

Children
And
Joint
Commissioning

Quality
Standard
Framework



Organisation

Care UK

Home

Elwick Grange

Responsible Person

Wendy Winspear

Date of Report

21 February 2024

Contracts and Quality Officer

Andrew Ross

Overview of Home

Elwick Grange is a modern, purpose built home for older people providing residential and dementia care with 60 en-suite bedrooms over two floors.

The management team are well established and staff are trained, supported and have effective means of communication which enables them to deliver high standards of care.

Care plans continue to be person centred and all aspects of care are reviewed on a monthly basis using the resident of the day process.

The home works effectively in partnership with other agencies and professionals.

The home has robust quality assurance processes which feed into an improvement plan which is regularly reviewed by the Manager.

Lessons learned can be evidenced from investigations and safeguarding enquires.

Staff respond quickly to residents needs and the care staffing levels within the home are regularly assessed.

The layout of the home ensures that people have access to appropriate spaces

The environment of the home is well maintained but record keeping around cleaning could be improved.

Summary of Outcomes

The home has scored highly and has been rated as Grade 1 with an overall score of 988 points.

<u>Summary of Outcomes</u>	
Name of Home-Elwick Grange	
Date of Report - 14-Feb-2024	
	Determination
<u>Person Centred Care</u>	
1 - Assessment & Review	Fully Met
2 - MCA & Consent	Fully Met
3 - DoLS	Fully Met
4 - Nutrition & Hydration	Fully Met
5 - Promoting Dignity, Autonomy & Choice	Fully Met
<u>Safe Care and Treatment</u>	
6 - Safeguarding/Understanding Safeguarding	Fully Met
7 - Medication	Fully Met
8 - Infection Control	Substantially Met
9 - Premises & Equipment	Fully Met
10 - Health & Safety	
11 - Moving & Handling	Fully Met
<u>Governance</u>	
12 - Leadership & Management	Fully Met
13 - Staffing, Recruitment, Support & Learning	Fully Met
14 - Quality Assurance	Fully Met
15 - Complaints	Fully Met

Person Centred Care

1 - Assessment & Review

Determination - Fully Met

All people receiving the service have a written care plan that is monitored, periodically evaluated and reviews are recorded to ensure the information is up to date and accurate.

People's physical, mental health and social needs holistically are assessed, and their care, treatment and support is delivered in line with relevant legislation and guidance, to achieve effective outcomes.

People's care records are accurate, complete, legible, up-to-date, securely stored and available to relevant staff so that they support people to stay safe.

The service ensures that people are provided with the information and understanding about their healthcare and treatment options.

People are involved in regularly monitoring their health.

People can access care, support and treatment in a timely way and referrals are made quickly to appropriate health services when people's needs change.

People contribute to planning their care and support, wherever possible, with their strengths, levels of independence and quality of life are taken into account.

People's care plans reflect their physical, mental, emotional and social needs and incorporate their personal history, individual preferences, interests and aspirations. Care plans are understood by staff so people have as much choice and control as possible.

People's oral health needs are met and kept under review with professional guidance sought in a timely manner when required.

The service shares appropriate information and assessments with other relevant agencies for the benefit of people who use the service.

The service attempts to gather people's preferences and choices for their end of life care and these are recorded, reviewed and communicated and acted on, where possible. Family, friends and other representatives are involved in planning, managing and making decisions about their end of life care including advanced decisions made in line with the Mental Capacity Act 2005, however people do not always wish to engage.

The service ensures that it quickly identifies people in the last days of life whose condition may be unpredictable and change rapidly and, where required, ensures that people have rapid access to support, equipment and medicines including from specialist palliative care professionals.

The service supports people's families and other people using the service and staff when someone dies.

The Home has demonstrated achievement of this outcome.

2 - MCA & Consent

Determination - Fully Met

Staff recognise when people need and want support from their carers, advocates or representatives to help them understand and be involved in their care, treatment and support and staff help people to get this support.

The service provides information to people and their families about organisations and advocacy services that can provide independent support and advice about their care, treatment and support.

Staff understand the relevant consent and decision-making requirements of legislation and guidance, including the Mental Capacity Act 2005 and other relevant national guidance.

People are supported and are given the information and explanations they need to make their own decisions in line with relevant legislation and guidance.

Decisions around a person's possible lack of mental capacity are assessed and recorded.

When people lack the mental capacity to make a decision, staff ensure that best interest decisions are made in accordance with legislation.

The process for seeking consent is monitored and reviewed to ensure it meets legal requirements and follows relevant national guidance.

There are arrangements for people to be involved in decisions about managing risks appropriately including positive risk taking.

Risk management policies and procedures are in place to minimise restrictions on people's freedom, choice and control, in particular for people who lack mental capacity.

Staff are trained to understand, prevent and manage people's behaviour that challenges whilst ensuring the individual is supported appropriately.

The service identifies and meets the information and communication needs of people with a disability or sensory loss. Information is recorded, highlighted and shared with others when required with the consent of the person.

The Home has demonstrated achievement of this outcome.

3 - DoLS

Determination - Fully Met

The service promotes supportive practice that avoids the need for physical restraint, however where physical restraint is necessary, the service ensures that it is used in a safe, proportionate, and monitored way as part of a person-centred support plan.

Staff recognise when people who lack mental capacity, are being deprived of their liberty and they seek authorisation to do so when considered necessary and proportionate.

All staff are trained to understand the difference between lawful and unlawful restraint practices. Action is taken to minimise the use of restraint.

There is a system of monitoring to ensure the person's representative maintains regular contact with the person and acts when contact is not maintained.

The service has a system to monitor DoLS authorisations and their review dates and this is maintained. Care plans contain the most up to date Conditions attached to deprivation of liberty safeguards (DoLS) authorisations.

Management has oversight on the process to ensure where a restriction may actually amount to a deprivation of liberty.

The Home has demonstrated achievement of this outcome.

4 - Nutrition & Hydration

Determination - Fully Met

People are involved in decisions about what they eat and drink, where possible and their preferences are recorded, reviewed and acted upon. Currently, the home does not have any residents with cultural and religious requirements in relation to their eating and drinking however there are processes to place to record and manage this, if it was required for any future residents.

People have access to dietary and nutritional specialists to help meet their assessed needs if required.

If required, people receive prompts and encouragement to eat and people appear to enjoy mealtimes and do not feel rushed.

Risks to people with complex needs or lack capacity are identified and managed in relation to their eating and drinking.

All relevant staff have completed food hygiene training and the correct procedures are in place and followed wherever food is prepared and stored.

People have accurate nutrition and hydration assessments for eating and drinking which are carried out by trained staff.

Where people require support with eating such as encouragement and prompting, this is done in a compassionate way that maximises people's independence and maintains their dignity.

The service is aware of specialist diets, allergies, choking risks and lifestyle choices, and these are recorded, kept up to date and shared as appropriate.

People have access to specialist equipment in a timely manner to meet their assessed need.

Drinks are offered throughout the day and when required, people's intake is monitored to ensure their assessed needs are being met. Snacks are offered outside of mealtimes and are available any time of day upon request.

People can choose the location of where they eat including the dining room, their own room or communal areas and are supported to do so.

People are offered a choice of food and drink and this is served at an appropriate temperature. There are occasions when the food options available on the day does not match with the advertised menu.

People who choose to eat in their bedroom or communal areas are checked upon regularly by staff.

The Home has demonstrated achievement of this outcome.

5 - Promoting Dignity, Autonomy & Choice

Determination - Fully Met

Staff show concern for people's wellbeing in a caring and meaningful way and respond to their needs in a timely manner on a day to day basis.

The service makes sure that people, and those close to them, feel like they matter, and that staff listen to them and talk to them appropriately and in a way they can understand.

Where possible, people are involved in developing the service including:• deciding how they choose to spend their day• planning activities and outings• decisions around personal care and how and when help is provided• devising menus and the timing and place of meals, and• people are consulted when alterations to their living space is planned.

Staff seek accessible ways to communicate with people (when their protected and other characteristics under the Equality Act make this necessary) to reduce or remove barriers.

Staff know the people they are caring for and supporting, including their preferences, personal histories and backgrounds.

Staff make sure that people's privacy and dignity needs are understood and respected including during personal care.

People receive support to be independent. Their wishes are recorded, reviewed and acted upon wherever possible.

People's relatives and friends are made to feel welcome and are able to visit without being unnecessarily restricted. There are arrangements to encourage relatives and friends to provide feedback on the service.

Processes are in place to ensure there is no discrimination when making care and support decisions.

People are supported to follow their interests and take part in activities that are appropriate to them.

The home has improved links with the local and wider community this year but these could be developed further and should include opportunities for a range of regular planned outings for residents.

The service ensures that people are encouraged and supported to develop and maintain relationships with people that matter to them.

The service has two nominated Dementia care coaches who oversee standards in the service.

The Home has demonstrated achievement of this outcome.

Safe Care & Treatment

6 - Safeguarding/Understanding Safeguarding

Determination - Fully Met

Safeguarding systems, processes and practices are in place, staff are aware and any updates are communicated to staff.

Systems, processes and practices protect people from abuse, neglect, harassment and breaches of their dignity and respect.

Staff are trained to recognise signs of potential abuse and know what to do when abuse is suspected.

Processes are in place to ensure people are protected from discrimination, harassment and abuse, in line with the Equality Act.

People are supported to understand what safeguarding means, and they are encouraged to raise any concerns.

If people are subject to a safeguarding investigation, they are supported during this process.

Staff understand their responsibilities to raise concerns, to record safety incidents, concerns and near misses, and to report them internally and externally, where appropriate.

There are processes for reviewing and investigating safeguarding incidents when they occur. Relevant staff, services, partner organisations and people who use services are involved in reviews and investigations

Safeguarding investigations, reviews and audits ensure lessons can be learned to improve how care, treatment and support is delivered.

The Home has demonstrated achievement of this outcome.

7 - Medication

Determination - Fully Met

The medication outcome has been assessed by the Medicines Optimisation Service and further information can be found in the Assessment Report dated 25-Oct-2023 appended to this report.

The home must ensure that monthly medication incident logs are submitted in a timely manner.

The Home has demonstrated achievement of this outcome.

8 - Cleanliness and infection control

Determination - Substantially Met

There are arrangements for making sure that premises are kept clean and hygienic so that people are protected from infections that could affect both staff and people using services. This includes:- Up to date Policy and procedure- Staff Training, including with the IPC Nurses- Necessary resources- Risk Assessments- Cleaning Records/Schedules- Quality Audits

Staff understand their roles and responsibilities in relation to infection control and hygiene and providers support with this.

Policies and procedures are maintained and followed in line with current relevant national guidance.

The service ensures that it alerts the right external agencies (e.g. HBC, visitors and professionals) to concerns around infections that affect people's health and wellbeing.

The Service completes regular Hand Hygiene documentation and has a designated IPC staff champions.

Cleaning records show significant gaps in recording across all units of the home at various points in the year including within the laundry room The manager advised that the home have been short of a lead housekeeper and a domestic staff member for much of the year. The shortage of cleaning staff has meant on occasion duties have been limited and it could not always be evidenced that deep cleaning of bedrooms has always taken place as scheduled. It is the responsibility of the housekeeper to check the cleaning records and to ensure they are completed on a daily basis and to carry out regular cleaning audits. In the absence of a housekeeper these checks have been overseen by the home manager but the manager acknowledged that these checks have not always taken place.

It must be noted that no issues with the cleanliness of the home have been observed during monitoring visits and no negative feedback from families or visiting professionals have been received into the Commissioning team.

The Service engages with and updates the Infection Control Nurses when required

The Home has not demonstrated achievement of this outcome.

The home must maintain accurate cleaning records and ensure appropriate staffing is in place to allow cleaning to take place in line with the required schedule.

The level of impact has been assessed as low – there is no or minimal impact on residents.

The likelihood that the impact will happen or recur has been assessed as possible – the impact may happen/recur but it is not a persistent issue.

9 - Premises & Equipment

Determination - Fully Met

Technology is used to support people to receive timely care and support and is easy to use.

Equipment, which is owned or used by the provider, is managed to support people to stay safe.

The premises and safety of communal and personal spaces (such as bedrooms) and the living environment are checked and managed to support people to stay safe.

Learning from lessons is shared and themes are identified to make sure that action is taken to improve safety across relevant parts of the service. Staff learn from reviews and investigations by other services and organisations.

The service has arrangements to respond to relevant external safety alerts, recalls, inquiries, investigations and reviews. Information is shared to staff when appropriate.

Examples were provided to demonstrate that people are involved in some decisions about the environment but this could be improved to ensure residents and relatives are actively involved in more decisions whenever appropriate.

People have access to appropriate spaces: • in gardens and other outdoor spaces • to see and look after their visitors • for meaningful activities • to spend time together • to be alone.

The signage, decoration and other adaptations to the premises help to meet people's needs and promote their independence. The premises meet people's diverse care, cultural and support needs.

Staff with responsibility for maintaining equipment are appropriately trained to ensure it is fit for purpose.

There are plans for responding to emergencies or untoward events, and these are understood by all staff.

The Home has demonstrated achievement of this outcome.

10 - Health & Safety

It has not been possible to complete the Health & Safety Assessments and verification in the usual way for inclusion in the QSF. **The home has therefore been awarded a notional 30 points which is the maximum points available for health & safety.** The Council will continue to progress the assessments outside of the QSF reporting process.

11 - Moving & Handling

Determination - Fully Met

There is an up to date Moving and Handling Policy in place.

People who use the service are assessed in relation to their mobility needs and referrals are made to specialist agencies in a timely manner. Services using specialist equipment include an OT assessment.

The service ensures that risk assessments are in place where appropriate.

There is professional instruction/task guidance detailed in people's support plans, which is in date and followed by staff.

People are encouraged to assist, where safe to do so, in their own transfers.

When support is being given to move people, reassurance is given in a compassionate manner by staff.

The service has procedures in place to ensure that staff have skills, competencies, qualifications, experience and knowledge, to meet people's individual needs. The Service can evidence that:(a) Staff have had Moving and Handling Training within the last 12 months.(b) Moving and handling training is provided by a competent trainer.(c) Trained staff monitor staff techniques on a periodic basis.

Equipment is checked, maintained and serviced to ensure it is safe for staff and people to use.

Moving and handling equipment is used in accordance with manufacturer's guidance.

There have been no near misses or accidents whilst hoisting in the last 12 months.

The Home has demonstrated achievement of this outcome.

Governance

12 - Leadership & Management

Determination - Fully Met

There is a registered manager in post.

There are arrangements including within the rotas, for making sure that staffing levels are sufficient, staff have the right mix of skills, competencies, qualifications, experience and knowledge, to meet people's individual needs and personal preferences are accounted for where possible.

Managers are aware of the day-to-day culture in the service including the attitudes, values and behaviour of staff. They encourage staff to feel positive and proud to work in the organisation

The service promotes and supports fairness, transparency and an open culture for staff.

The manager makes sure that staff are supported, respected and valued. Their rights and wellbeing are protected and they are motivated, and caring.

The service shows honesty and transparency from all levels of staff and leadership following an incident. This is shared with people using the service and their families in line with the duty of candour. The service ensures people are supported when incidents occur.

Leaders have the skills, knowledge, experience and integrity they need to lead and inspire staff effectively.

The service has a clear vision and set of values and leaders make sure that these are promoted and understood by staff and embedded into practice.

The organisation promotes equality and inclusion within its workforce and all staff have up to date equality and diversity training.

The registered manager understands their responsibilities and are supported by the regional manager and the provider to deliver what is required.

All relevant legal requirements are understood and met, including CQC registration requirements, safety and public health related obligations, and the submission of notifications.

Examples were provided of staff being involved in developing the service. They are encouraged to be involved in considering and proposing new ways of working

There are links with the local community which have a positive impact on the service, however these links could be strengthened further.

The service works in partnership with key organisations, including the local authority, safeguarding teams and clinical commissioning groups and multidisciplinary teams, to support care provision, service development and joined-up care and does so in an open, honest and transparent way.

The service has clear disciplinary procedures which are followed when it identifies that staff are responsible for unsafe practice.

The Home has demonstrated achievement of this outcome.

13 - Staffing, Recruitment, Support & Learning

Determination - Fully Met

All staff have received appropriate induction upon commencement of employment.

Staff receive effective training in safety systems, processes and practices and this is reviewed regularly.

Staff receive feedback from managers in a constructive and motivating way, which enables them to know what action they need to take.

The service makes sure that responsibility and accountability is understood at all levels with clear and transparent processes in place for staff to account for their decisions, actions, behaviours and performance.

Staff are encouraged to raise concerns and they are aware of the processes in place to do so.

Staff are supported and protected when raising concerns and questioning practice including whistle-blowers.

Safety is promoted in recruitment practices, arrangements to support staff, training arrangements, disciplinary procedures and observations.

Staff respond in a compassionate, timely and appropriate way when people experience physical pain, discomfort or emotional distress.

People have their assessed needs, preferences and choices met by staff with the right qualifications, skills, knowledge and experience.

Staff are supported to keep their professional practice and knowledge updated in line with best practice.

Staff know and understand what is expected of them and this is reinforced with regular support, supervision, appraisal and training.

Staff teams work collaboratively, share responsibility and resolve conflict quickly and constructively. There are cooperative, supportive and appreciative relationships among staff.

There are effective systems of communication to ensure information is shared timely and appropriately so staff can carry out their roles and responsibilities effectively.

The service gives staff the time, training and support they need to provide care and support in a compassionate and personal way. Staff have time to listen to people, answer their questions, provide information and involve people in decisions

Staff work together to ensure that people receive consistent, timely, coordinated, person-centred care.

The Home has demonstrated achievement of this outcome.

14 - Quality Assurance

Determination - Fully Met

The service maintains a log of whistleblowing, staff concerns, safeguarding and accidents or incidents and investigates each incident thoroughly. Action plans are developed and monitored to ensure actions are completed.

When incidents occur they are investigated and analysed to look for common themes and trends to ensure lessons are learned. Action is taken to continually drive improvement.

The service ensures that its approach to quality is integral and all staff are aware of potential risks that may compromise quality.

The service enables and encourage accessible open communication with all people who use the service including their family, friends, staff and representatives.

People's views and experiences are gathered and acted on to shape and improve the services and culture.

Resources and support is available to develop staff and teams and drive improvement, examples of these were provided by the manager.

Quality assurance systems enable the service to evaluate and learn from current performance ensuring continuous improvement and to improve future performance.

Success and innovation is recognised, encouraged and implemented

The service ensures that the delivery of care, treatment and support is in line with current local and national guidance.

The provider is accredited as standards met in 2023/24 for the DPST toolkit

The Home has demonstrated achievement of this outcome.

15 - Complaints

Determination - Fully Met

People who use the service are provided with information on how to make a complaint or raise concerns and this is regularly promoted.

The complaints process is accessible, is easy for people to raise a concern or complaint and is encouraged.

There is a formal log of complaints which is kept up to date. Complaints are handled effectively with openness, transparency and confidentiality. The complainant receives regular updates, a timely response and an explanation of the outcome including the appeals process.

People who raise concerns or complaints are protected from discrimination, harassment or disadvantage and are supported throughout the process.

Concerns and complaints are used as an opportunity to learn and promote continuous improvement and examples of this were evidenced.

The Home has demonstrated achievement of this outcome.

Date	Home	Total Points	Outcome of assessment	No. of points achieved
14 February 2024	Elwick Grange			
Person Centred Care		270		270.0
	1 - Assessment & Review	70	Fully Met	70.0
	2 - MCA & Consent	70	Fully Met	70.0
	3 - DoLS	30	Fully Met	30.0
	4 - Nutrition & hydration	70	Fully Met	70.0
	5 - Promoting Dignity, Autonomy & Choice	30	Fully Met	30.0
Safe Care and Treatment		260		248.0
	6 - Safeguarding/Understanding Safeguarding	70	Fully Met	70.0
	7 - Medication	70	Fully Met	70.0
	8 - Infection Control	30	Substantially Met	18.0
	9 - Premises & Equipment	30	Fully Met	30.0
	10 - Health & Safety	30	Fully Met	30.0
	11 - Moving & Handling	30	Fully Met	30.0
Governance		220		220.0
	12 - Leadership & Management	70	Fully Met	70.0
	13 - Staffing, Recruitment, Support & Learning	70	Fully Met	70.0
	14 - Quality Assurance	70	Fully Met	70.0
	15 - Complaints	10	Fully Met	10.0
Environmental Standards		250		250.0
Total of Overall Outcomes				
	Fully Met	13	92.9%	
	Substantially Met	1	7.1%	
	Partly Met	0	0.0%	
	Not Met	0	0.0%	
	**To be recorded	0	0.0%	
	Total	14		
Total Points	Person Centred Care			
		270.0		270.0
	Safe Care and Treatment	260.0		248.0
	Governance	220.0		220.0
	Environmental Standards	250.0		250.0
		1000		988
	Banding :	Grade 1		