

Inspection Report on

Ger Y Nant

Treharris

Mae'r adroddiad hwn hefyd ar gael yn Gymraeg

This report is also available in Welsh

Date Inspection Completed

03/08/2023

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About Ger Y Nant

Type of care provided	Care Home Service Adults Without Nursing
Registered Provider	Values in Care Ltd
Registered places	4
Language of the service	English
Previous Care Inspectorate Wales inspection	06 March 2023
Does this service promote Welsh language and culture?	This service is working towards providing an 'Active Offer' of the Welsh language and demonstrates a significant effort to promoting the use of the Welsh language and culture.

Summary

Ger Y Nant is a small service situated in Edwardsville, Treharris, providing care and support to people experiencing autism and / or learning disabilities.

This was a focused inspection to review an area of non-compliance identified at the last full inspection. We issued a priority action notice at our last full inspection as we found staff were not receiving the recommended level of formal support. Since our last inspection we found improvements have been made. Care workers said they felt supported in their roles and are trained to meet the needs of the people they support. Documentation relating to staff support and development confirmed care workers' comments. As this was a focused inspection, we did not consider care and support or the environment.

Well-being

People live in a home where the environment supports their well-being. The home is decorated and furnished to a good standard. Maintenance schedules ensure the environment and equipment is safe to use. People can personalise their own personal space, which creates a homely feel.

People are protected from harm and abuse. Care workers are aware of their safeguarding responsibilities and the process for raising concerns. Care workers receive safeguarding training and there is a safeguarding policy which is aligned with current legislation. Care workers have regular supervision where they get the opportunity to discuss any concerns they have with their manager.

People are treated with dignity and respect. People are encouraged to be as independent as they can be and have access to a range of activities tailored to their needs. There are sufficient numbers of care workers providing a good level of care and support. Personal plans contain comprehensive information about how best to support people to achieve their outcomes. Personal plans also contain detailed risk assessments which promote positive risk taking.

Care and Support

This was a focused inspection. We did not consider care and support at this inspection. We will look at this area at our next full inspection.

Environment

This was a focused inspection. We did not consider the environment at this inspection. We will look at this area at our next full inspection.

Leadership and Management

This was a focused inspection to consider some aspects of the leadership and management theme. Therefore, we have not considered this theme in full.

At the last full inspection, we found not all care workers had received the required levels of formal support. As this was an ongoing matter, we told the provider improvements must be made to rectify the issue. We issued a priority action notice and told the provider we would inspect again within six months to review the matter.

At our follow up inspection, we found improvements have been made. Care workers told us they feel supported in their roles. One said, *"I get supervision every 12 weeks. And I get an annual appraisal"*. Another care worker said, *"The manager is great, approachable, does what needs doing. I have no issues at all"*. Other care workers we spoke to also provided complimentary feedback and used words like *"supportive"* and *"brilliant"* to describe the manager. Documentation we viewed supported care workers positive comments. We looked at the service's supervision matrix and found all care workers receive supervision every three months and have had an annual appraisal. This is important as it gives care workers the opportunity to discuss work-related matters and their development options with their manager. We also looked at the service's training statistics which shows the vast majority of care workers are up to date with their training requirements.

Summary of Non-Compliance			
Status	What each means		
New	This non-compliance was identified at this inspection.		
Reviewed	Compliance was reviewed at this inspection and was not achieved. The target date for compliance is in the future and will be tested at next inspection.		
Not Achieved	Compliance was tested at this inspection and was not achieved.		
Achieved	Compliance was tested at this inspection and was achieved.		

We respond to non-compliance with regulations where poor outcomes for people, and / or risk to people's well-being are identified by issuing Priority Action Notice (s).

The provider must take immediate steps to address this and make improvements. Where providers fail to take priority action by the target date we may escalate the matter to an Improvement and Enforcement Panel.

Priority Action Notice(s)		
Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A
36	The provider is not compliant with regulation 36(2)(c) - This is because not all staff have received an annual appraisal.	Achieved

Where we find non-compliance with regulations but no immediate or significant risk for people using the service is identified we highlight these as Areas for Improvement.

We expect the provider to take action to rectify this and we will follow this up at the next inspection. Where the provider has failed to make the necessary improvements we will escalate the matter by issuing a Priority Action Notice.

Area(s) for Improvement			
Regulation	Summary	Status	
N/A	No non-compliance of this type was identified at this inspection	N/A	
36	The provider is not compliant with regulation 36(2)(d) because not all staff are up to date with the services core training requirements.	Achieved	

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