

# 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:	Bellavista Care (Cardiff) Limited	
The provider was registered on:	18/10/2018	
The following lists the provider conditions:	There are no imposed conditions associated to this provider	
The regulated services delivered by this provider were:	Bellavista Care Cardiff Limited	
	Service Type	Care Home Service
	Type of Care	Adults With Nursing
	Approval Date	18/10/2018
	Responsible Individual(s)	Jacob George
	Manager(s)	Phillipa Maynard, Beena Jacob
	Maximum number of places	63
	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	We maintain and regularly update the training matrix . We have a training manager and training officers with a Nurse trainer who conducts regular induction, refresher training on a adhoc basis in a ddition based on training needs fed back, observed and reflected. Training for SCW Registrations happen alongside and support given to staff for this. We also have introduced an online Training Programme . We also have external trainers to supplement current training.
Describe the arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider	We obtain regular feed back from the HR department and the immediate management on the upcoming vacancies . We have developed a bank option for the group so staff with experience are provided to respective care homes based on the need and looking at the IPC / Covid status. We advertise on Indeed and other governmental sites and use 'we care ' service from SCW. We had to rely on Overseas recruitment for filling vacancies and is registered with Home Office .

## Service Profile

### Service Details

Name of Service	Bellavista Care Cardiff Limited
Telephone Number	02920494447
What is/are the main language(s) through which your service is provided?	English Medium

Other languages used in the provision of the service	Basic understanding of Welsh Language Hungarian Polish Filipino Urdu Bangladeshi Malayalam Tamil Singhala
------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------

#### Service Provision

##### People Supported

How many people in total did the service provide care and support to during the last financial year?	117
------------------------------------------------------------------------------------------------------	-----

##### Fees Charged

The minimum weekly fee payable during the last financial year?	880
The maximum weekly fee payable during the last financial year?	2675

##### Complaints

What was the total number of formal complaints made during the last financial year?	2
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	1
Number of complaints not upheld	1
What arrangements were made for consulting people who use the service about the operation of the service during the last financial year?	We obtain regular feedback as a part of our quality monitoring process from residents, family, visiting professionals, staff etc .Reg 73 visits include taking feed back from staff residents and families every tree months, We also hold Resident and family meetings such as coffee mornings, planned formal meetings, informal drop in sessions, Manager holds an open door policy, Care plan reviews with the relevant persons , Multidisciplinary meetings including Best interest meetings.

##### Service Environment

How many bedrooms at the service are single rooms?	63
How many bedrooms at the service are shared rooms?	0
How many of the bedrooms have en-suite facilities?	63
How many bathrooms have assisted bathing facilities?	4
How many communal lounges at the service?	4
How many dining rooms at the service?	3
Provide details of any outside space to which the residents have access	Home benefits from an outside Garden which has a larger and private parts to suit resident's needs , The outside garden also is fitted with a Gazebo. Provision is also there for a Designated Car Park .
Provide details of any other facilities to which the residents have access	The Home has a Cinema area in the Home The home is located close to the vibrant Cardiff Bay area within the walking distance and been mostly been well made use of. A big park is near to the Home.

##### 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	No
British Sign Language (BSL)	No
Other	Yes
List 'Other' forms of non-verbal communication used	Use of pictures , white boards to write, flash cards

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.

As a home we believe we support the residents and families in order to ensure their voices are heard and to allow them to have opportunities made available to them.

We use many different methods and approaches dependant on the resident's needs.

Freedom and choice – we encourage our residents to exercise freedom and choice, depending on their level of ability and capacity. We assist people by exploring ways to achieve this and support is given where needed to improve their quality of life. for example:

Resident A is known to have a specific way of eating and drinking, which staff would normally find unsuitable from a staff perspective, however we have involved the resident and her family on her meal preferences and bedtime choices and Resident A care is planned and assessed to meet her wishes in a safe way. We believe involving people in their own care adds values to people's lives.

All our residents are different and the amount of control our resident wishes or is able to take can vary from resident to resident and we understand this can come from their background, current circumstances and preferences.

For example, Resident B has difficulties in expressing their needs, and has done since childhood, and finds it hard to express preferences,

In order to achieve meeting Residents B needs and preferences we have identified the family is affecting a lot of control over resident B's life, so we have had conversations with the family, and supported them to understand resident B's preferences and wishes, and how we can meet these in a safe and supportive way.

We involve residents and families in personalised care and support planning, conversations focus on what matters most to the individual and the support they need to manage their health and wellbeing, we monitor the progress of this through regular review with family and residents, currently we are heavily involved with family, who's loved one is in the early settling in period, and we working together to ensure their care and support plan are reflecting their wishes and choices.

If a resident is unable to support themselves to make decisions and has no next of kin, or Power of Attorney, we use the advocacy services, and RPRS to ensure the thoughts, wishes, and choices are met.

We also support residents with future planning for example Resident C has expressed their wish to make plans in the event of their passing.

With the support of the staff team, their GP, and family, resident C's wishes are captured

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.

We take many steps to support our resident's health and development and wellbeing.

Social – We ensure our residents have active communication and visitation from their loved ones and families, we ensure this via visits to the home, phone calls, skype calls, and trips out with family and friends. We also take the residents out ourselves to places they enjoy such as bowling, meals out, going to the park. We invite singers into the home and children from the local community to spend time with our residents.

Remain active- We encourage our residents to remain active this could be simply just walking round the home, going out into the garden, household activities, trips out, health and fitness classes, or just nice conversation about things the residents enjoy which we develop into personalised activity plan.

Healthy food options – We provide a well varied menu with many healthy options, we use the residents' preferences and develop a dietary meal plan to cater for all, we also ensure religious beliefs are supported through specialised menu selections, also meals are prepared as per request from Speech and Language to support their swallowing difficulties.

Personal dignity – We ensure the dignity of the residents is always maintained.

Protection from abuse and harm – residents are protected from abuse and harm; any areas of concerns are reported to safeguarding and CIW immediately.

Financial support- we provide our residents with financial support and where appropriate we can involve them in all aspects of their finances and enable them to make decisions for themselves.

(Living accommodation – We ensure our residents rooms are to a high standard and are painted in a colour of their preference and any personalised items or furniture from home they would want we encourage to come along with them,)

GP communication and referrals – Residents have reviews carried out by their own GP on a regular basis, we are proactive in contacting the GP with any concerns we may have and to make the relevant referrals to outside professionals such as care home liaison, dieticians, Occupational therapist, continence, Physio, SALT and Psychiatry services, to ensure the health of our residents is prioritised.

We recognise every resident's needs are different and are personal to them.

<p>The extent to which people feel safe and protected from abuse and neglect.</p>	<p>During induction our staff are trained on the principles of safeguarding, with updates when required, management continue to further develop their knowledge.</p> <p>Any areas of concern are reported as per policy and procedure and the manager follows this up and takes the necessary approach required to ensure the resident is protected. The management team carry out regular walk around the home daily, to chat and talk to the residents and staff for any concerns or changes in the residents also observing that the residents are well presented and have everything they need.</p> <p>The management is required to undertake regular audits to check accidents and incidents and any trends that can be identified.</p> <p>We have a Mental Health lead Nurse, Clinical Lead and care manager who support the nurse and care team to identify any possible abuse and ensure policy and procedures are followed.</p> <p>Staff all receive 3 monthly supervisions with any concerns raised and how to report any issues as part of that supervision. At supervision the staff member also updates the supervisor on their current DBS status and any changes since their DBS was undertaken.</p> <p>All staff have access to advice and guidance 24hrs a day from the Management if guidance is required. Staff can contact adult services and care inspectorate Wales independently.</p> <p>Examples</p> <p>Resident A - Expressed wishes whilst she had full capacity for her daughter to have charge of her finances and any decisions regarding her health should she lack capacity, she is settled knowing she and her daughter have fully discussed her wishes.</p> <p>Resident B – Expressed she would like to make some decisions regarding her finances, however for more complex decisions she would like her sister to support her.</p>
<p>The extent to which people live in accommodation that best supports their wellbeing and achievement of their personal outcomes.</p>	<p>Preadmission assessment of resident's needs, information gathered prior to placement from resident, family, GPs, social workers etc to ensure the placement is appropriate.</p> <p>Show rounds and virtual show around the home with residents and family members – Residents and family are advised to view the home prior to admission to ensure they are happy with the environment of the home and agree the placement is suitable, they are encouraged to bring in items from home to make their bedroom a comfortable environment with personal belongings around them.</p> <p>Residents are encouraged to live their day as they please that can include joining in with activities of their choice, going out with friends and family. If they choose to stay in their room or stay in bed that decision is respected. If a resident chooses to go out alone or with family, this is risk assessed.</p> <p>Residents' confidentiality is maintained, and information is only given out to the residents next of kin and necessary medical professionals or if resident can decide people of their choice.</p> <p>If a resident requires a lock on the door, it will be risk assessed.</p> <p>All residents' valuables are locked in the safe or family advised to take home. A list is maintained in the safe of all contents and to whom it belongs.</p> <p>Staff to ensure residents do not walk into other residents' room to respect their space and belongings.</p> <p>Any changes to the environment are discussed with the residents and families and input is valued and respected.</p> <p>Residents' decisions regarding visitation are respected.</p> <p>Visitors advised not to take any pictures of residents and post on social media who are unable to consent.</p> <p>Ensure unless consented by the resident no visitors are present during personal care.</p> <p>It is highly important the home support the wellbeing and achievements of residents, I gathered from feedback and care plan reviews that the staff are very good in achieving this. The staff must continue to be forward thinking and mindful of any changes with residents whilst respecting their human rights and positive risk assessing giving them the freedom to have their privacy and dignity and choices respected</p>

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) 98

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	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	0
Dementia	1
Positive Behaviour Management	0
Food Hygiene	1
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire, Palliative Care , SALT , Nutrition , Hydration, Social Care Wales Registration, Conflict resolution, Supervision
<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
<b>Staff Qualifications</b>	
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
<b>Deputy service manager</b>	
Does your service structure include roles of this type?	No
<b>Other supervisory staff</b>	
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.	
<b>Filled and vacant posts</b>	
No. of staff in post	3
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	3
Health & Safety	3
Equality, Diversity & Human Rights	3
Infection, prevention & control	3
Manual Handling	3
Safeguarding	3
Medicine management	2
Dementia	3
Positive Behaviour Management	3
Food Hygiene	3
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire, Palliative Care , SALT , Nutrition , Hydration, Social Care Wales Registration, Conflict resolution, Supervision
<b>Contractual Arrangements</b>	
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?	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	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	6
Equality, Diversity & Human Rights	6
Infection, prevention & control	6
Manual Handling	6
Safeguarding	6
Medicine management	6
Dementia	6
Positive Behaviour Management	4
Food Hygiene	6
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire, Palliative Care , SALT , Nutrition , Hydration , Social Care Wales Registration, Conflict resolution, Supervision ,

**Contractual Arrangements**

No. of permanent staff	6
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)	6
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0
<p>Typical shift patterns in operation for employed staff</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.	07.15- 19.30 Day 19.15--7.30 Night
<p>Staff Qualifications</p>	
No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker	2
No. of staff working towards the required/recommended qualification	4
<p>Registered nurses</p>	
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	10
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	2
Health & Safety	10
Equality, Diversity & Human Rights	10
Infection, prevention & control	10
Manual Handling	10
Safeguarding	10
Medicine management	10
Dementia	10
Positive Behaviour Management	4
Food Hygiene	4
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire, Palliative Care , SALT , Nutrition , Hydration, Social Care Wales Registration, Conflict resolution, Supervision Wound management, vene puncture catheterisation
<p>Contractual Arrangements</p>	
No. of permanent staff	10
No. of Fixed term contracted staff	0
No. of volunteers	0
No. of Agency/Bank staff	2

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)	10
No. of part-time staff (17-34 hours per week)	0
No. of part-time staff (16 hours or under per week)	0
Typical shift patterns in operation for employed staff	
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.	07.15- 19:30 Day 19.15- 7.30 Night
Senior 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	2
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	2
Health & Safety	4
Equality, Diversity & Human Rights	4
Infection, prevention & control	4
Manual Handling	4
Safeguarding	4
Medicine management	1
Dementia	4
Positive Behaviour Management	3
Food Hygiene	2
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire, Palliative Care , SALT , Nutrition , Hydration, Supervision , care plan formulation and review
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
<p>Typical shift patterns in operation for employed staff</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.	7.15-19.15 day 19.15-7-15 Night
<p>Staff Qualifications</p>	
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
<p>Other social care workers providing direct care</p>	
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	59
No. of posts vacant	4
<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	25
Health & Safety	59
Equality, Diversity & Human Rights	59
Infection, prevention & control	59
Manual Handling	55
Safeguarding	59
Medicine management	1
Dementia	59
Positive Behaviour Management	12
Food Hygiene	16
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire, Palliative Care , SALT , Nutrition , Hydration , continence Care , pressure mattress checx, prevention and management of pressure ulcers, Oral care
<p>Contractual Arrangements</p>	
No. of permanent staff	59
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)	48
No. of part-time staff (17-34 hours per week)	6
No. of part-time staff (16 hours or under per week)	5
Typical shift patterns in operation for employed staff	
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.	07.15-19.15 day 19.15- _7.15 Night
Staff Qualifications	
No. of staff who have the required qualification to be registered with Social Care Wales as a social care worker	31
No. of staff working towards the required/recommended qualification	11
Domestic 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	6
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	2
Health & Safety	6
Equality, Diversity & Human Rights	2
Infection, prevention & control	6
Manual Handling	6
Safeguarding	6
Medicine management	0
Dementia	1
Positive Behaviour Management	0
Food Hygiene	2
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire,
Contractual Arrangements	
No. of permanent staff	6
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)	1
No. of part-time staff (16 hours or under per week)	1
Staff Qualifications	
No. of staff who have the required qualification	0
No. of staff working toward required/recommended qualification	0
Catering 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	5
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	2
Health & Safety	5
Equality, Diversity & Human Rights	5
Infection, prevention & control	5
Manual Handling	5
Safeguarding	5
Medicine management	0
Dementia	1
Positive Behaviour Management	0
Food Hygiene	5
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire,COSHH
Contractual Arrangements	
No. of permanent staff	5
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)	5

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	0
No. of staff working toward 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.	Activity Coordinator Administrative staff Maintenance/ electric
Filled and vacant posts	
No. of staff in post	8
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	2
Health & Safety	8
Equality, Diversity & Human Rights	4
Infection, prevention & control	8
Manual Handling	6
Safeguarding	8
Medicine management	0
Dementia	2
Positive Behaviour Management	0
Food Hygiene	2
Please outline any additional training undertaken pertinent to this role which is not outlined above.	Fire,
Contractual Arrangements	
No. of permanent staff	8
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)	8
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	0
No. of staff working toward required/recommended qualification	0