

Annual Return 2022/2023

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:	Young Foundations Limited	
The provider was registered on:	21/11/2022	
The following lists the provider conditions:	There are no imposed conditions associated to this provider	
The regulated services delivered by this provider were:	Oaklea Grange	
	Service Type	Care Home Service
	Type of Care	Childrens Home
	Approval Date	21/11/2022
	Responsible Individual(s)	Nicola Dixon
	Manager(s)	Becky Farmer
	Maximum number of places	7
	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	Every staff member will have an individual work force development plan which will be completed as part of the probation review and reviewed within the appraisal process. There are mandatory development such as registration with Social Care Wales and completion of the Level 3 qualification if required – we will also look at reviewing potential Foundations For Safer care instructors, level 4 / 5 diplomas and any training, development the individual staff member feels would be beneficial.
Describe the arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider	Positions are advertised through numerous job sites and where necessary recruitment agents are utilised to support vacant posts. Safer recruitment process is followed as per company policy. Pay uplifts have been implemented. We have recently introduced Staff wellness plans - this is the responsibility of the individuals to look at what support they need to help keep a positive mindset – the wellness plan is introduced at induction and will be reviewed through supervisions throughout the year

Service Profile

Service Details

Name of Service	Oaklea Grange
Telephone Number	07773950691
What is/are the main language(s) through which your service is provided?	English Medium
Other languages used in the provision of the service	none

Service Provision

People Supported

How many people in total did the service provide care and support to during the last financial year?	3
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Fees Charged

The minimum weekly fee payable during the last financial year?	4750
The maximum weekly fee payable during the last financial year?	4750

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?	Quality of care questionnaire's which looks at the well being of the children and staff. Training needs, reflective consultation's on what's gone well and what we could do better, Management support and supervisions and feedback questionnaire's on training delivered.

Service Environment

How many bedrooms at the service are single rooms?	7
How many bedrooms at the service are shared rooms?	0
How many of the bedrooms have en-suite facilities?	7
How many bathrooms have assisted bathing facilities?	1
How many communal lounges at the service?	5
How many dining rooms at the service?	2
Provide details of any outside space to which the residents have access	Extensive child friendly gardens with appropriate plans for play equipment. On-Going kitchen garden project with outdoor storage.
Provide details of any other facilities to which the residents have access	On-site school, communal bathrooms and sensory rooms. Large kitchen and dining space with access to utility areas.

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)	No
Treatment and Education of Autistic and related Communication-handicapped Children (TEACCH)	No
Makaton	Yes
British Sign Language (BSL)	No
Other	Yes
List 'Other' forms of non-verbal communication used	Visual timetables and schedules. Visual reward charts, quality of care questionnaire's, YP's meetings and staff communication boards

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.

<p>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.</p>	<p>Each young person attends monthly young people meetings. We provide visual supports and guidance for the meetings to help develop listening skills and appropriate conversations and turn taking.</p> <p>We encourage appropriate conversation at meal-times – encouraging the young people to ask questions to one another such as – how has your day been and what have you done today.</p> <p>We will be building up the young people meeting to eventually weekly meeting encouraging the young people to take turns in chairing the meeting and taking responsibility for documenting the meeting.</p> <p>We have provided visual quality of care questionnaires to gather information on the young people opinion on Oaklea, activities, the environment and things they would like to try. All these documents are stored in their key worker file.</p> <p>The children have been involved in developing a young person friendly personal plan - helping with colour schemes, photos and information required for the plan. LH and SL have helped with input to their individual Behaviour support plans and they have signed them once they are happy with the content.</p> <p>February we had our first Advocacy visit to Oaklea Grange the allocated advocate introduced themselves to the young people and explained the role of the advocate going forward- this will be a monthly visit.</p> <p>Each young person is given a copy of the young person guide on arrival – we are able to adapt the guide to meet the communication needs of the individual young person and it is also available in Welsh.</p>
<p>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.</p>	<p>All children are registered with all relevant health professional when admitted to Oaklea Grange. There is an in house clinical team to support both staff and children with some other aspects of the wellbeing.</p> <p>The children attend education and partake in activities relevant to their wishes within the local community.</p>
<p>The extent to which people feel safe and protected from abuse and neglect.</p>	<p>The children have regular key worker sessions and are able to share their views with any member of the team. The children have raised worries and concerns and have shared historical worries with several members of the team already. Relationships are still building due to the newness of the service however I'm satisfied that other relevant stakeholders visit on a regular basis and the RM is transparent with the sharing of information.</p>
<p>The extent to which people live in accommodation that best supports their wellbeing and achievement of their personal outcomes.</p>	<p>All children are supported to fulfil their individual outcomes whilst living at Oaklea. The staff team are ambitious for the children's outcomes and will advocate for all individuals at all times.</p> <p>The children chose what activities they take part in and are encouraged to try new things and experiences. Their rooms are decorated to individual choice and the home reflects the children's personalities well.</p>

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

Number of posts and staff turnover

<p>The total number of full time equivalent posts at the service (as at 31 March)</p>	<p>12</p>
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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>	
Filled and vacant posts	
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
Infection, prevention & control	1
Manual Handling	1
Safeguarding	1
Medicine management	1
Dementia	0
Positive Behaviour Management	1
Food Hygiene	1
Please outline any additional training undertaken pertinent to this role which is not outlined above.	In addition to the mandatory training the staff team will also be provided training for individual diagnosis for any young people prior to their admission and if a diagnosis is made during their time at Oaklea G range. Child development Positive Behaviour Support Plan Autism Awareness Peer on Peer Abuse Prevent Bullying Risk assessment Online Safety GDPR Attachment & trauma PACE
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)	1
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	1
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?	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
Infection, prevention & control	1
Manual Handling	1
Safeguarding	1
Medicine management	1
Dementia	0
Positive Behaviour Management	1
Food Hygiene	1
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Child development Positive Behaviour Support Plan Autism Awareness Peer on Peer Abuse Prevent Bullying Risk assessment Online Safety GDPR Attachment & trauma PACE In addition to the mandatory training the staff team will also be provided training for individual diagnoses for any young people prior to their admission and if a diagnosis is made during their time at Oaklea G range.
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)	1

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	1
No. of staff working toward required/recommended qualification to be registered with Social Care Wales as a Service Manager	0
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	3
No. of posts vacant	1
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	4
Health & Safety	4
Equality, Diversity & Human Rights	4
Infection, prevention & control	4
Manual Handling	4
Safeguarding	4
Medicine management	4
Dementia	0
Positive Behaviour Management	4
Food Hygiene	4
Please outline any additional training undertaken pertinent to this role which is not outlined above.	In addition to the mandatory training, we also prepare the staff with the following training: Child development Positive Behaviour Support Plan Autism Awareness Peer on Peer Abuse Prevent Bullying Risk assessment Online Safety GDPR Attachment & trauma PACE In addition to the mandatory training the staff team will also be provided training for individual diagnoses for any young people prior to their admission and if a diagnosis is made during their time at Oaklea G range.
Contractual Arrangements	
No. of permanent staff	3
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)	3
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	3
No. of staff working towards the required/recommended qualification	0
Nursing care staff	
Does your service structure include roles of this type?	No
Registered nurses	
Does your service structure include roles of this type?	No
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	6
No. of posts vacant	6
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	8
Health & Safety	8
Equality, Diversity & Human Rights	8
Infection, prevention & control	8
Manual Handling	8
Safeguarding	8
Medicine management	8
Dementia	0
Positive Behaviour Management	8
Food Hygiene	8

<p>Please outline any additional training undertaken pertinent to this role which is not outlined above.</p>	<p>In addition to the mandatory training, we also prepare the staff with the following training:</p> <p>Child development Positive Behaviour Support Plan Autism Awareness Peer on Peer Abuse Prevent Bullying Risk assessment Online Safety GDPR Attachment & trauma PACE</p> <p>In addition to the mandatory training the staff team will also be provided training for individual diagnoses for any young people prior to their admission and if a diagnosis is made during their time at Oaklea G range.</p>
<p>Contractual Arrangements</p>	
<p>No. of permanent staff</p>	<p>6</p>
<p>No. of Fixed term contracted staff</p>	<p>0</p>
<p>No. of volunteers</p>	<p>0</p>
<p>No. of Agency/Bank staff</p>	<p>0</p>
<p>No. of Non-guaranteed hours contract (zero hours) staff</p>	<p>1</p>
<p>Outline below the number of permanent and fixed term contact staff by hours worked per week.</p>	
<p>No. of full-time staff (35 hours or more per week)</p>	<p>6</p>
<p>No. of part-time staff (17-34 hours per week)</p>	<p>0</p>
<p>No. of part-time staff (16 hours or under per week)</p>	<p>0</p>
<p>Typical shift patterns in operation for employed staff</p>	
<p>Set out the typical shift patterns of staff employed at the service in this role type. You should also include the average number of staff working in each shift.</p>	<p>The home operates 2 shifts each working two days in and two days off rota pattern. Their working day starts at 0800 hours and ends at 2200 hours the same day. With staggered start times covering 12-hour shifts. Some staff will then be required to sleep in each night before starting work at 0700 hours the next day completing a handover with the oncoming shift and finishing work at 08.00 hours.</p> <p>Each care team consists of 2 Senior Support Workers and currently 3 Residential Support Workers. The number of Residential Support Workers is dependent on the number of children accommodated in the home and their individual risk assessment and staffing requirements. All Senior Support Workers and Residential Support Worker will be expected to fulfil the role of Key-Worker or Link Worker as part of their responsibilities.</p>
<p>Staff Qualifications</p>	
<p>No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker</p>	<p>3</p>
<p>No. of staff working towards the required/recommended qualification</p>	<p>3</p>
<p>Domestic staff</p>	
<p>Does your service structure include roles of this type?</p>	<p>No</p>
<p>Catering staff</p>	
<p>Does your service structure include roles of this type?</p>	<p>No</p>
<p>Other types of staff</p>	

Does your service structure include any additional role types other than those already listed?	No
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