

Angel Human Resources Limited

# Angel Human Resources Limited (London Bridge)

## Inspection report

Angel House  
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### Ratings

Overall rating for this service	Good ●
Is the service safe?	Good ●
Is the service effective?	Good ●
Is the service caring?	Good ●
Is the service responsive?	Good ●
Is the service well-led?	Good ●

# Summary of findings

## Overall summary

This inspection took place on 1 November 2016. This was an announced inspection and the provider was given 48 hours' notice. This was to ensure that someone would be available at the office to provide us with the necessary information to carry out an inspection. When we last visited the service on 22 August 2013, we found the service was meeting all the regulations we looked at.

Angel Human Resources Limited provides care and support to people in their own homes who have physical and mental health care needs. At the time of the inspection the provider had 87 people who used their service.

The service had a registered manager. A registered manager is a person who has registered with the Care Quality Commission to manage the service. Like registered providers, they are 'registered persons'. Registered persons have legal responsibility for meeting the requirements in the Health and Social Care Act 2008 and associated Regulations about how the service is run.

People told us they were safe. Medicines were managed safely. Risk assessments identified the risks to people and how these could be minimised. Staff were available to meet people's needs.

People were involved in decisions about their care and how their needs would be met. Managers and staff had received training on the Deprivation of Liberty Safeguards and the Mental Capacity Act 2005.

Staff had access to ongoing training. They were knowledgeable about their roles and responsibilities. They had the skills and knowledge to meet people's support needs.

People were supported to eat and drink. Staff supported people to attend healthcare appointments and liaised with their GP and other healthcare professionals as required to meet people's needs.

People received individualised support that met their needs. Staff knew how to respond to people's needs in a way that promoted their individual preferences and choices regarding their care.

People were treated with dignity and respect. Staff understood people's preferences, likes and dislikes regarding their care and support needs. Care was planned and delivered in ways that enhanced people's safety and welfare according to their needs and preferences.

People were supported to maintain good health and had access to healthcare services.

The service regularly requested feedback from people who use the service. People, relatives and staff said the management were approachable and supportive. Systems were in place to monitor the quality of the service. People felt confident to express any concerns and these were addressed by the registered manager.

## The five questions we ask about services and what we found

We always ask the following five questions of services.

### Is the service safe?

Good ●

The service was safe. There were sufficient staff to ensure that people's needs were met.

Staff were aware of different types of abuse and what steps they would take if they had safeguarding concerns.

People were supported to have their medicines safely.

Risks to people who use the service were identified and managed effectively.

### Is the service effective?

Good ●

The service was effective. Staff were supported through induction, supervision, appraisal and training.

Staff understood the principles of the Mental Capacity Act (2005) and supported people to make decisions appropriately.

People were supported with food and drink appropriately.

The service worked with health and social care professionals to ensure people's needs were met.

### Is the service caring?

Good ●

The service was caring. Staff were caring and knowledgeable about the people they supported.

People and their representatives were supported to make informed decisions about their care and support.

People's privacy and dignity were respected.

### Is the service responsive?

Good ●

The service was responsive. People's need were assessed prior to care being delivered by the service.

Care plans detailed the support people required and how to meet their needs.

People and their relatives knew how to raise concerns and complaints and these were investigated and responded to in line with the provider's complaints policy.

### **Is the service well-led?**

The service was well led. The quality of the service was monitored.

The service had a positive open culture which continuously strived to improve.

Relatives and staff spoke positively of the registered manager and the management structure.

**Good** ●

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## **Detailed findings**

### Background to this inspection

We carried out this inspection under Section 60 of the Health and Social Care Act 2008 as part of our regulatory functions. This inspection was planned to check whether the provider is meeting the legal requirements and regulations associated with the Health and Social Care Act 2008, to look at the overall quality of the service, and to provide a rating for the service under the Care Act 2014.

This inspection took place on 1 November 2016. This was an announced inspection and the provider was given 48 hours notice. The inspection was carried out by one inspector.

Prior to the inspection we reviewed relevant information we held about the service. This included information sent to us by the provider, about the staff and the people who used the service. Before the inspection the provider completed a Provider Information Return (PIR). This is a form that asks the provider to give some key information about the service, what the service does well and improvements they plan to make. We spoke with the local safeguarding team and Healthwatch.

We spoke with six people who used the service, three care workers and the registered manager.

We also looked at a sample of eight care records of people who used the service, six medicine administration records, three staff records and records related to the management of the service.

## Is the service safe?

### Our findings

There were arrangements in place to protect people from the risk of abuse. People who used the service and relatives told us that they felt safe and could raise any concerns they had with staff. One person said, "I am safe." Information regarding who to contact if people or their relatives had concerns about the way they were treated by the service was available in the information pack that was given to people and relatives.

Staff understood the service's policy regarding how they should respond to safeguarding concerns. They understood how to recognise potential abuse and who to report their concerns to both in the service and to external authorities such as the local safeguarding team and the Care Quality Commission. A relative said, "The manager regular asks me if I have got any concerns about the care the staff are providing." Staff had received training in safeguarding adults. Health professionals told us that staff were very reliable and responded to any concerns they raised. No safeguarding concerns had been raised in the last year.

People told us they were involved in discussing risks and making choices about how to be safe. People's care records included a risk screening tool, which identified the individual risks in relation to people's health and risks which may occur whilst they were in different situation such as when they were using kitchen equipment. The service had then developed plans to reduce the risks of harm and reviewed these regularly with the involvement of the person to ensure they were still effective.

Staff we spoke with had a good understanding of how to manage risks positively for each person they supported. They told us they followed risk management plans and had the opportunity to discuss risk management at team meetings. Care records demonstrated staff had followed the individual risk management guidelines which were in place.

There were sufficient staff as people who used the service and relatives told us that the availability of staff was tailored to meet their individual needs. One person said, "Staff are very reliable." The registered manager explained that as part of people's assessment before they used the service it was agreed with them how much staff support they needed each day. Initial assessments and care plans identified when and for how long staff would visit people. Care plans also specified the care needs that staff would support people with.

Safe recruitment procedures were in place. Staff had undergone the required pre-employment checks before starting to work at the service. We looked at the files of three staff who had recently been recruited to work with people who used the service. These files contained disclosure and barring checks, two references and confirmation of their identity. We spoke with one member of staff who had recently been recruited to work at the service, the staff member told us they had been through a detailed recruitment procedure that included an interview and the taking up of references.

People who used the service had support from staff in relation to their medicines. People told us they received their medicines safely. Staff said when it was identified that people required support to receive their medicines they followed the provider's medicines administration procedures. Records and discussions

with staff showed that they had been trained in the administration of medicines.

Arrangements were in place for recording the administration of medicines. These records were clear and fully completed. The records showed people were getting their medicines when they needed them. There were no gaps on the medicines administration records (MAR) and reasons were recorded for not giving people their medicines. Staff told us how medicines were obtained and we saw that supplies were normally available to enable people to have their medicines when they needed them.

Staff said medicine administration record (MAR) charts were completed by them to confirm people had received their medicines as prescribed. People's MAR charts were checked as part of regular monitoring visits carried out by the management team to people's homes to ensure they received their medicines as prescribed.

# Is the service effective?

## Our findings

People who used the service received effective care as staff had the necessary knowledge and skills to meet their needs. People and relatives told us that staff understood and knew how to meet people's needs. One person said, "Staff have a caring nature and build relationships. They are trained to cope with the work and are very easy going in their manner." Staff said that the training they received enabled them to meet people's needs effectively.

One person told us, "Staff are trained so well. They also keep getting training." The training matrix showed that all staff had completed the necessary mandatory training (for example, infection-control, food hygiene and first aid). Refresher training had also been planned so that staff maintained their skills and knowledge in these areas. All staff had also completed the Health and Social Care Diploma.

Records showed all new staff received induction training before they were allowed to work on their own. The induction included classroom training which covered key policies, staff code of conduct and three days of shadowing where new staff worked with an experienced member of staff to learn the practical aspects of the job. Staff were given a copy of the organisation's staff handbook when they started so they could refer to it when required. This meant that staff were provided with the training and support they required to do their jobs effectively.

Staff told us they felt supported. Staff were supported through regular supervisions from their team supervisors every three months to discuss any issues they faced at work and concerns about the people they looked after. We saw copies of supervision notes and they covered discussions about the well-being of people using the service, performance issues, training and time keeping. Staff were also appraised yearly by their supervisors.

People and relatives told us staff asked them what they wanted and waited for permission from them before they supported them. Staff told us they always explained what they were doing and sought consent from the person before they carried out any task. They told us that where necessary they liaised with people's relatives if they had concerns about the person's ability to make a decision or choice.

Staff said they found various strategies to work with people around their decisions and choices. For example, if a person did not want to have their personal care when it was due, they would leave it and ask them again in a different way later. Staff understood the communication needs of people and demonstrated skills to communicate with them. For example, they said they would use simple words and body language.

Staff understood how a 'best interests' decision should be made if people were unable, even with support to make a decision. They explained that the family, GP and social worker would be involved in a joint review meeting. Staff had completed a formal training on the Mental Capacity Act 2005.

People told us when staff supported them with meals they were able to choose what they ate. The care plan for one person said they wanted staff that were able to cook meals from their cultural background and the



registered manager told us this was arranged. People's nutritional needs were assessed and when they had particular preferences regarding their diet these were recorded in their care plan.

Where necessary we saw that people had been referred to the dietician or speech and language therapist if they were having difficulties swallowing. People's weight was being recorded in their care plans. Where people needed support with their nutritional needs their fluid and food intake was being monitored.

People told us the service supported them with their healthcare needs. They told us that they had been able to see their general practitioner when they wanted.

Care records demonstrated that the service had worked jointly with health professionals to meet people's needs. The registered manager told us the service worked closely with other care providers. The service also contacted the local authority and other professionals to assist people to get mobility equipment.

## Is the service caring?

### Our findings

People and their relatives said that staff were caring and supported them to express their views about how their needs should be met. One person said, "Yes, the staff are respectful and friendly." Another person commented, "They listen to me." People also told us that when staff cared for them they were always, "kind" and "helpful." Staff knew the preferences and personal histories of people who use the service.

People and their relatives told us they had been involved in the care planning process and had been visited in their homes prior to receiving care. People were provided with copies of their care plans and information regarding the provider's policies on choice, confidentiality and complaints management.

People and relatives confirmed that they had been involved in the planning of their care. One relative commented that they met monthly with the duty manager to discuss their family member's care and these meetings were recorded in the person's care plan. Staff told us they gave people privacy whilst they undertook aspects of personal care, asking people how they would like things done and making enquiries as to their well-being to ensure people were comfortable.

People were supported to maintain their personal, cultural and religious needs. Care plans recorded people's requirements in relation to communication needs and preferred spoken language. People told us they were matched with staff from similar backgrounds to enable their needs to be met appropriately. People's communication needs were recorded and staff had guidelines on how to communicate with people appropriately.

Staff understood people's needs with regards to their disabilities, race, sexual orientation and gender and supported them in a caring way. Care records showed that staff supported people to practice their religion and attend community groups that reflected their cultural backgrounds.

People and relatives told us that they understood and had been involved in making decisions about their care and support. All the care plans we looked at had been signed by either the person or their relatives.

People and relatives told us they had the same carers for each visit. This meant that people were able to develop relationships with the staff that cared for them and provided continuity of care. We were told that carers usually arrived on time.

## Is the service responsive?

### Our findings

People who used the service told us they were involved in the planning and reviewing of their needs. One relative said, "Staff spent time talking to me they asked what help I wanted before they provided any care." Care plans were detailed and gave staff information about people's care needs and their preferences regarding how they wanted to be supported. Care plans were in place to address people's identified needs. Care plans had been reviewed monthly or more frequently such as when a person's condition had changed, to keep them up to date. Staff explained how they met people's needs in line with their care plans.

Care plans included a detailed account of all aspects of people's care, including personal and medical history, likes and dislikes, recent care and treatment and the involvement of family members.

People told us they knew the content of their care plan and were involved in planning their support. Care plans detailed people's care visit times, the duration of the visits and the tasks to be undertaken. Care records showed that people's care visit times had been increased when required to reflect their needs. Staff understood the importance of recording changes in people's needs.

The provider responded to people's changing circumstances. Relatives told us they were able to change their support visit times and stop and restart the care package as they wished. One person commented, "If you have to change something, the time of the visit or something you need help with the staff work with you and sort it out." Each person had a care plan that was tailored to meet their individual needs. Care plans reflected how people were supported to receive care and treatment in accordance with their needs and preferences.

Care records contained a pre-assessment document, which showed people's needs had been assessed before they decided to use the agency. People confirmed that someone from the agency had visited them to carry out an assessment of their needs. These assessments had ensured that the agency only supported people whose care needs could be met. One person said, "The staff are reliable."

People's needs were being regularly reviewed by the agency with the person receiving the service and their relatives. Where these needs had changed, usually because someone had become more dependent, the agency had made changes to the person's care plan. We saw a number of examples of this including an increase in care hours when someone's care needs increased. People told us that they could call the agency if they needed an extra hour or two of care and that this was provided when required.

People knew how to make a complaint about the service. People and their relatives had been given a copy of complaints policy so that they knew what to do if they wanted to make a complaint about the service. One relative told us, "Staff are always approachable and want get to things right." The complaint records showed that when issues had been raised these had been investigated and feedback given to the people concerned. Complaints were used as part of ongoing learning by the service, so that improvements could be made to the care and support people received.

## Is the service well-led?

### Our findings

We observed that there was an open and positive culture in the service. Staff, people and relatives told us that the service had a management team that was approachable and took action to address any concerns that they raised. One person told us, "You only have to call the office and the manager comes up and sees you." Staff were approachable and engaged positively with people and relatives.

Staff were positive about the management and told us they appreciated the clear guidance and support they received. Staff told us the registered manager was open to any suggestions they made and they had benefited from clearer communication from the registered manager about how they should prioritise their work.

Supervision records showed that staff training and development needs had been identified. Any issues identified in staff supervision were discussed by the management team and plans were put in place to address these issues. Staff told us that the supervision they received enabled them to understand and improve the way they met people's care needs.

People and their relatives were consulted about decisions on how the service should be developed. A survey had been carried out and responses were generally positive regarding how the service listened to people's views and involved them in decisions about their care. People were also involved in decisions about the service.

Staff knew where and how to report accidents and incidents. There had been four incidents in the last two months. These had been reviewed by the acting manager and action taken to ensure that any risks identified were addressed. Where necessary, people had been referred to their GP or the district nurse for further treatment and review. Accidents and incidents were monitored so that the risks to people's safety were appropriately managed.

Regular auditing and monitoring of the quality of care was taking place. This included spot-checks on the care provided by staff to people in their flats. These checks were recorded and any issues were addressed with staff in their supervision. Quarterly audits were carried out across various aspects of the service, these included the administration of medicines, care planning and training and development. Where these audits identified areas for improvements records showed that an action plan had been put in place and any issues had been addressed.