

Fosse House



Statement of Purpose

Fosse House
Ermine Close
St Albans AL3 4LA
Tel: 01727 819700
Fax: 01727 819768
E mail: fosse@quantumcare.co.uk

www.quantumcare.co.uk

October 2010 – This document is available in other languages and formats on request. Please contact the home manager for details



Objectives

- To provide a safe, secure, homely environment where service users are encouraged to lead satisfying lives
- To provide as high as possible standard of Person Centered Care to all of our service users
- To provide the best possible care and environment to those living with dementia
- To encourage service users to remain as independent as possible with the support of our staff
- To welcome family and friends when they visit and to encourage continuation of outside links with the community
- To provide household services and food of the highest possible standard

1. Facilities and Services

Fosse House is purpose built and can accommodate 61 service users in total (both male and female). The Home can also accommodate married couples using 2 single rooms; one as a lounge and one as a bedroom. The home is divided into 4 units, 3 of 15 and one of 16. Two places are designated for short stays. (One for dementia care and the other for high needs service users). Accommodation is provided as single bedrooms with en-suite toilet facilities.

The bathrooms are fitted with assisted baths and handrails for ease of use, and all have a pull cord alarm system. There is a large walk in shower room with shower chair and handrails.

There is a lift to access the first floor.

On admission all service users are allocated a key worker. This worker will be responsible for ensuring the agreed care plan is kept up to date and reviewed regularly. They are responsible for co-ordinating the care and keeping informed of any developments.

If service users are able after assessment, they will be supported to self medicate.

All communal areas are designated as no smoking areas. If a service user wishes to smoke they must do so in their own room following a risk assessment. Any staff who smoke have to leave the building and smoke outside.

The home provides a varied menu and can cater for special dietary needs, both medical and cultural. Drinks and snacks are freely available throughout the day.

There are company menus supplied to all Quantum Care homes which are nutritionally balanced. These menus can be changed, substituting the main ingredients to suit local preference. There is also the facility to cater for individual preferences and one off changes can be requested.

The home's laundry arrangements require all clothing to be named with printed, sewn in labels. All clothing to be laundered in the home needs to be machine washable and be able to be tumble dried. See our Residents Guide for further information.

Service users are registered with a local GP, dentist and optician as required. An optician, private chiropodist, district nurse, social worker and community psychiatric nurse all visit the home. (The local dentist will visit Fosse House by arrangement if someone is immobile)

Hairdressers visit the home on Wednesday and Thursday. This gives people a choice of hairdresser.

All service users have an inventory of all personal possessions they bring to the home. A form is available from the home or can be downloaded from our website www.quantumcare.co.uk from the Families section.

A cordless telephone is provided for service user's use. Special adaptations for those with hearing impairment would be added if required.

The home is surrounded by a very pleasant garden with shrubs, plants, garden furniture, and a patio that is wheelchair friendly. There is a handrail going up the garden which leads to a large summer house that is fitted out with cane furniture and carpet tiled flooring.

2. Name and address of registered manager

Angela Naylor
Fosse House
Ermine Close
St Albans
Herts
AL3 4LA

Angela Naylor has over 25 years nursing experience as an RMN. She has, for the past 18 years, worked in the private sector at home manager level.

She holds the Registered Managers award and is passionate about caring for older people.

She joined Fosse House in October 2010.

3. Name and address of the registered provider

Quantum Care Limited
4, Silver Court
Watchmead
Welwyn Garden City
Herts
AL7 1TS

4. The Staff Team

Fosse House has a large staff team comprising of a Home Manager, a Deputy, five Care Team Managers (Day), four Night Care Team Managers, one Administrator and thirty seven Care Workers.

All staff are CRB and POVA checked before they are able to commence employment, and two written references are taken up (one is always from the last employer).

Staff undertake mandatory training such as Moving and Handling, First Aid and Fire Safety, and all staff are encouraged to undertake level 2 NVQ training in Health and Social Care, to maintain at least 50% of the staff having this qualification.

Fosse House has three dementia care units which are staffed to a 1-5 ratio, and one high needs unit that is staffed at a 1-7 ratio.

5. Dementia Care Training

All of our staff working with people with a dementia have had specific training.

Our first level course is a basic introduction to dementia care. This course is normally held within the home and new staff members complete it within the first six weeks of employment.

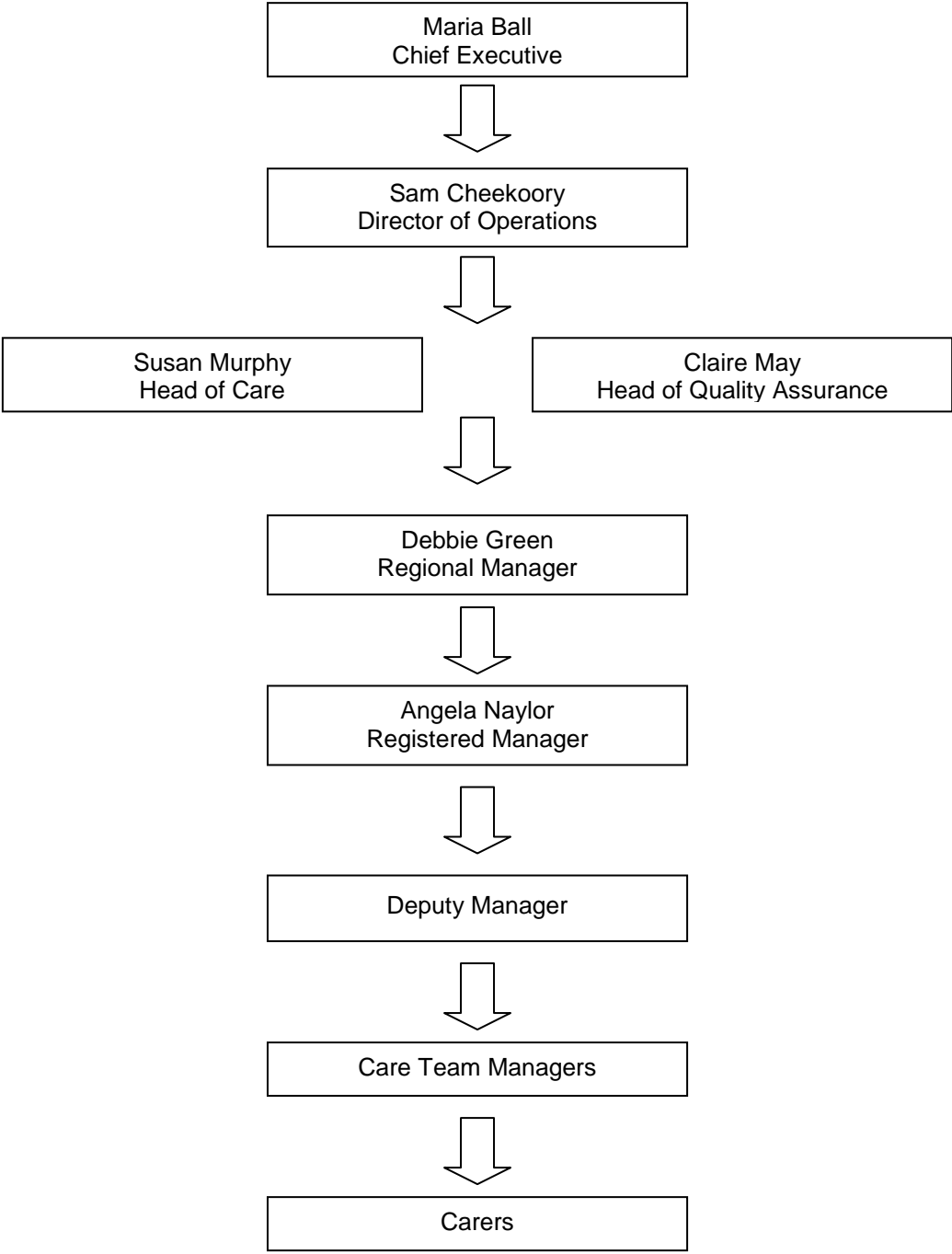
Staff can then attend a two and half day intermediate training session. This training goes into some detail about the different types of dementia and how they affect the individual. This involves the completion of a general project on dementia, and an additional project, concentrating on an individual with dementia. They spend time finding out about the unique life biography and the issues important to the person and their care. They look for ways of enhancing their well-being, and keep a diary of the things they have done and whether they were successful. The course is designed to give a better insight and understanding of behaviours, and helps staff to look at practical ways of assisting people.

The third training course is a twelve-module course called The Certificate in Dementia Care. This course looks in depth at the different types of dementia, and how they affect people. The aim of this training is to enable all staff working on a dementia unit to have a better understanding and insight of the disease. Again project work and hands-on experience is used to help staff learn.

We also have 'Dementia Care Mappers' in our home. Trained by The Bradford University, Dementia Group Mappers use a special set of judgement tools to look at how staff interact with residents. Mapping is normally done in pairs and involves spending time in one of our dementia units, for anything from two to five hours. This time is spent observing up to five residents in short five minute intervals. Staff learn to look at ways of enhancing and maintaining the well-being of residents with dementia. We also hold annual dementia talks in some of our homes. These talks are open to all relatives, visitors and staff.

Families please ask for our brochure 'Your Journey – Dementia Care Services' or find it on our website www.quantumcare.co.uk.

6. Organisational Structure



7. Age Range and Gender of Service Users

Fosse House is registered for 61 older men and women. There is no age restriction as long as the primary care need is age related. There is an age restriction of 65 years and over if an applicant has additional specialist needs such as dementia or physical disabilities. We can only admit residents under 65 years with specialist needs if we apply for a variation to our registration. This may be possible in individual cases and we would consult CSCI, our registering body. This would take a short time to organise. A fee is payable for the variation.

8. The range of needs the home is intended to meet

The home will accept older people with care needs of any age that do not require nursing services outside of what the local community nursing services can offer. We care for people with a vast array of health problems and sensory disabilities. Admission is agreed following assessment. We also provide palliative care.

We specialise in dementia care. The home is registered to take people with physical disabilities and dementia but there is an age restriction of 65 years and over for people falling into these two categories.

9. Dementia Care

Fosse House has been awarded Hertfordshire County Council's accreditation for dementia care. This means we are recognised as a home providing Person Centered Care to our service users who live with dementia. Hertfordshire Contracts Department regularly inspects us to ensure we meet their accreditation standards.

We are committed to Person Centered Care and actively promote this approach. All staff are trained, and our philosophy is that care is given and offered as a right not a privilege.

We ensure care plans are compiled with the person concerned and their family to reflect the unique biography of the person. Care plans are designed to ensure that the physical, social and emotional needs of the person are known and that well-being is promoted. Residents are encouraged to make choices in all aspects of daily life wherever possible. We try to ensure continuity of previous life patterns and preferences and do all we can to preserve our residents quality of life. Hertfordshire County Council publish full standards their accredited homes are expected to meet. These are available in the foyer of each home and on our website www.quantumcare.co.uk

10. Nursing Care

Nursing Care is not provided at Fosse House. If nursing is required the community nurse, following a referral from the General Practitioner, would provide the service.

11. Criteria for admission

For admission to Fosse House, please contact the Manager of the home directly.

If you are being funded by Adult Care Services they must contact the home and refer you.

An 'Assessment of Need' is carried out by the Home Manager (or Adult Care Services if they are funding the care package).

Anyone requesting admission will be invited to visit the home with their family, advocate, or a friend.

All formal referrals will need to have:-

- **RC1 Service Request** form available from the Home Manager and on our website www.quantumcare.co.uk

For applicants funded by Adult Care Services:-

- **ACSf673a(EPD)Specialist Assessment for a Person Moving into 24 hour Care.** (This form is required if an applicant is being funded by Adult Care Services for either long or short term care)
- **Risk Assessments / Handling Assessments** to be attached by ACS if required..

NB: depending on the assessed needs, we may ask for additional information from other professionals to assist with the process

We can not offer admission to:

- People who require long-term nursing care that the community nursing service can not deliver at Fosse House.
- People who are acutely ill and need hospital care.

Following an application, we will inform you by letter if you have been successful. If your application is unsuccessful we will give the reasons why.

If you are living with dementia and have been offered a service at Fosse House, we ask for the following additional form:

- **Family History Form** which is available in the home or on our website www.quantumcare.co.uk

This needs to be completed by the family to assist the staff to provide suitable care.

Everyone is asked to sign a Contract on admission that sets out the terms about notice periods etc.

A standard trial period of six weeks is offered to everyone to help them decide whether they wish to continue living at Fosse House and if the home can meet their individual care needs. This period of time can be extended to accommodate individual's wishes if required

The home accepts emergency admissions at the discretion of the Manager.

12. Leisure

The Activity Co-coordinator provides a range of leisure activities and opportunities for group participation. Each service user has a variety of activities available to them each week. The activities include best friends tea room, pat dog, musical movement, bingo, hand massages, manicures, sing-a-longs, outside entertainers, canal trips and so on.

13. Consultation

The staff team ensures that every service user has the opportunity to participate in the monthly in-house meeting. These meetings give everyone the opportunity to contribute their views on the running of the home.

Questionnaires are sent out annually to resident's families and other stakeholders.

We hold an annual 'Home Forum' in Fosse House. Relatives are invited to attend. At the forum we give information such as results of annual questionnaires and plans for the coming year. It is also an opportunity for relatives to give us personal feedback about the service from their perspective.

We also host talks on Dementia from time to time. They are advertised in the home when planned. These are presented by Sue Harrison, Learning and Development Manager or one of the senior team. They are always well attended and interesting.

14. Fire Precautions

The Home has an up to date fire risk assessment and an evacuation procedure for both day and night.

Staff and Residents are involved in evacuation drills twice a year. We have weekly fire alarm checks and a fire prevention officer who visits the Home annually to inspect the premises.

All main doors and bedroom doors are fire doors and will withstand a fire for up to 30 minutes. Smoke detectors are fitted in every room. These are serviced and maintained on a regular basis.

15. Religious observance

Arrangements will be made for religious observance, in accordance with the expressed wishes and practices of individuals. Present arrangements include visits to Fosse House by the local vicar of St Michaels Church and the Priest from St Bartholomew's Roman Catholic Church. There are also services held by a lay preacher of the Methodist Church.

Should there be a need for any other religious services we would ensure arrangements are put in place for this to happen. Families are welcome to join in at any time.

See our 'Residents Guide' for fuller details of what the home offers.

16. Visitors

Friends and family are encouraged to visit Fosse House.

Staff welcome the information family and friends can give about a service users past life. This helps to plan the care and activities the service user most likes.

The front door to the home is secured at all times. To gain entry, the doorbell must be used and to exit a coded keypad operates. Visitors are asked to sign in and out of the building for health and safety reasons. If a fire broke out we would need to know which visitors are in the building at any given time.

We offer services to those living with dementia but all service users are able to walk around the home and access the garden as they wish. Visitors do need to be cautious about allowing people that are moving around the home freely to leave the building unescorted. This could put people at risk.

The home uses CCTV to monitor the reception area.

17. Complaint Procedure

“We welcome your views”

This procedure can be made available in other languages and formats on request. Please contact Quantum Care Limited at the address given below.

At Quantum Care we seek to provide a high standard of care in our services for older people.

Our customers' views are important to us and help us to ensure our services are consistently meeting peoples needs. If you are dissatisfied with any of our services we need to know.

Quantum Care assures you that service users and their families will not be victimised or have their services withdrawn/reduced for making a complaint in good faith.

If a complaint alerts us to possible abuse or neglect of service users we always forward details to Adult Care Services who then co-ordinate the investigation and monitor outcomes. Quantum Care co-operate with Adult Care Services in respect of complaints, investigation and resolution. Additionally, Quantum Care may invoke their Staff disciplinary procedures where a complaint indicates that our Staff may have been directly at fault.

If you wish to make a suggestion

Often people feel happier about making a suggestion for improvement rather than entering in to a more formal complaint. Anyone receiving services and their friends and family may make a suggestion at any time.

Who to contact

In the first instance you should speak to the Home Manager or Duty Manager at the Home providing the services. Often our homes have a Comment/Suggestion box that you can use if you wish. If the suggestion is something that Quantum Care as a company needs to consider you can send it in writing to:-

The Director of Operations,
Quantum Care Limited,
Freepost,
Welwyn Garden City,
Herts,
AL7 1BR
Email: S_Stevens@quantumcare.co.uk
Telephone No: 01707 393293
Direct Line: 01707 368208
Fax No: 01707 368283

What will happen?

This will depend on the nature of your comments, but any action required will be communicated to you if you provide your contact details.

If you wish to complain

We accept complaints from anyone receiving a service from Quantum Care. We will also accept complaints from a representative acting on a service user's behalf. If a service user needs the assistance of an advocate, Age UK provide a free and independent advocacy service. They can be contacted on their information line 0845 6013446 (local rate). We will endeavour to provide interpreters if required.

We have a two stage process for complaints:

Stage 1

Who to contact

You should first bring your concerns to the attention to the Manager of the Home or service that you are receiving. Complaints may be made by telephone, email, personal visit or letter.

If the complaint concerns the Home Manager, you should contact the Director of Operations at our Head Office. The contact details appear below.

What will happen?

The service will acknowledge your complaint in writing or in a format accessible to you. The letter will confirm the name of the person investigating your complaint, which would normally be the Home Manager. A report on the outcome will be given both verbally and in writing. Complaints to the Home will usually be dealt with in 10 working days.

If you are not satisfied with the outcome of your complaint you can move on to stage 2.

Stage 2

Who to contact

The Director of Operations,
Quantum Care Limited,
Freepost,
Welwyn Garden City,
Herts,
AL7 1BR

Email: S_Stevens@quantumcare.co.uk

Telephone No: 01707 393293

Direct Line: 01707 368208

Fax No: 01707 368283

Complaints may be made by telephone, e mail, personal visit or letter.

What will happen?

The Director of Operations or one of the senior team will contact you if your communication is not in writing, to clarify a complaint. An investigation will then be carried out by one of the senior team at Head Office. The Director of Operations will write acknowledging your complaint and tell you who is investigating on his behalf. In most cases we will provide a written response within 20 working days. This will include an account of the investigation, clear findings and recommendations where necessary.

Further steps

If at any stage you are not happy you can refer your complaint to Adult Care Services. This should be addressed to:-

The Client Relations Manager
Adult Care Services
(SFAR209)
Farnham House
Six Hills Way
Stevenage
SG1 2FQ

Telephone: 0300 1234042

Complaint forms are available. A form can be posted to you or accessed via Hertfordshire County Council's website www.hertsdirect.org

You also have the right to take your complaint to The Local Government Ombudsman. They can be contacted at:

Phone: 0300 061 0614 or 0845 602 1983

Email: advice@lgo.org.uk

Post:

PO Box 4771, Coventry, CV4 0EH

Fax: 024 7682 0001

Internet: www.lgo.org.uk

Mobile: text "call back" to 0762 480 4299

NB. The Local Government Ombudsman cannot consider your complaint if it has not been dealt with by Quantum Care first. Also, they are not able to consider complaints where the complainant is instigating legal proceedings.

Even though The Care Quality Commission cannot investigate an individual complaint their role is to develop and improve services. You may inform them of your complaint for information purposes at any time. They can be contacted at:

Care Quality Commission
National Correspondence
Citygate, Gallowgate
Newcastle upon Tyne NE1 4PA

Telephone: 03000 616161

Fax: 03000 616171

"Quantum Care expects the highest standards of conduct from all its employees and will treat seriously any concern that a customer may have".

Revised March 2011

18. Review of service users plan

All service users, families and friends are encouraged to be involved with compiling of a care plan for the service user on admission. We continue to build and review the plan up to the 6 week assessment.

The service users plan is reviewed by the care staff in the home at least once a month, and updated to reflect changing need and current objectives for health and personal care. A larger review is held annually following a review meeting.

Families and friends do not have an automatic right to see the care plan, however where a service user lacks capacity, families may be asked to assist to compile a plan and sign their agreement. Some care plans are typed on the home's computer and are stored on the hard disk. All care plans in hard copy are held on the unit and locked in the units filing cupboard. All service users are entitled to have a copy of all information held if they so wish.

19. The number and size of the rooms

61 Bedrooms	11 sq m with en-suite (3 sq m)
The Sun Lounge	32 sq m
4 Lounges	28.9 m
4 Dinning rooms	19.0 m
Kitchens	20.65m
Libraries \ Offices	16.6 m

We also have a large laundry, main kitchen and staff areas.

Fosse House has pleasant gardens with shrubs and garden furniture. We have patios that are wheelchair friendly for residents and families to use.

20. Specific therapeutic techniques

If service users require any specific therapies then these can be made available through the referral process.

21. Arrangements for dignity and privacy

Each room is lockable and residents hold a key if they wish. Each room has a lockable area for personal possessions.

When individuals are in their rooms, any person wishing to enter will knock on the door and wait to be invited in before entering. If it is inappropriate to disturb the person (e.g. they are resting) the visitor will withdraw and respect the person's privacy.

If families or friends visit a service user's room, the service user should accompany them at all times.

GP and other professional consultations are carried out in the privacy of the service user's room.

Personal care is carried out on an individual basis and all service users preferences will be accommodated wherever possible.

The views of the service user are taken into account in all areas of care; the care plan reflects resident's choice.