

CARNINGLI TRUST (THE)

Annual Return 2025/2026

The Annual Return is an online form that registered adults and children's services providers are legally required to complete each year under the [Regulations and Inspection of Social Care \(Wales\) Act 2016 \(RISCA\)](#). The purpose of Annual Returns is to provide the public with comprehensive, comparable and robust information on the quality of care and support services.

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Provider summary

The provider was registered on:	06/07/2018
The following lists the provider conditions:	There are no conditions associated to the provider

Training and workforce planning arrangements

<p>Arrangements in place during the last financial year for identifying, planning and meeting the training needs of staff employed by the service provider.</p>	<p>The Carningli Trust has a proactive approach to providing training, and expects staff to take ownership for their own personal development in relation to their work and to keep abreast of developments within their own area of expertise.</p> <p>All staff are supported to undertake development activities throughout their employment via an annual training plan in key areas of;</p> <p>-</p> <ol style="list-style-type: none"> 1. Induction and Probation 2. Core Mandatory Training 3. Service Specific Training 4. Continual Professional Development
<p>Arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider.</p>	<p>The Carningli Trust continues to develop a recognition and reward based plan for its employees, which we feel has contributed to our successful retention and recruitment of staff. These are;-</p> <p>Being a Real Living Wage employer.</p> <p>In depth program of training and CPD opportunities.</p> <p>Incremental rises throughout employment for access to company sick pay and additional annual leave entitlement.</p> <p>To acknowledge staff commitment and dedication an award of discretionary annual bonus payment</p>

Regulated services delivered by this provider

Service name	Service type	Type of care
Panteg	Care Home Service	Adults Without Nursing
Heddfan	Care Home Service	Adults Without Nursing
Minstrels	Care Home Service	Adults Without Nursing
Clayford	Care Home Service	Adults Without Nursing

Service: Heddfan

Service summary

Service Type	Care Home Service
Type of Care	Adults Without Nursing
Approval Date	06/07/2018
Maximum number of places	5
Service Conditions	<ul style="list-style-type: none">• A maximum of 5 individuals can be accommodated at this service• CARNINGLI TRUST (THE) is registered to provide a Care Home Service at Heddfan, HEDDFAN, WHITLAND SA34 0NN.• The responsible individual for this service is Kerry Jean May
How many people in total did the service provide care and support to during the last financial year?	4

Service management

Responsible Individual(s)	Kerry May
Manager(s)	Saphire Collins, Michele Jones

Service contact details

Service Telephone Number	01834831411
Service Contact Email Address	admin@caminglitrust.org

Languages used at the service

What is the main language through which the service is provided?	English
Other languages used in the provision of the service	<ul style="list-style-type: none">• Welsh
Non-verbal communication methods used at the service	<ul style="list-style-type: none">• Picture Exchange Communication System (PECS)• Total Communication• Makaton• Non-formal communication (e.g. body language, facial expressions)• Objects of reference• Visual Communication using Symbols/Pictures (e.g. Communication Board, Picture Cards)• Writing (Paper / Whiteboards)

Service facilities and accommodation

<ul style="list-style-type: none">• Access to minibus or other transport• Activities room (Art, Music, Games, Computers, etc.)• Garden(s)• Ground-floor accommodation only• Laundry service• Number of bathrooms with assisted bathing facilities: 2• Number of bedrooms with en-suite facilities: 0• Number of communal lounges: 1• Number of dining rooms: 1• Number of shared bedrooms: 0• Number of single bedrooms: 5• On-site parking• Outdoor seating / entertainment area• Residents' kitchenette / communal kitchen• TV point• Wheelchair access• Woodland / ponds

Engagement with people using the service

For the people in our homes, they are active where possible in the daily planning and delivery of their care and support. They remained empowered by their staff teams to make decisions daily and also develop skills to plan for future requests. Home Meetings are also supported to encourage voice, participation and feedback. Along with our Easy Read "Guide to your Support" each person can be supported to understand their right to their involvement in all that we do. We also work closely with any appointed advocates as way on ensuring that every viewpoint it considered. There is inclusion within any review process of the home and or their package of care & support during their Annual Care Reviews

Compliance and quality statement

Inspected - Delivering Quality Care

During the reporting period, Care Inspectorate Wales visited our service. We're proud their findings show we provide safe, effective, and supportive care for the people who use our services, meeting the required standards under section 27(1) of the Regulation and Inspection of Social Care (Wales) Act 2016.

We also carry out regular reviews to make sure the care and support we offer continues to meet people's needs and helps them achieve positive outcomes.

Fees charged by the service

The minimum weekly fee payable during the last financial year?	£1618.01
The maximum weekly fee payable during the last financial year?	£2065.40

Complaints processed by the service

Total number of formal complaints made during the last financial year	0
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	0
Number of complaints not upheld	0

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	7
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Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	1	0
Deputy Manager	1	0
Care Worker	7	0

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Equality, Diversity & Human Rights and Infection, prevention & control

Role type	Equality, Diversity & Human Rights	Infection, prevention & control
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Manual Handling and Safeguarding

Role type	Manual Handling	Safeguarding
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Medicine Management and Dementia

Role type	Medicine Management	Dementia
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Positive Behaviour Management and Food Hygiene

Role type	Positive Behaviour Management	Food Hygiene
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Contractual arrangements

Permanent Staff, Fixed Term Contracted Staff and Volunteers

Role type	No. of permanent staff	No. of fixed term contracted staff	No. of volunteers
Manager	1	0	0
Deputy Manager	1	0	0
Care Worker	7	0	0

Agency/Bank Staff & Non-Guaranteed Hours (zero hours) Staff

Role type	No. of agency/bank staff	No. of non-guaranteed hours (zero hours) staff
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Full time v part time information

Role type	No. of full time staff	No. of part time staff
Manager	1	0
Deputy Manager	1	0
Care Worker	7	0

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	0	1
Deputy Manager	1	0
Care Worker	6	1

Working towards required qualification - apprenticeship & Qualification not required for role

Role type	Working towards required qualification - apprenticeship	Qualification not required for role
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Typical shift patterns

Role type	Typical shift patterns
Care Worker	DAY SHIFT COMMENCE FROM 8AM TO 10PM , 1 X WAKING NIGHT COMMENCES 10PM TO 8AM. THERE CAN BE A MAX OF 2.5 STAFF PER DAY AND 1 STAFF PER NIGHT SHIFT

Service: Minstrels

Service summary

Service Type	Care Home Service
Type of Care	Adults Without Nursing
Approval Date	06/07/2018
Maximum number of places	5
Service Conditions	<ul style="list-style-type: none">• A maximum of 5 individuals can be accommodated at this service• CARNINGLI TRUST (THE) is registered to provide a Care Home Service at Minstrels, MINSTRELS, BACKE ROAD, CARMARTHEN SA33 4EU.• The responsible individual for this service is Kerry Jean May
How many people in total did the service provide care and support to during the last financial year?	5

Service management

Responsible Individual(s)	Kerry May
Manager(s)	Michelle Laugharne

Service contact details

Service Telephone Number	01994232985
Service Contact Email Address	admin@caminglitrust.org

Languages used at the service

What is the main language through which the service is provided?	English
Other languages used in the provision of the service	<ul style="list-style-type: none">• Welsh
Non-verbal communication methods used at the service	<ul style="list-style-type: none">• Makaton• Objects of reference• Visual Communication using Symbols/Pictures (e.g. Communication Board, Picture Cards)• Non-formal communication (e.g. body language, facial expressions)• Total Communication• Intensive interaction

Service facilities and accommodation

<ul style="list-style-type: none">• Access to minibus or other transport• Activities room (Art, Music, Games, Computers, etc.)• Garden(s)• Laundry service• Number of bathrooms with assisted bathing facilities: 1• Number of bedrooms with en-suite facilities: 0• Number of communal lounges: 1• Number of dining rooms: 1• Number of shared bedrooms: 0• Number of single bedrooms: 5• On-site parking• Outdoor seating / entertainment area• Quiet areas• Residents' kitchenette / communal kitchen• TV point• Wheelchair access• Woodland / ponds

Engagement with people using the service

For the people in our homes, they are active where possible in the daily planning and delivery of their care and support.

They remained empowered by their staff teams to make decisions daily and also develop skills to plan for future requests. Home Meetings are also supported to encourage voice, participation and feedback where possible. Along with our Easy Read "Guide to your Support" each person can understand their right to their involvement in all that we do. We support the involvement of Advocacy services where there is a an identified need for individual choice to be supported. Consultation with other individuals who were identified as playing a participative and supportive role in our operations also received an annual questionnaire that requested feedback on key areas of the support we provide e.g. wellbeing, safety and involvement. Its also included feedback on the Carningli Trusts management of the home re; communication, raising compliments/ complaints and who to contact.

Compliance and quality statement

Inspected - Delivering Quality Care

During the reporting period, Care Inspectorate Wales visited our service. We're proud their findings show we provide safe, effective, and supportive care for the people who use our services, meeting the required standards under section 27(1) of the Regulation and Inspection of Social Care (Wales) Act 2016.

We also carry out regular reviews to make sure the care and support we offer continues to meet people's needs and helps them achieve positive outcomes.

Fees charged by the service

The minimum weekly fee payable during the last financial year?	£1990.06
The maximum weekly fee payable during the last financial year?	£2785.87

Complaints processed by the service

Total number of formal complaints made during the last financial year	0
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	0
Number of complaints not upheld	0

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	12.50
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Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	1	0
Deputy Manager	1	0
Care Worker	13	0

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Equality, Diversity & Human Rights and Infection, prevention & control

Role type	Equality, Diversity & Human Rights	Infection, prevention & control
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Manual Handling and Safeguarding

Role type	Manual Handling	Safeguarding
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Medicine Management and Dementia

Role type	Medicine Management	Dementia
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	Working towards all staff completing	Not relevant to this staff group

Positive Behaviour Management and Food Hygiene

Role type	Positive Behaviour Management	Food Hygiene
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	Working towards all staff completing	All staff have completed

Contractual arrangements

Permanent Staff, Fixed Term Contracted Staff and Volunteers

Role type	No. of permanent staff	No. of fixed term contracted staff	No. of volunteers
Manager	1	0	0
Deputy Manager	1	0	0
Care Worker	13	0	0

Agency/Bank Staff & Non-Guaranteed Hours (zero hours) Staff

Role type	No. of agency/bank staff	No. of non-guaranteed hours (zero hours) staff
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Full time v part time information

Role type	No. of full time staff	No. of part time staff
Manager	1	0
Deputy Manager	1	0
Care Worker	7	6

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	0	1
Deputy Manager	0	1
Care Worker	7	6

Working towards required qualification - apprenticeship & Qualification not required for role

Role type	Working towards required qualification - apprenticeship	Qualification not required for role
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Typical shift patterns

Role type	Typical shift patterns
Care Worker	DAY SHIFT COMMENCE FROM 8AM TO 10PM , 1 X WAKING NIGHT COMMENCES 10PM TO 8AM. THERE CAN BE A MAX OF 4X STAFF PER DAY AND 1 STAFF PER NIGHT SHIFT

Service: Panteg

Service summary

Service Type	Care Home Service
Type of Care	Adults Without Nursing
Approval Date	09/07/2018
Maximum number of places	5
Service Conditions	<ul style="list-style-type: none">• A maximum of 5 individuals can be accommodated at this service• CARNINGLI TRUST (THE) is registered to provide a Care Home Service at Panteg, PANTEG, CARMARTHEN SA33 4JR.• The responsible individual for this service is Kerry Jean May
How many people in total did the service provide care and support to during the last financial year?	5

Service management

Responsible Individual(s)	Kerry May
Manager(s)	Michele Jones, Michelle Laugharne

Service contact details

Service Telephone Number	01994231019
Service Contact Email Address	admin@caminglitrust.org

Languages used at the service

What is the main language through which the service is provided?	English
Other languages used in the provision of the service	<ul style="list-style-type: none">• Welsh
Non-verbal communication methods used at the service	<ul style="list-style-type: none">• Intensive interaction• Objects of reference• Signalong• Makaton• Non-formal communication (e.g. body language, facial expressions)• Total Communication• Visual Communication using Symbols/Pictures (e.g. Communication Board, Picture Cards)

Service facilities and accommodation

<ul style="list-style-type: none">• Access to minibus or other transport• Activities room (Art, Music, Games, Computers, etc.)• Garden(s)• Ground-floor accommodation only• Laundry service• Number of bathrooms with assisted bathing facilities: 2• Number of bedrooms with en-suite facilities: 0• Number of communal lounges: 2• Number of dining rooms: 1• Number of shared bedrooms: 0• Number of single bedrooms: 5• Outdoor seating / entertainment area• Quiet areas• Residents' kitchenette / communal kitchen• TV point• Wildlife / domesticated animals
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Engagement with people using the service

For the people in our homes, they are active where possible in the daily planning and delivery of their care and support.

They remained empowered by their staff teams to make decisions daily and also develop skills to plan for future requests. Home Meetings are also supported to encourage voice, participation and feedback. Along with our Easy Read "Guide to your Support" each person can be supported to understand their right to their involvement in all that we do. We also work closely with any appointed advocates as way on ensuring that every viewpoint it considered. There is inclusion within any review process of the home and or their package of care & support during their Annual Care Reviews.

Compliance and quality statement

Inspected - Delivering Quality Care

During the reporting period, Care Inspectorate Wales visited our service. We're proud their findings show we provide safe, effective, and supportive care for the people who use our services, meeting the required standards under section 27(1) of the Regulation and Inspection of Social Care (Wales) Act 2016.

We also carry out regular reviews to make sure the care and support we offer continues to meet people's needs and helps them achieve positive outcomes.

Fees charged by the service

The minimum weekly fee payable during the last financial year?	£1597.92
The maximum weekly fee payable during the last financial year?	£2115.54

Complaints processed by the service

Total number of formal complaints made during the last financial year	0
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	0
Number of complaints not upheld	0

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	8.50
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Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	1	0
Deputy Manager	1	0
Care Worker	10	1

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	Working towards all staff completing

Equality, Diversity & Human Rights and Infection, prevention & control

Role type	Equality, Diversity & Human Rights	Infection, prevention & control
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Manual Handling and Safeguarding

Role type	Manual Handling	Safeguarding
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Medicine Management and Dementia

Role type	Medicine Management	Dementia
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Positive Behaviour Management and Food Hygiene

Role type	Positive Behaviour Management	Food Hygiene
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Contractual arrangements

Permanent Staff, Fixed Term Contracted Staff and Volunteers

Role type	No. of permanent staff	No. of fixed term contracted staff	No. of volunteers
Manager	1	0	0
Deputy Manager	1	0	0
Care Worker	10	0	0

Agency/Bank Staff & Non-Guaranteed Hours (zero hours) Staff

Role type	No. of agency/bank staff	No. of non-guaranteed hours (zero hours) staff
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Full time v part time information

Role type	No. of full time staff	No. of part time staff
Manager	1	0
Deputy Manager	1	0
Care Worker	3	7

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	0	1
Deputy Manager	0	1
Care Worker	6	4

Working towards required qualification - apprenticeship & Qualification not required for role

Role type	Working towards required qualification - apprenticeship	Qualification not required for role
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Typical shift patterns

Role type	Typical shift patterns
Care Worker	DAY SHIFT COMMENCE FROM 8AM TO 10PM , 1 X WAKING NIGHT COMMENCES 10PM TO 8AM. THERE CAN BE A MAX OF 3 STAFF PER DAY AND 1 STAFF PER NIGHT SHIFT

Service: Clayford

Service summary

Service Type	Care Home Service
Type of Care	Adults Without Nursing
Approval Date	09/07/2018
Maximum number of places	5
Service Conditions	<ul style="list-style-type: none">• A maximum of 5 individuals can be accommodated at this service• CARNINGLI TRUST (THE) is registered to provide a Care Home Service at Clayford, CLAYFORD FARM, HAVERFORDWEST SA62 4BD.• The responsible individual for this service is Kerry Jean May
How many people in total did the service provide care and support to during the last financial year?	5

Service management

Responsible Individual(s)	Kerry May
Manager(s)	Saphire Collins

Service contact details

Service Telephone Number	01437751273
Service Contact Email Address	admin@caminglitrust.org

Languages used at the service

What is the main language through which the service is provided?	English
Other languages used in the provision of the service	<ul style="list-style-type: none">• Welsh
Non-verbal communication methods used at the service	<ul style="list-style-type: none">• Signalong• Picture Exchange Communication System (PECS)• Objects of reference• Total Communication• Intensive interaction• Makaton• Non-formal communication (e.g. body language, facial expressions)• Visual Communication using Symbols/Pictures (e.g. Communication Board, Picture Cards)

Service facilities and accommodation

<ul style="list-style-type: none">• Access to minibus or other transport• Activities room (Art, Music, Games, Computers, etc.)• Garden(s)• Laundry service• Number of bathrooms with assisted bathing facilities: 1• Number of bedrooms with en-suite facilities: 1• Number of communal lounges: 2• Number of dining rooms: 1• Number of shared bedrooms: 0• Number of single bedrooms: 4• Outdoor seating / entertainment area• Quiet areas• Residents' kitchenette / communal kitchen• TV point• Wheelchair access• Woodland / ponds

Engagement with people using the service

For the people in our homes, they are active where possible in the daily planning and delivery of their care and support. They remained empowered by their staff teams to make decisions daily and also develop skills to plan for future requests. Home Meetings are also supported to encourage voice, participation and feedback. Along with our Easy Read "Guide to your Support" each person can be supported to understand their right to their involvement in all that we do. We also work closely with any appointed advocates as way on ensuring that every viewpoint it considered. There is inclusion within any review process of the home and or their package of care & support during their Annual Care Reviews.

Compliance and quality statement

Inspected - Delivering Quality Care

During the reporting period, Care Inspectorate Wales visited our service. We're proud their findings show we provide safe, effective, and supportive care for the people who use our services, meeting the required standards under section 27(1) of the Regulation and Inspection of Social Care (Wales) Act 2016.

We also carry out regular reviews to make sure the care and support we offer continues to meet people's needs and helps them achieve positive outcomes.

Fees charged by the service

The minimum weekly fee payable during the last financial year?	£1904.82
The maximum weekly fee payable during the last financial year?	£2329.97

Complaints processed by the service

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	0
Number of complaints not upheld	2

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	9.30
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Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	1	0
Deputy Manager	1	0
Care Worker	9	0

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Equality, Diversity & Human Rights and Infection, prevention & control

Role type	Equality, Diversity & Human Rights	Infection, prevention & control
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Manual Handling and Safeguarding

Role type	Manual Handling	Safeguarding
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Medicine Management and Dementia

Role type	Medicine Management	Dementia
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	Not relevant to this staff group

Positive Behaviour Management and Food Hygiene

Role type	Positive Behaviour Management	Food Hygiene
Manager	All staff have completed	All staff have completed
Deputy Manager	All staff have completed	All staff have completed
Care Worker	All staff have completed	All staff have completed

Contractual arrangements

Permanent Staff, Fixed Term Contracted Staff and Volunteers

Role type	No. of permanent staff	No. of fixed term contracted staff	No. of volunteers
Manager	1	0	0
Deputy Manager	1	0	0
Care Worker	9	0	0

Agency/Bank Staff & Non-Guaranteed Hours (zero hours) Staff

Role type	No. of agency/bank staff	No. of non-guaranteed hours (zero hours) staff
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Full time v part time information

Role type	No. of full time staff	No. of part time staff
Manager	1	0
Deputy Manager	1	0
Care Worker	7	2

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	0	1
Deputy Manager	0	1
Care Worker	6	3

Working towards required qualification - apprenticeship & Qualification not required for role

Role type	Working towards required qualification - apprenticeship	Qualification not required for role
Manager	0	0
Deputy Manager	0	0
Care Worker	0	0

Typical shift patterns

Role type	Typical shift patterns
Care Worker	DAY SHIFT COMMENCE FROM 8AM TO 10PM , 1 X WAKING NIGHT COMMENCES 10PM TO 8AM. THERE CAN BE A MAX OF 3 STAFF PER DAY AND 1 STAFF PER NIGHT SHIFT