

53 Rayleigh Avenue
Eastwood
Essex
SS9 5DS

Statement of Purpose

Badgers Home



Badgers is a ten bed Nursing Home providing nursing care and support to people with a profound or severe Learning Difficulty.

The Aims and Objectives for Badgers

Field Lane was established in London in 1841 and has been offering accommodation, care and support in many diverse ways over the years.

The Aim of the Home is to provide a comfortable, friendly and caring atmosphere that reflects people's needs and wishes. Badgers provides each individual with Nursing Care that meets their care and nursing needs in a dignified and person centred way.

Field Lane and the Registered Home Manager at Badgers take professional pride in offering a high quality service that is designed for each individual.

We support the people who live at Badgers using the following principles.

Principles of Support and Philosophy of Care

- We recognise the rights of a person living at Badgers to be left alone and undisturbed whenever they wish.
- The staff team will always treat everyone living and working at Badgers with dignity and respect.
- We enable the people living at Badgers to take calculated and reasonable risks - to make their own decisions, to act and think for themselves.
- If the staff team ever have to make a decision for an individual based on their best interests this will be done in a measured and careful fashion.
- We will always offer choice and opportunity – giving the people who live here the chance to select for themselves from a range of alternative options.
- A person living at Badgers will have their human rights respected and upheld at all times.
- The staff team will at all times be working for the peoples happiness, security and well being.

Person Centred Nursing-Care & Support

Badgers is committed to providing each person living at Badgers with a Person Centred Plan that reflects their needs, wishes and aspirations.

Badgers uses the Person Centred Plans daily to reflect on each person's needs and wishes at that time. They form a part of every handover and team meetings.

The Care Plans used at Badgers are comprehensive reflecting their nursing needs – they include clinical guidelines for the nursing staff.

The Badgers team tries to always work and support the people who live at Badgers on a one-to-one basis. Daily activities, trips into the community are carried out always referring to the principles of privacy, dignity and independence.

Field Lane aims to raise self esteem and self work for every individual who receives our services.

The Staff Team at Badgers

All staff working at Badgers will be qualified or professionally trained for the role they undertake.

A continuous staff training programme is in place to ensure that these high standards are maintained in line with the latest developments in care practices as laid down in the Relevant Legislation, Regulations and the Standards set by the Commission for Social Care Inspection.

A qualified nurse is always on duty 24 hours a day. They take the lead within the home – providing nursing and social care for the Service Users.

Managers are required to receive their NVQ 4 in management and RMA (Registered Managers Award).

Other staff are required to achieve at least NVQ 2 with others working towards their 3 and 4 in support of the work they undertake.

We encourage members of the support team to take a Field Lane Bursary and achieve a Learning Difficulty Nursing Qualification.

New staff are inducted using the L.Daf Induction & Professional Training.

Investors in People

Field Lane has the Investors in People award, we are committed to empower, train, support and deal fairly and equally with all our staff. We set our standards high for staff and support them to maximise their potential as employees.

We also have the "Positive about Disability" award. This reflects Field Lanes consistent and positive approach to Learning Disability.

Details of Staff Numbers Recruitment and Training

- 1 Home Manager
- 1 Deputy Manager
- 1 Catering Manager
- 1 Chef
- 8 Qualified 1st level Nurses
- 15 Care & Support Workers
- 2 Kitchen Support Workers
- 2 Domestic Support Workers
- 1 Handyman/maintenance
- Administration Support

We have a comprehensive selection and recruitment process that looks carefully at potential staff to try to ensure that the people we employ are reliable, professional, friendly and caring with an empathy for vulnerable people.

All potential employees are carefully screened, references are always checked thoroughly and an Induction Programme is always in place for each staff member. Every member of the staff team at Badgers has a criminal record check that is reviewed every year.

Training

Field Lane has a Training Manager who provides the Mandatory training modules.

- Emergency First Aid
- COSHH Level 2 CIEH
- Food Safety in Catering CIEH
- Manual Handling CIEH
- Risk Assessments
- Dementia Awareness
- Challenging Behaviour
- Safeguarding Adults & POCA
- Medication: An Awareness
- Person Centred Care & Support
- Health & Safety in the Workplace CIEH
- Hygiene in Health & Social Care Level 2 CIEH (Infection Control)
- Specialist Learning Disability Training
- Nutrition / Risk Assessments

Induction

During induction all staff are trained by experienced qualified senior staff in the following crucial subjects:

1. The Field Lane Code of Conduct and Personal Development
2. Field Lane Policies and Procedures
3. The rights of the Service Users and staff responsibilities to preserve these rights.
4. How to provide empathic personal care
5. Fire and Emergency Procedures

Specialist training either clinical or practical is provided using a spectrum of providers to enable staff to carry out their job descriptions in the best possible way. Other training provided includes: - Child Protection and Palliative Care,

Manager - Ms Lyndsay Brown

Qualifications

- Enrolled Nurse – General
- Registered Nurse Learning Disability
- D32 – D33 Assessor



Experience

- Enrolled Nurse, Paediatrics – Southend General Hospital 1975-1976
- Childcare 1976-1979
- Bank Nurse – Essex Area Health Authority 1979-1990
- Senior Enrolled Nurse – Private Nursing Home Southend 1992-1993
- Senior Care Assistant - Field Lane (Nights) 1993-1999
- Senior Care Assistant - Field Lane (Days) 1999-2001
- Joint Deputy Manager - Field Lane 2001-2002
- Deputy Manager - Field Lane 2002-2006
- Home Manager – Field Lane 2006-Present

Deputy Manager - Mrs Sheelagh Bewley

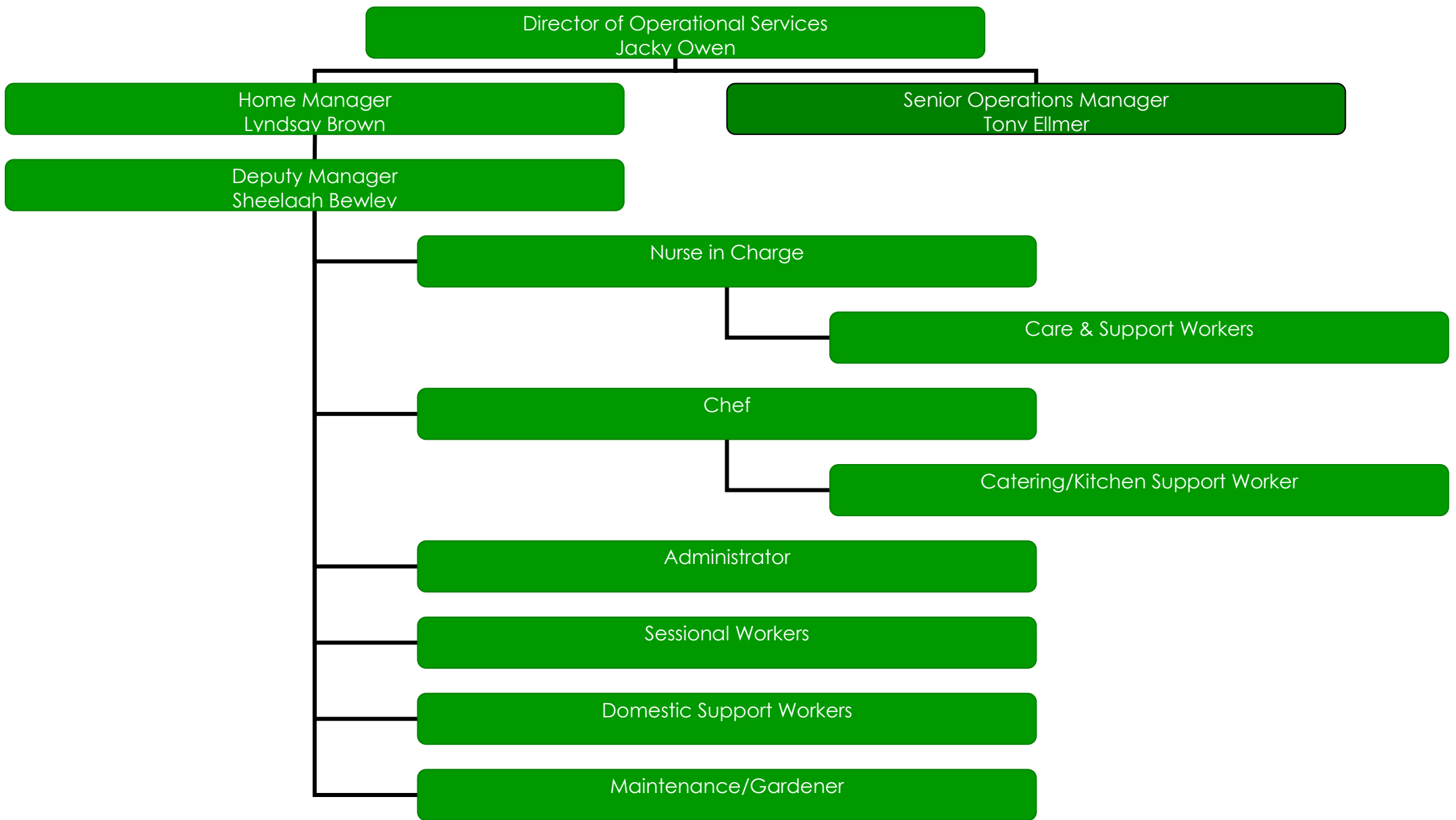
Qualifications

- Registered Nurse – General
- Registered Nurse – Learning Disability
- Bachelor of Arts (Hons)
- D32 – D33 Assessor (revised)



Experience

- | | |
|--|---------------|
| • Registered Nurse - St Bartholomew's Hospital | 1972-1976 |
| • Childcare | 1976-1984 |
| • Open University – | 1984-1991 |
| • Senior Carer – Ashbourne Homes | 1998-1999 |
| • Nurse in Charge – Field Lane | 1999-2005 |
| • Senior Nurse in Charge – Field Lane | 2005-2006 |
| • Deputy Manager – Field Lane | 2006 -present |



The Building and Gardens

Accommodation

Badgers has 9 single rooms and 1 large shared room each with individual vanity units/wash hand basins. The rooms are decorated and furnished to each person's individual taste – using innovative methods to determine preference.

Communal Areas

There is one large lounge with an adjoining dining room. The dining room has a kitchen area for the provision of snacks and hot drinks. Meals, drinks and snacks are available at any time throughout the day and night.

The conservatory is the entrance to the home and is used throughout the day as a waiting or a quiet area.

The home has two disabled toilets and two bathrooms with parker baths. Both baths have a Jacuzzi function and are also used for sensory water sessions.

Smoking is not allowed in any part of the home.

Monitoring Our Service

Admission

Usually by referral and assessment to determine whether we are able to support these people with a severe learning or profound disability.

Individual needs will be regularly reviewed as people age to ensure we are able to continue to meet their changing needs.

Fire Safety

1. The home has a fire alarm system that meets with all requirements laid down by the Fire Service.
2. The alarm system is tested weekly and full fire drills are carried out periodically. Records are kept of these tests.
3. The fire system and equipment is tested by Intech Fire & Security Services who hold the contract to do so.
4. Whenever possible, furniture, fixtures and fittings must be made of fire resistant and fire retardant fabrics and materials.
5. All staff receive as part of the induction process full instruction on fire procedure; this is on going for all staff.

Contact with Family and Friends

People who live at Badgers can have visitors whenever they wish. Care staff will support individuals to maintain these contacts if that is appropriate and requested.

Visitors are always welcome to join us at any time to share a meal. The Staff Team will always be hospitable.

An individual has the right to refuse to see any visitor, this right will be respected and upheld by the person in charge who will, if necessary, inform the visitors of the persons wishes.

Complaints in 4 Steps

If as an individual, Relative, visitor or friend or Professional feel that there is cause for complaint then they should discuss this matter with:



The Deputy or Project Manager who can be contacted on 01702 526027



If you do not wish to do this or feel dissatisfied with their response you can use the complaints form that is given to each person along with their Introduction Pack.

A full investigation will be made into the complaint; you will be kept informed and advised of the outcome.

We take any complaint very seriously and use any comments or criticism about our service for reviewing and developing the service. We respond to any complaint within five working days.

The Field Lane Director of Operational Services is also available for comments, complaints and concerns at:



Director of Operational Services
Dovers
9 Dovers Green Road
Reigate
Surrey
RH2 8BU Telephone 01737 242209

The Care Quality Commission are always available to any person, family etc and welcome comments and concerns. The address of the Commission is displayed in the entrance and they can be contacted at any time.



Eastern Region
Care Quality Commission
Citygate
Gallowgate
Newcastle Upon tyne
NE1 4PA
Telephone 03000 616161

Financial Arrangements

Field Lane is committed to providing value for money within our homes and projects.

Badgers is always developing its service to meet the needs of the people living at Badgers.

Badgers sets its budget in November for the following year, assessing and reviewing its practices and services, reflecting the outcome of this process in its budget.

Field Lane is a registered charity and has a fund raising team, this fund raising enables us to provide "extras" and special events.

Quality Assurance and Monitoring

Field Lane has a system of monitoring its homes and projects performance that is as comprehensive as possible. The organisation is constantly trying to develop its services to meet the clients' needs.

Each home or project manager also uses a monitoring system to enable them to monitor their own performance and adapt services.

We welcome and actively support any comments or concerns about our performance from relatives, Service Users, staff, visitors and external agencies. Every comment is answered and noted.

We carry out a yearly consultation exercise with all Service Users, their families and stakeholders.

Medication

If an individual wishes to take charge of their own medication and it is safe to do so, all help, advice and support will be given.

Otherwise, all medication will be managed and dispensed by nursing staff under instructions from the persons own GP. Every person has the right to consult their GP as and when they wish.

No decision or discussions will be held without the individual being made fully aware of the situation.

Meals and Catering

- Menus are varied, creative and take into account Individual's favourite dishes.
- A choice is available at every meal.
- Tea, coffee and other hot drinks are available 24 hours a day. There are many designated areas in the home where anyone – visitors or the people who live here can make themselves a drink or snack.
- Special diets can be catered for.
- Field Lane has a Catering Quality Manager who monitors each home and project to ensure continuity of quality and creative content.
- Every person living at Badgers has a nutritional assessment completed and updated. This ensures we always meet their nutritional need.

The People Who Live at Badgers

We are registered with the Care Quality Commission to provide Nursing Care in a social setting for 10 adults with a Learning Disability over 18.

It is important at Badgers that with such a comprehensive age range we can provide age appropriate care and nursing for each person. We do this by always working with each individual in a person-centred manner. The staff team work very hard to provide a family atmosphere and environment that encourages the people that live at Badgers and their families, to lead as full and interesting life as possible. Field Lane's Policy & Procedures support this view.

Participation

We use many methods to inform and take views from all 10 people living in the home. We constantly re-evaluate our clinical and care practice to make sure that where ever possible we do not make decisions for those people without their consent.

Nursing Care

Our nursing care is individually based and centres around the person. Our clinical procedures are in line with best practice. Our nursing staff receive clinical supervision from the Deputy and Home Manager – they regularly update their nursing practice with external and NHS courses. We employ nursing staff who have a positive view of people with a learning disability.

Daily Living and Activities

Badgers takes the view that everyone living at Badgers should have opportunities that enable them to lead a full and varied life – these opportunities are based on a good understanding of each person's personality and wishes.

Every person has a regular holiday and trips away from Badgers.

Some people at Badgers attend college or/and Adult Education Classes.

Local community facilities such as Sports and Community centres are used.

Shopping trips, visits to places of interest, country walks, cinema and there are all regular daily occurrences at Badgers. Several people living at Badgers own their own vehicles – this means that as they go out into the community they are not compromised by their disability. Badgers is committed to raising awareness of the rights and needs of disabled people in the community.

For some people at Badgers whose needs have changed – which has meant that accessing local opportunities in the community has become more difficult – then a full range of activities and therapeutic sessions is available and encouraged within the home.

Aromatherapy sessions are very well established at Badgers and the sessional therapist has built up excellent relationships with individuals.

Cookery life sessions are held very regularly and much enjoyed. Other activities are:-

- Aromatherapy
- Reflexology
- Sensory room
- Sensory water (foot spa, hot tub)
- Cooking & life skills
- Atmospheric video
- Pampering
- Tactile- e.g. holding feathers, squeeze ball
- Aquatherapy/swimming
- One to one
- Community access

Badgers staff team work together with the individual to find activities that meet a person's needs. It can be difficult for a person with a high level of disability to find an activity that is enjoyable, age appropriate and meaningful. One person living at Badgers has their own therapeutic hot tub that has made their life more stimulating and comfortable. No matter how a person's needs change, Badgers will always try to provide them with stimulation that is appropriate. The commitment to do that is strong and forms the basis for life at Badgers.

Service User Charter

1 The Right to Fulfilment

Assist individuals to achieve their full potential, however small in respect of their physical, intellectual and social needs.

2 The Right of Dignity

To preserve the self-respect of individuals by being courteous and respectful at all times.

3 The Right to Autonomy

Maintain self-determination, freedom of choice and offer informed choice.

4 The Right to Individuality

Always responding to individual needs. Maintaining identity in respect of beliefs and opinions.

5 The Right to Esteem

Recognising the qualities, experience, talents and former status of individuals. Maintaining high morale within the Home.

6 The Right to a High Quality of Life

To expect a wide range of normal activities – to encourage people to go into the community.

7 The Right to Freely Express Emotion

Maintaining an individuals right to develop personal relationships both within and outside the home.

8 The Right to Take Risks

To allow individuals to undertake activities that contains an element of risk.

9 The Right to Life

In accordance with the Human Rights Act (Oct 2000)

10 The Right of Access to All Personal Records

Every individual has the right to access any personal records kept at the home. Next of kin or POA can also exercise this right.