esteem, confidence, and identity. For example a range of therapeutic support services including, Early Placement therapy, Attachment based Parenting, Theraplay, and Play Therapy.

The extent to which people feel safe and protected from abuse and neglect.

We ensure that all those who work for Barnardo's act professionally to provide a safe and supportive environment which secures the well-being and very best outcomes for all our service users and their families. We take all possible steps to safeguard children and vulnerable adults, ensuring the adults working with them are competent to do so.

There are specific Barnardo's adoption procedures in addressing concerns or allegations and reporting incidents. This includes responding to direct concerns of safeguarding raised by children, young people and adults at risk.

We aim to achieve the following three objectives-

- Creating a culture where children, young people and adults are valued and their right to safety and respect is upheld
- Actively managing risk to minimise circumstances where children using Barnardo's services may suffer harm
- Working collaboratively with other organisations to ensure that children are safeguarded and protected.

We have a rigorous and robust safer recruitment procedure in place, enhanced disclosure checks are obtained and repeat disclosure checks for existing staff are undertaken periodically and/or at every three years.

Within adoption we have a designated safeguarding lead providing additional safeguarding advice and support, who has oversight and assess all Serious Safeguarding Incidents, Allegations and Serious Child Safeguarding Practice Review activity. The safeguarding lead is competent to advise staff and can respond to safeguarding concerns, ensuring that actions are always respectful and professional.

The following section requires you to answer questions about the staff and volunteers working at the service.

Number of posts and staff turnover

The total number of full time equivalent posts at the service (as at 31 March) 9

The following section requires you to answer questions about each staff type including information about the number of filled and vacant posts, the training undertaken, the contractual arrangements in place and the qualifications of those staff.

The information entered should relate to the period during which the staff member has been working for the provider only.

Staff Type

| Service Manager | |
|---|--|
| Does your service structure include roles of this type? | Yes |
| <p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p> | |
| <p>Filled and vacant posts</p> | |
| No. of staff in post | 2 |
| No. of posts vacant | 0 |
| <p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p> | |
| Induction | 1 |
| Health & Safety | 2 |
| Equality, Diversity & Human Rights | 2 |
| Manual Handling | 0 |
| Safeguarding | 2 |
| Dementia | 0 |
| Positive Behaviour Management | 0 |
| Food Hygiene | 0 |
| Please outline any additional training undertaken pertinent to this role which is not outlined above. | Dare to Lead Management Training, Child Protection 1&2, GDPR, HR- Induction / Performances & Sickness / Having Honest Conversations. CIW Marketing, Unconscious Bias, National Adoption Service Welsh Early Permanence, Corambaaf Panel Advisors Forum, Leiland James Practice Review Learning, Microsoft 365 Training, DCPA Webinar, Pay & Reward Workshop – Managers Sessions, Family & Friends Record Module, Barnardo's Safeguarding Conference. |
| <p>Contractual Arrangements</p> | |
| No. of permanent staff | 2 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 0 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |
| <p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p> | |

| | |
|--|--|
| No. of full-time staff (35 hours or more per week) | 2 |
| No. of part-time staff (17-34 hours per week) | 0 |
| No. of part-time staff (16 hours or under per week) | 0 |
| Staff Qualifications | |
| No. of staff who have the required qualification to be registered with Social Care Wales as a Service Manager | 2 |
| No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager | 0 |
| Deputy service manager | |
| Does your service structure include roles of this type? | No |
| Other supervisory staff | |
| Does your service structure include roles of this type? | Yes |
| Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year. | |
| Filled and vacant posts | |
| No. of staff in post | 1 |
| No. of posts vacant | 0 |
| Training undertaken during the last financial year for this role type. Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'. | |
| Induction | 1 |
| Health & Safety | 1 |
| Equality, Diversity & Human Rights | 1 |
| Manual Handling | 0 |
| Safeguarding | 1 |
| Dementia | 0 |
| Positive Behaviour Management | 1 |
| Food Hygiene | 0 |
| Please outline any additional training undertaken pertinent to this role which is not outlined above. | Unconscious Bias, Out of Hours Training, Complaints Training |
| Contractual Arrangements | |
| No. of permanent staff | 1 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 0 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |
| Outline below the number of permanent and fixed term contact staff by hours worked per week. | |
| No. of full-time staff (35 hours or more per week) | 0 |

| | |
|--|---|
| No. of part-time staff (17-34 hours per week) | 1 |
| No. of part-time staff (16 hours or under per week) | 0 |
| Staff Qualifications | |
| No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker | 1 |
| No. of staff working towards the required/recommended qualification | 0 |
| Senior social care workers providing direct care | |
| Does your service structure include roles of this type? | No |
| Other social care workers providing direct care | |
| Does your service structure include roles of this type? | Yes |
| Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year. | |
| Filled and vacant posts | |
| No. of staff in post | 4 |
| No. of posts vacant | 0 |
| Training undertaken during the last financial year for this role type. Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'. | |
| Induction | 1 |
| Health & Safety | 1 |
| Equality, Diversity & Human Rights | 4 |
| Manual Handling | 1 |
| Safeguarding | 4 |
| Dementia | 0 |
| Positive Behaviour Management | 0 |
| Food Hygiene | 0 |
| Please outline any additional training undertaken pertinent to this role which is not outlined above. | Family Dynamics, Youth Mental Health, Multi-cultural placements, Life Journey Work, GDPR, Child Protection 1 & 2. Theraplay training, CHARMS refresher training, Friends and Family training, Linkmaker Refresher. Early Permanence Workshop, Digital Safeguarding, Parental Controls and Social Media, Multicultural Placements. |
| Contractual Arrangements | |
| No. of permanent staff | 4 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 0 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |
| Outline below the number of permanent and fixed term contact staff by hours worked per week. | |

| | |
|---|--|
| No. of full-time staff (35 hours or more per week) | 4 |
| No. of part-time staff (17-34 hours per week) | 0 |
| No. of part-time staff (16 hours or under per week) | 0 |
| Staff Qualifications | |
| No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker | 4 |
| No. of staff working towards the required/recommended qualification | 0 |
| Other types of staff | |
| Does your service structure include any additional role types other than those already listed? | Yes |
| List the role title(s) and a brief description of the role responsibilities. | Project Workers who are Family Finders and provide support to Adopter Families. Participation and engagement with adopted children and families. |
| Filled and vacant posts | |
| No. of staff in post | 2 |
| No. of posts vacant | 0 |
| <p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p> | |
| Induction | 1 |
| Health & Safety | 1 |
| Equality, Diversity & Human Rights | 2 |
| Manual Handling | 0 |
| Safeguarding | 2 |
| Dementia | 0 |
| Positive Behaviour Management | 0 |
| Food Hygiene | 0 |
| Please outline any additional training undertaken pertinent to this role which is not outlined above. | Attachment Focused Parenting, GDPR, Family Dynamics, Play Skill for parents helping children to heal, PAR assessments for siblings, Foetal Alcohol Syndrome Development training, Child Protection 1, Developmental Parenting, Non Violent Resistance training, Friends & Family training. |
| Contractual Arrangements | |
| No. of permanent staff | 2 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 0 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |
| <p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p> | |
| No. of full-time staff (35 hours or more per week) | 1 |

| | |
|--|---|
| No. of part-time staff (17-34 hours per week) | 1 |
| No. of part-time staff (16 hours or under per week) | 0 |
| Staff Qualifications | |
| No. of staff who have the required qualification | 2 |
| No. of staff working toward required/recommended qualification | 0 |

Service Profile

Service Details

| | |
|--|---|
| Name of Service | Barnardo's Cymru Fostering Service |
| Telephone Number | 02920484316 |
| What is/are the main language(s) through which your service is provided? | English Medium with some bilingual elements |
| Other languages used in the provision of the service | PECS |

Service Provision

People Supported

| | |
|--|----|
| How many people in total did the service provide care and support to during the last financial year? | 61 |
|--|----|

Complaints

| | |
|--|---|
| What was the total number of formal complaints made during the last financial year? | 0 |
| Number of active complaints outstanding | 0 |
| Number of complaints upheld | 0 |
| Number of complaints partially upheld | 0 |
| Number of complaints not upheld | 0 |
| What arrangements were made for consulting people who use the service about the operation of the service during the last financial year? | <p>We have introduced a Young Inspectors programme which puts the voices and experiences of children at the centre of the way we work. This includes consulting with commissioners, families, children, and panel members.</p> <p>Young people inspected our services in December 2022 which helped us to identify what's working well, and what we could do better.</p> <p>The views of foster parents are captured within: Monthly supervision meetings, quarterly Foster Parent Forums and Fostering Support groups.</p> <p>Foster Parents have formal meetings with the Assistant Head of Business twice last year. This forum is utilised by Foster Parents to raise any issues in respect of support, and other relevant matters. Foster Parents also met with the Responsible Individual quarterly, discussing matters such as induction, assessment process and the support they receive from the service, informing us what we can do better.</p> <p>Managers then ensure we apply learning and inform service development moving forward.</p> |

Identify any non-verbal communication methods used in the provision of the service

| | |
|---|-----|
| Picture Exchange Communication System (PECS) | Yes |
| Treatment and Education of Autistic and related Communication-handicapped CHildren (TEACCH) | No |
| Makaton | No |
| British Sign Language (BSL) | No |
| Other | No |

Statement of Compliance

The Responsible Individual must prepare the statement of compliance.

CIW have published [guidance](#) on completing the quality of care review which provides advice on what could be contained within the statement of compliance.

Set out your statement of compliance in respect to the four well-being areas below.

The extent to which people feel their voices are heard, they have choice about their care and support, and opportunities are made available to them.

The expected level of engagement with children and young people within the service is for a child to be seen in their home a minimum of six times a year by a Barnardo's social worker. At least twice a year this includes a child friendly consultation. They provide a strong body of evidence in relation to how their well-being is being supported and promoted in the care of their foster family. It also gives the supervising social worker the opportunity to interact with the child alone, and the child is supported to share their views, wishes, and feelings. It also allows the child the opportunity to reflect and to identify positive aspects of their lives as well as facets of their life or care they require extra support with.

Feedback is sought from foster parents at numerous stages during the assessment, approval, and post approval process. They are given opportunity to share their views following preparation events such as Skills to Foster training. A mid-point review is carried out during the assessment process by the practice manager, allowing opportunity for the applicants to share any views they have at this stage. Feedback is gained following their attendance at panel, and they also have opportunity to meet the practice manager as part of the annual review process. Their self-reflections and views are also shared with the reviewing officer and panel members.

The views of foster parents are captured within: Monthly supervision meetings with their Barnardo's social worker, Foster Parent Forums, which is chaired by a foster parent, and Foster Parent Support Groups. These support groups are a combination of formal groups, with an agenda and guest speaker, as well as informal sessions to have peer discussions and reflections about any issues or challenges. Foster Parents also have regular opportunities to link in with the Assistant Head of Business and the Responsible Individual.

The use of an online questionnaire tool (Survey Monkey) is one of the tools in place to gain feedback from foster parents, and young people. This feedback is recorded and used to inform future processes, practice changes and any lessons learnt action plans. It is also important to ensure that applicants, parents and children feel they are treated fairly and listened to throughout their journey with Barnardo's.

The Responsible Individual holds quarterly meetings with staff, foster parents and children. This enables discussion relating to areas of improvement and development.

The extent to which people are happy and supported to maintain their ongoing health, development and overall wellbeing. For children, this will also include intellectual, social and behavioural development.

Barnardo's is a trauma informed organisation, and this translates throughout our work with staff, foster parents and children. Working within an outcome's framework which measures children's progress, these assessments are completed at the point of placement, and in line with statutory review meetings.

These are shared with professionals and informs care planning for children. This framework is followed within supervisions and reviews of foster parents to ensure that children's needs are being met to a good standard in all aspects of their lives. These are monitored robustly through quality assurance systems and processes within the service. Children and families' files are audited six monthly by the management team. The quality of engagement and support of a family/child is also scrutinised and an action plan with recommendations for any improvements necessary is initiated.

Barnardo's offers the following to foster parents:

- One to one, supervision with a social worker where progress on all areas of a child's development, care and support plan are discussed
- Access to a Helpline support telephone line 365 days a year
- Regular telephone contact from the supervising social worker
- A minimum of one unannounced visit per year (good practice 2 x visits per year)
- Regular training events and support group meetings
- Events for children, foster parents, and birth children
- Where it is in line with the child's care plan, a short break service to provide alternative experiences for the child and a short break for the main foster parent/s
- Good quality liaison and working arrangements with Local Authorities including support at meetings such as Education and Children's Looked After reviews
- A generous level of financial support that values and recognises foster parent's skills, achievements and time
- A buddy system for foster parents to share experiences and receive advice and support
- Foster parents, are signposted to counselling/support services as necessary
- The service has also provided financial assistance for foster parents so they can receive private counselling or therapeutic support during significant events such as loss or bereavement.
- Appropriate support will be offered to each family to enable them to address the child's particular needs. Enhancing the family's ability to understand and promote the child's self-esteem, confidence, and identity. For example a range of therapeutic support services.

The extent to which people feel safe and protected from abuse and neglect.

We ensure that all those who work for Barnardo's act professionally to provide a safe and supportive environment which secures the well-being and very best outcomes for all our service users and their families. We take all possible steps to safeguard children and vulnerable adults, ensuring the adults working with them are competent to do so.

There are specific Barnardo's fostering procedures in addressing concerns or allegations and reporting incidents. This includes responding to direct concerns of safeguarding raised by children, young people and adults at risk.

We aim to achieve the following three objectives.

- Creating a culture where children, young people and adults are valued and their right to safety and respect is upheld
- Actively managing risk to minimise circumstances where children using, Barnardo's services may suffer harm
- Working collaboratively with other organisations to ensure that children are safeguarded and protected.

We have a rigorous and robust safer recruitment procedure in place, enhanced disclosure checks are obtained, repeat disclosure checks for existing staff, and foster parents are undertaken re-checked periodically and/or at every three years.

Within fostering we have a designated safeguarding lead providing additional safeguarding advice and support, who has oversight and assess all Serious Safeguarding Incidents, Allegations and Serious Child Safeguarding Practice Review activity. The safeguarding lead is competent to advise staff and can respond to safeguarding concerns, ensuring that actions are always respectful and professional.

Child Safe Care policies are reviewed every six months, or earlier if a safeguarding concern is raised. A household Safe Care record is in place for all families and is reviewed at a minimum annually. All children have a child Risk Assessment which is reviewed and updated annually – this is regularly monitored through supervision with social workers, and full file audits undertaken every 6 months. If children are at risk of Missing from Home, a missing person risk assessment is completed.

Foster parents have a copy of the foster parent handbook containing our behaviour management policy. All strategies to manage behaviours are documented in the child's safe care policies and agreed by the Local Authority social worker. All foster parents have a Personal Development Plan which incorporates mandatory safeguarding training.

The following section requires you to answer questions about the staff and volunteers working at the service.

Number of posts and staff turnover

| | |
|--|---|
| The total number of full time equivalent posts at the service (as at 31 March) | 5 |
|--|---|

The following section requires you to answer questions about each staff type including information about the number of filled and vacant posts, the training undertaken, the contractual arrangements in place and the qualifications of those staff.

The information entered should relate to the period during which the staff member has been working for the provider only.

| | |
|------------|---|
| Staff Type | Service Manager |
| | Does your service structure include roles of this type? Yes |

Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.

Filled and vacant posts

| | |
|----------------------|---|
| No. of staff in post | 2 |
| No. of posts vacant | 0 |

Training undertaken during the last financial year for this role type.

Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.

| | |
|------------------------------------|---|
| Induction | 1 |
| Health & Safety | 2 |
| Equality, Diversity & Human Rights | 2 |
| Manual Handling | 0 |
| Safeguarding | 2 |
| Dementia | 0 |
| Positive Behaviour Management | 0 |
| Food Hygiene | 0 |

Please outline any additional training undertaken pertinent to this role which is not outlined above.

Dare to Lead Management Training, Child Protection 1&2, GDPR, HR- Induction / Performances & Sickness / Having Honest Conversations. CIW Marketing, Unconscious Bias, National Adoption Service Welsh Early Permanence, Corambaaf Panel Advisors Forum, Leiland James Practice Review Learning, Microsoft 365 Training, DCPA Webinar, Pay & Reward Workshop – Managers Sessions, Family & Friends Record Module, Barnardo's Safeguarding Conference.

Contractual Arrangements

| | |
|---|---|
| No. of permanent staff | 2 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 0 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |

Outline below the number of permanent and fixed term contact staff by hours worked per week.

| | |
|---|---|
| No. of full-time staff (35 hours or more per week) | 2 |
| No. of part-time staff (17-34 hours per week) | 0 |
| No. of part-time staff (16 hours or under per week) | 0 |

Staff Qualifications

| | |
|---|---|
| No. of staff who have the required qualification to be registered with Social Care Wales as a Service Manager | 2 |
| No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager | 0 |

Deputy service manager

| | |
|---|--|
| Does your service structure include roles of this type? | No |
| Other supervisory staff | |
| Does your service structure include roles of this type? | Yes |
| <p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p> | |
| <p>Filled and vacant posts</p> | |
| No. of staff in post | 1 |
| No. of posts vacant | 0 |
| <p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p> | |
| Induction | 1 |
| Health & Safety | 1 |
| Equality, Diversity & Human Rights | 1 |
| Manual Handling | 0 |
| Safeguarding | 1 |
| Dementia | 0 |
| Positive Behaviour Management | 1 |
| Food Hygiene | 0 |
| Please outline any additional training undertaken pertinent to this role which is not outlined above. | Licence to Recruit, Child Protection 1 & 2, Introduction to Supervision for Supervisors, Complaints Training |
| <p>Contractual Arrangements</p> | |
| No. of permanent staff | 1 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 0 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |
| <p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p> | |
| No. of full-time staff (35 hours or more per week) | 1 |
| No. of part-time staff (17-34 hours per week) | 0 |
| No. of part-time staff (16 hours or under per week) | 0 |
| <p>Staff Qualifications</p> | |
| No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker | 1 |
| No. of staff working towards the required/recommended qualification | 0 |
| Senior social care workers providing direct care | |

| | |
|---|--|
| Does your service structure include roles of this type? | No |
| Other social care workers providing direct care | |
| Does your service structure include roles of this type? | Yes |
| <p>Important: All questions in this section relate specifically to this role type only. Unless otherwise stated, the information added should be the position as of the 31st March of the last financial year.</p> | |
| <p>Filled and vacant posts</p> | |
| No. of staff in post | 3 |
| No. of posts vacant | 1 |
| <p>Training undertaken during the last financial year for this role type.</p> <p>Set out the number of staff who undertook relevant training. The list of training categories provided is only a sample of the training that may have been undertaken. Any training not listed can be added to 'Please outline any additional training undertaken pertinent for this role which is not outlined above'.</p> | |
| Induction | 3 |
| Health & Safety | 3 |
| Equality, Diversity & Human Rights | 3 |
| Manual Handling | 0 |
| Safeguarding | 3 |
| Dementia | 0 |
| Positive Behaviour Management | 3 |
| Food Hygiene | 0 |
| Please outline any additional training undertaken pertinent to this role which is not outlined above. | GDPR, Introduction to IT, BAAF Form F assessment training, Child Protection 1 & 2, |
| <p>Contractual Arrangements</p> | |
| No. of permanent staff | 3 |
| No. of Fixed term contracted staff | 0 |
| No. of volunteers | 0 |
| No. of Agency/Bank staff | 1 |
| No. of Non-guaranteed hours contract (zero hours) staff | 0 |
| <p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p> | |
| No. of full-time staff (35 hours or more per week) | 1 |
| No. of part-time staff (17-34 hours per week) | 2 |
| No. of part-time staff (16 hours or under per week) | 0 |
| <p>Staff Qualifications</p> | |
| No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker | 3 |
| No. of staff working towards the required/recommended qualification | 0 |
| Other types of staff | |
| Does your service structure include any additional role types other than those already listed? | No |

