



**House of Caring Ltd**

**Suite 14/6 Maple Court Grove Business Park, Maidenhead, Berkshire, SL6 3LW**

**Service User Guide**

## **House of Caring Ltd**

Office Contact Number: **01753318030**

Office Hours: **9am to 5pm**

Emergency on Call: **7 days a week after 5pm till 8am in the morning**

Emergency on Call Contact Number: **01753318030/07404452444**

### **PROPERTY OF:**

**Please DO NOT remove from the Service User's home**

### **Important Note:**

This guide is available in alternative formats, including Large Print, Easy Read (including pictures), audio version and on various coloured paper and following languages upon request.

- English (British)
- French
- اردو
- हिंदी
- Dutch
- German
- Italian
- Spanish
- Russian
- Polish
- Korean
- Chinese
- Japanese

## **Welcome to House Of Caring Ltd**

On behalf of House Of Caring Ltd and all our staff, we welcome you, your family and others who are important to you.

We hope that you will be happy with House Of Caring Ltd. We want to support you to enjoy your day-to-day life in the same way that you do at present.

There may be questions that you would like to ask and our staff will ensure that any queries you have are answered as quickly and fully as possible. The information given below should provide you with the answers to some of the most frequently asked questions. **Useful Contact Information**

- The Registered Manager is Annus Qureshi
- The Registered Manager can be contacted on 07404452444
- The person responsible for complaints or comments and suggestions is The Registered Manager
- The person responsible for Data Protection is Ahmad Asad Chishti

## **Part 1: About House Of Caring Ltd**

House of Caring Ltd is a rapidly growing home care provider. We specialize in delivering complex care to adults in the comfort of their own homes and community.

Our passion is in providing high-quality care that is personalized to our clients, enabling them to reach their full potential and reduce frequent hospital admissions.

We strive to provide exceptional care Our `Statement of Purpose sets out our vision, who we are, what we stand for and how we run our daily activities for both internal and external operations. This enables us to maintain good processes and a clear sense of what we do and the people we serve.

### **Property Location**

suite 14/6 maple

court Grove Business

Park Maidenhead

berkshire

SL6 3LW

### **House Of Caring Ltd Philosophy of Care**

The Agency aims to:

\*Offer skilled care to enable people supported by us to achieve their optimum state of health and well-being.

\*Treat all people supported by us and all people who work here with respect at all times.

\*Uphold the human and citizenship rights of all who work and visit here and of all Service Users.

\*Support individual choice and personal decision-making as the right of all Service Users.

\*Respect and encourage the right of independence of all Service Users.

\*Recognise the individual uniqueness of Service Users, staff and visitors, and treat them with dignity and respect at all times.

\*Respect individual requirement for privacy at all times and treat all information relating to individuals in a confidential manner.

\*Recognise the individual need for personal fulfilment and offer individualised programmes of meaningful activity to

satisfy that need of Service Users and staff.

We base our care around you as an individual. To help us to do that, we adhere to a set of important principles outlined below. If at any time you have any questions about these, or you feel that someone is not upholding them, please let the Registered

Manager know.

**\*\*This is a good place to detail House Of Caring Ltd Company Values\*\***

## **Safe**

House Of Caring Ltd will do everything possible to keep you safe from all forms of abuse and neglect, working with you and other agencies to prevent avoidable harm. We do this by:

- **Ensuring that our staff are well trained and skilled to provide the right Care**, can recognise signs of abuse and report them swiftly, whilst ensuring that lessons are learnt and improvements made to the service, when required
- **Giving you the information, you need** to make informed choices and take informed risks. Staff at House Of Caring Ltd understand and ensure the balance between your informed risk-taking, and the responsibility to ensure the safety of you and of others
- **Identifying any hazards in your home** and reducing the risk of infection
- **Supporting you with any medication needs** carefully to minimise the risk of errors or supporting you to continue to self- manage your medication safely

## **Freedom from Discrimination**

House Of Caring Ltd has a zero-tolerance approach to all forms of discrimination and will take action when it is found. Discrimination means being treated unfairly on the grounds of; age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion, belief or lack of religion/belief, sex, sexual orientation or social standing.

## **Effective**

We believe in Care that meets your needs because you are involved fully in your Care and its arrangement.

Each Service User is celebrated and supported to be an individual, to have their own social, emotional, spiritual, cultural, political and sexual needs accepted, supported and respected.

The service we provide is effective because:

- **We employ the right staff** for you who have the right knowledge, skills and qualifications to fulfil your wishes and to enable you through Care
- **We will ask for your views and ideas** about how you wish for your care and support to be provided and enable you to contribute to any proposed changes
- **We will make information accessible** in a way that you can understand, about your Care, medication and the services being offered and how you can tell us if there is something you do not like about our services
- **We will consult you** on your wishes, history and preferences in the assessment and put this in your Care Plan. We will check this is up to date when your Care Plan is reviewed. We will make sure that your Care Plan is updated if your care needs change
- **We will ask for your informed consent** to Care and any changes to it in all decisions about your Care
- **The principles of the Mental Capacity Act will be followed** and we will ensure that, where you cannot give consent, best interest decisions will be made following the Mental Capacity Act principles
- You will be **supported to achieve as much independence as possible**, emotionally, physically, intellectually and socially and without unreasonable restrictions
- **We will keep information about you confidential** and will tell you how we use your personal information, store it and how long we keep it for. You can talk to our Operation manager if you are concerned about your personal information

## **Caring**

House Of Caring Ltd promotes a person-centred approach because:

- **Staff take an interest in what makes you, you;** the things you want to share from memories, the things you like and do not like, current interests, needs and new pursuits
- **Staff treat you with dignity** in the way they speak with you and the way they behave
- **We assist you in continuing to use your skills** and in pursuing your interests
- **We uphold your right to privacy** in all aspects of your care, personal affairs and belongings
- **All information about Service Users is treated as confidential** and only shared with members of staff, other professionals or organisations for the provision of care with your consent or your representative
- **Information about you will be protected and stored** to meet legal requirements and only kept for as

long as is necessary

- **We will make sure you understand information and what is said**, providing you with the support you need and giving you the help that you require to make your voice heard

## **Responsive**

House Of Caring Ltd is responsive to what we see, hear and know, to ensure that you maintain your health and wellbeing.

- **Care staff ensure that they are up to date with what is in your Care Plans** and make changes when they are needed
- **House Of Caring Ltd welcomes complaints, compliments and issues raised** and will always take them seriously, investigate and take the action needed to put things right, and improve the service we offer
- **Staff work with other professionals** to ensure that your Care is joined up

## **Well-Led**

House Of Caring Ltd is a well-led organisation, knowing its responsibilities and carrying them out.

- **The management staff of House Of Caring Ltd are available and approachable** for Service Users and staff alike
- **House Of Caring Ltd has the skills to monitor the service** and make changes when they are needed
- When things go wrong, **House Of Caring Ltd and its management staff are honest** with you and give solutions on how to put things right
- **House Of Caring Ltd welcomes feedback** from you to shape and improve the service
- **House Of Caring Ltd works in partnership with other agencies** for the provision of the service

## **Statement of Purpose**

We have a Statement of Purpose which we share with you, Annus Qureshi is able to help you with this.

## **Listening to the People who use our Services**

We also share with you surveys from other people who use our services. We do not include them in this guide as they become out of date quickly.

## **Our Staff**

\*\*Adapt as required for your service \*\*

*[Standard staff numbers per shift - Example - The staff allocated to support you will be chosen in accordance with matching their skills with your needs, and also to minimise travelling distances in order to support good time attendance. In addition to the direct support staff, the Registered Manager works 40 hours per week, most of which should be in addition to the levels displayed. In certain circumstances the manager may be included within the staffing levels described. Staffing levels may be changed at the discretion of the Manager if there are particular needs. Care staff work on a rota system that ensures that the service is staffed by the appropriate number and skill mix, including weekends and public holidays. New employees receive a comprehensive company induction in line with Care Certificate Standards before they begin any work alone. Within 12 weeks of employment care workers will receive in depth mandatory training on core subjects as well as being assessed on the Care Certificate Standards. We support our new care workers by taking them out to 'shadow' existing staff members completing their visits prior to any lone working. We manage and train our employees with the aim that all of our care workers are offered to achieve a RQF diploma if they do not already have one or equivalent qualification. All other employees receive the training appropriate to their work, for example food hygiene for catering staff. All employees receive annual training in health and safety matters such as moving and handling, fire awareness and procedures, adult protection issues, autism and learning disability awareness as well as a range of other matters].*

## **Our Services**

The services we offer are listed below. If there is a service you require that is not listed, please do not hesitate to speak to the manager to see if it can be arranged: Community-based services for people with a learning disability

## **Friends, Family and the Community**

- We will support you in keeping links with the community, maintain your network of friends and family and will help you to visit shops and places of interest, where agreed, as part of your Care Plan

## **Activities**

- House Of Caring Ltd actively promotes Service Users' normal social networks and social activities and the level of support required will be agreed as part of your Care Plan
- Each Service User's Care Plan includes a facility for recording life history, social networks and contacts, and preferences for activities and hobbies, so that the service can ensure that these are a part of everyday life

## **Privacy**

We will respect Service Users' privacy at all times. We will do this by making sure that:

- Discussion about Service Users and their affairs will be for the purposes of managing and improving care,



and for no other reason, and will be conducted in private

- Records will be designed, used and stored safely and confidentially and UK GDPR and Data

Protection Act 2018 principles for information sharing will be followed

- We will ask you to keep your Care Plan safely in an agreed place so that your Care Workers can read it when they come to your home or we will create a Care Plan with you that is stored digitally, we will of course give you a copy of this to keep safe

### **Service Users' Dignity**

Your dignity is a matter of the utmost importance to us and all staff will have received training in this area.

- We ask you what you would like to be called, this name will be recorded on your Care Plan and used by all staff
- In the absence of information on what you want our staff to call you, staff will address you formally, using your title and surname
- Staff are trained to support you with dignity always and will ensure that support is given in a dignified way, whether you are alone or in company
- Staff are trained to knock and wait for your invitation before entering your home, unless there is an alternative arrangement agreed

### **Complaints and Comments Procedure**

We always aim to provide a high standard of care in all our services.

Our Service Users' views are important to us and help to ensure that our services are consistently meeting people's needs. If you are unhappy with any of our services, it is important that you let us know.

If a complaint alerts us to possible abuse or neglect, we will tell the Royal Borough of Windsor and Maidenhead Adult Safeguarding

Team. The Royal Borough of Windsor and Maidenhead Safeguarding Team will decide how to investigate and monitor outcomes.

### **How to Tell us what we Need to Improve**

Often people feel more comfortable about suggesting improvements rather than complaining formally. Anyone receiving services, their friends or family, can tell us how we can improve. First, you must speak to Annus Qureshi or their Deputy.

If the suggestion is something that House Of Caring Ltd as a company, needs to consider, you can send it to:

Registered Manager

House Of Caring Ltd

suite 14/6 maple

court Grove Business

Park Maidenhead

berkshire

SL6 3LW

or contact on 01753318030

or by email at [info@houseofcaring.co.uk](mailto:info@houseofcaring.co.uk)

### **Making a Complaint**

House Of Caring Ltd aims to handle complaints quickly, effectively and in a fair and honest way. We take all complaints seriously and use valuable information from investigating to help us improve the service we provide. We treat all complaints confidentially. House Of Caring Ltd assures Service Users and their families that it will not withdraw or reduce services because someone makes a complaint in good faith.

### **Who can Complain?**

Anyone affected by the way House Of Caring Ltd provides services can make a complaint. A representative may complain about the affected person if they:

- Have died
- Cannot make a complaint themselves, or
- Have given consent for the representative to act on their behalf

If you are not happy about making a complaint yourself and you do not know someone who can talk to us or write to us on your behalf we will be happy to find someone from an independent organisation to act as an advocate for you.

### **How you can Make A Complaint**

You can complain:

- In person
- By telephone
- By letter
- By email

- Through a member of our staff
- Through an advocate or representative

*We will acknowledge all complaints, whether verbally or in writing, within 3 working days.*

### **Anonymous Complaints**

We deal with anonymous complaints under the same procedure. However, it is better if you can provide contact details so that we can tell you the outcome of our investigation.

### **Responsibility**

Annus Qureshi has overall responsibility for dealing with all complaints made about their service. We will provide, as far as is reasonably practical:

- Any help you need to understand the complaints procedure; or
- Advice on where you may get that help

### **How we Handle Complaints**

Annus Qureshi may ask one of the management team to investigate the complaint. That person will have enough seniority and experience to deal with the issues raised by the complainant.

We will acknowledge a complaint within **3 working days** and give you the name and contact details of the person investigating it. We will keep you informed about the progress of the investigation. **We aim to have all complaints finished within 28 working days** unless we agree a different time scale with you.

When we have finished investigating, we will arrange to meet with you to discuss the outcome, and write to you with:

- Details of the findings
- Any action we have taken
- Our proposals to resolve your complaint
- Lessons learned

### **Time Limits**

You must complain as soon as you can after the date on which the event occurred or came to your notice. If you complain more than twelve months later, we may not be able to investigate properly. But we shall also consider whether you had good reason for not making the complaint sooner and whether, despite the delay, it is still possible to investigate the complaint effectively and fairly.

### **Further Steps**

At any stage during the process, if you are not happy with the way the service is dealing with your complaint you can contact the Annus Qureshi at:

House Of Caring Ltd

suite 14/6 maple

court Grove Business

Park Maidenhead

berkshire

SL6 3LW

0175331800

You can also raise your complaint or concern with:

#### **Director of Social Services:**

**01628 683800**

#### **Front Door duty Team:**

**01628683744**

#### **Thames Hospice Community:**

**01753848925**

#### **CQC:**

**03000 616161**

Or if your care is funded by the Health Authority, you can contact:

#### **Integrated Care Board:**

**Providing Adult Social Care Service on  
behalf of the Royal Borough of Windsor  
and Maidenhead**

Once your complaint has been fully dealt with by House Of Caring Ltd, if you are not satisfied with the outcome you can refer your complaint to the **Local Government and Social Care Ombudsman (LGO)** and ask for it to be reviewed. The LGO provides a free, independent service.

**The LGO can be contacted for information and advice, or to register your complaint:**

T: 0300 061 0614

W: [www.lgo.org.uk](http://www.lgo.org.uk)

The LGO will not usually investigate a complaint until the provider has had an opportunity to respond and resolve matters.

**Our service is registered with and regulated by the Care Quality Commission (CQC).**

The CQC cannot get involved in individual complaints about providers but is happy to receive information about our services at any time. You can contact the CQC at:

Care Quality Commission (CQC)

National Correspondence

Citygate, Gallowgate

Newcastle upon Tyne NE1 4PA

Tel: 03000 616161

Fax: 03000 616171

## **Safeguarding and Reporting Abuse**

Safeguarding of service users, often referred to as "safeguarding vulnerable adults" or simply "adult safeguarding," is a fundamental concept in the context of health and social care, particularly in House of Caring. It refers to a range of policies, procedures, and practices put in place to protect the well-being and rights of individuals who may be vulnerable to abuse, neglect, or harm due to their age, disability, illness, or other factors.

Key aspects of safeguarding of our service users include:

- 1. Protection from Abuse and Neglect:** Safeguarding ensures that our service users are protected from physical, emotional, sexual, financial, or any other form of abuse. It also encompasses protection from neglect, which includes failing to provide essential care and support.
- 2. Promoting Autonomy and Dignity:** While safeguarding aims to protect our service user, it also respects their autonomy and dignity. It seeks to empower individuals to make their own choices and decisions to the extent possible, while still ensuring their safety.
- 3. Prevention and Early Intervention:** Safeguarding is not just about responding to abuse; it also involves proactive measures to prevent abuse from occurring in the first place. This includes staff training, awareness programs, and risk assessments.
- 4. Multi-Agency Approach:** Safeguarding often involves collaboration between various agencies, including health and social care services, law enforcement, housing providers, and advocacy organizations. This multi-agency approach

ensures that the needs of service users are comprehensively addressed.

**5. Clear Reporting and Investigation Procedures:** It is essential to have clear procedures in place for reporting concerns about abuse or neglect. These procedures should include mechanisms for investigating and addressing reports promptly and effectively.

**6. Support for Victims and Whistleblowers:** Safeguarding includes providing support to those who have experienced abuse or neglect. It also protects whistleblowers who report concerns in good faith from any form of retaliation.

**7. Legal Framework:** Many countries, including the UK, have legal frameworks in place to underpin adult safeguarding. In the UK, the Care Act 2014 sets out statutory guidance on adult safeguarding, outlining the responsibilities of local authorities and others.

**8. Training and Awareness:** Professionals working in health and social care are typically trained in adult safeguarding to recognize signs of abuse, understand their legal obligations, and know how to respond appropriately.

**9. Regular Reviews:** Safeguarding policies and procedures should be regularly reviewed and updated to reflect changes in legislation, best practices, and emerging risks.

## **How to report Abuse**

Service users who experience or suspect abuse, can take several steps to report the abuse and seek help. Here's a guide on how a service user can report abuse:

**Identify the Abuse:** Recognize and clearly identify the abuse or harm you are experiencing or suspecting. Abuse can take various forms, including physical, emotional, sexual, financial, or neglectful abuse.

**Ensure Your Safety:** If you are in immediate danger or at risk of harm, call emergency services (999 in the UK) for immediate assistance.

**Inform Caregivers or Staff:** If the abuse is occurring in a care or residential facility, inform a caregiver, staff member, or manager within the facility as soon as possible.

**Internal Reporting:** Explain the internal reporting process within your organization. This should include guidance on whom to contact within the organization (e.g., a designated safeguarding officer) and how to document and report incidents. Encourage staff to report any concerns promptly and reassure them of protection against reprisals.

**External Reporting:** Clearly outline the process for reporting abuse to external authorities, such as the local authority and the Care Quality Commission (CQC). The Contact details are mentioned above.

**Confidentiality and Whistleblowing:** Emphasize the importance of confidentiality in reporting abuse. Assure service users and staff that their reports will be handled discreetly and with respect for their privacy.

Explain the concept of whistleblowing and the protections in place for individuals who report abuse in good faith. Make it clear that retaliation against whistleblowers is unacceptable and illegal.

### **Advocates**

All Service Users have the right to access an advocate who will act in their interests to help them solve problems, discuss concerns and understand information. Annus Qureshi will be happy to provide information on local advocacy groups and other support networks.

### **Lasting Power of Attorney**

House Of Caring Ltd understands that some Service Users have Lasting Power of Attorney in place for finance, health and well-being or all, in the event that they may require support or help for decision making. This is an individual or group of individuals such as relatives or very close friends that the Service User trusts to make an informed decision on their behalf should the occasion ever arise. As a company we ask you for these details and request your permission to share information with them on your behalf should you wish. There are circumstances where our service provision begins once a Lasting Power of Attorney has come into play, we will liaise with the appropriate individuals and work in partnership to ensure that the Service User's best outcomes are met.

### **Insurance**

House Of Caring Ltd carries Public Liability Insurance and Employers Liability Insurance up to £10,000,000 for any one claim. The insurance covers all aspects of its undertakings. However, the insurance does not take the place of normal household insurance cover for accidental breakage or damage to household items. Please do not make private arrangements with our staff because this will not be covered under our insurance policy.

## **Part 2: About Your Care and Support**

### **Care, Treatment and Support that Meets your Needs**

- Your personal needs are assessed to make sure you get safe and appropriate Care that maintains your rights
- You will receive the Care that you and your social care professional agree will make a difference to your health and wellbeing
- Your Care needs are coordinated if you move from one provider to another
- Staff respect your cultural background, gender, age, sexual orientation, religion or belief and your disability if you have one

### **To be Safe when Using a Service**

- You will be protected from abuse or the risk of abuse and staff will respect your human rights
- If you need support with your medication, we will make sure that you get the right support to make sure your medication is managed safely

### **To be Cared for by Staff with the Right Skills to do their Jobs Properly**

- You are cared for by staff who have the knowledge, skills and experience needed to meet your health and welfare needs
- You are looked after by staff who are well managed and have the chance to develop and improve their skills

### **House Of Caring Ltd Routinely Checks the Quality of its Services**

- We continuously monitor the quality of our services to make sure you receive the support you need
- Your personal records are accurate and kept safe and confidential
- We make sure that we have the right numbers of staff so that your Care Worker has supervision and support

### **Before your Service Starts**

- The first step is to arrange to visit you in your own home. House Of Caring Ltd will discuss with you, your individual requirements and the range of services we are able to provide for you
- Annus Qureshi, or one of our team, will visit you in your home, or in hospital if necessary, and will write an assessment with you. This information will form part of your Care Plan which explains how we will be able to support you to achieve your care, health and wellbeing goals
- If you have any questions, please discuss them with your Care Worker, or contact the Registered Manager,



who will be very happy to answer them

- Once you have agreed for House Of Caring Ltd to provide you with care and support, you will be asked to sign the Care Plan and sign that you give us consent to provide you with the care and support as planned
- We upload all your information to our software system, which your Care Worker uses via an app to log information about your visits in your daily progress record going forward.
- Before your service starts, we will make sure you know who is coming to provide your care and support (via email, telephone or paper copy), when they are coming and how long they will stay. Your Care Plan will tell them what they need to do when they visit you. We will also explain to them what your needs and wishes are

## **Fees**

The fees of House Of Caring Ltd are set out in the Service User Contract. If you would like details on the fees and terms of payment, you can discuss this with Annus Qureshi.

## **Your Care Team**

Working with the Disclosure and Barring Service (DBS), it is the policy of House Of Caring Ltd to adhere to:

- The Rehabilitation of Offenders Act 1974 (Incl. Exemption Order 1975)
- Health and Social Care Act (2008)

House Of Caring Ltd carries out stringent background checks and enhanced Disclosure and Barring Service checks on all its staff. In addition, our policy further strives to provide protection by ensuring that at least two satisfactory, written references are obtained to provide information concerning individuals' competence, ability, trustworthiness and experience as well as a full work history explaining any gaps in service.

Staff will be required to seek confirmation of their status via an enhanced Disclosure and Barring Service check.

## **Matching Care Staff to Meet your Needs**

For you to receive quality care, we understand that it is important that you can be cared for and supported by staff who know what your needs, expectations and wishes are. We make sure that we match your Care Worker to meet your needs and we will have a small team of Care Workers who will provide you with your care and support. This will ensure that you have enough cover when your Care Worker has holiday and that they can get to know you and what is important to you.

Obviously not everyone gets on with each other. If you are unhappy with your Care Worker, please bring this to the attention of the Registered Manager, (Annus Qureshi). The matter will be resolved sensitively and confidentially and a new Care Worker will be assigned to you if this is appropriate.

## **Holiday Leave and Sickness Cover**

When a Care Worker is away, House Of Caring Ltd will make other arrangements to ensure that you receive the service you need. You will be informed in advance of the name(s) of the Care Worker(s) who has/have been selected to replace your regular one. If a permanent change needs to be made, we will discuss this with you. House Of Caring Ltd will make every effort to ensure that you receive a reliable service always.

## **Identification Badges**

Care Workers are issued with a laminated, identification badge of House Of Caring Ltd that carries a photograph of them on it. Care Workers will show you the identification badge when they visit you. You must not allow a Care Worker into your home if you do not know them before they have shown you their identity badge. If you have any concerns about the

person, you must contact the office.

### **Staff Conduct**

- Staff will not directly charge you for any services provided. All charges must be documented and processed through House Of Caring Ltd
- Staff are not permitted to accept any gifts in cash or kind from either yourself, your family or friends
- Staff are not allowed to witness or benefit in any way from the Last Will and Testament of individuals using the services of House Of Caring Ltd
- Staff are not allowed to bring pets, children or other family or friends with them when they are working in your home
- Staff are not allowed to smoke or consume alcohol in your home
- As a rule, Care Workers cannot conduct any activity that is not specified in the Service User's Care Plan, or which may place themselves or others in danger
- Care Workers are not permitted to use your internet or Wi-Fi

## **Your Care and Support**

Your personal care and health care are planned in consultation with you, our staff and anyone else who is important to you, if you ask for them to be involved. To ensure that we provide the highest level of care for you, our staff will record the details of your care in the Care Plan along with details of your personal choices regarding the normal activities of daily living.

All Service Users are actively encouraged to become involved in the Care Planning process and will be consulted at each stage of the Care Plan.

Every time your Care Worker visits you, they will record what activities they have provided [electronically if applicable].

If you decide

that you do not want the care as planned on a visit, they will discuss this with you and record it in your daily progress record. Your Care Worker is trained to tell House Of Caring Ltd when they do not provide your care as agreed in the Care Plan. This is to make sure we can respond if your needs change.

## **Risk Assessment**

- The assessment of risk is addressed at the start of the service for each Service User and the results are integrated into the Care Plan. This makes sure that your views and the views of those important to you will be fully considered, as part of the person-centred Care Planning process
- The following are examples of the types of risks we assess. We recognise your right to choose and your right to take risks, each risk will be discussed in detail and those discussions will be recorded. This will show the way in which House Of Caring Ltd aims to meet your needs and to ensure that we can work safely with you in your home:
  - Security in the home
  - Fire
  - Electricity
  - Moving and handling
  - Infection control
  - Medication
  - Handling money

- Personal Safety

### **Service Users' consent**

House of caring provide the service users with sufficient information relating to consent to ensure that they fully understand the choices they are making regarding their care and treatment. House of caring incorporate the service users' views into the decision-making process is crucial to respecting their autonomy and preferences. As care providers, our goals are:

#### Clear and Accessible Information:

- Ensure that all written materials, such as consent forms, brochures, and information leaflets, are clear, plain language, and easy to understand.
- Provide information in different formats (e.g., written, visual, audio) to accommodate different learning styles and accessibility needs.

#### Informed Consent Discussions:

- Engage service users in open and honest discussions about their care and treatment options.
- Explain the purpose, risks, benefits, and alternatives of any proposed interventions or treatments, using simple and non-technical language.

#### Allow Sufficient Time:

- Give service users ample time to consider their options. Avoid rushing them into making decisions.

#### Answer Questions:

- Encourage service users to ask questions and provide comprehensive and honest answers to their inquiries.
- Ensure that any concerns or fears are addressed to alleviate anxiety or uncertainty.

#### 1. Use Visual Aids:

- Utilize visual aids, such as diagrams, charts, or illustrations, to help service users better understand complex medical or treatment information.

#### 2. Language Support:

- If service users have limited English proficiency or communication difficulties, provide interpreter services or use translated materials.

#### 3. Consent Forms:

- Clearly explain the content of consent forms and ensure that service users are aware of what they are signing.
- Allow service users the opportunity to review consent forms and discuss their content with a trusted person before signing.

#### Decision Support Tools:

- Offer decision support tools, such as decision aids or booklets, that help service users weigh the pros and cons of different treatment options.

#### Shared Decision-Making:

- Promote shared decision-making, where service users are actively involved in determining their care plan.
- Encourage service users to express their preferences and values, and incorporate these into the decision-making process.

#### Respect Autonomy:

- Respect the service user's right to refuse treatment or interventions, even if their decision differs from the healthcare provider's recommendation.

#### Documentation of Consent:

- Ensure that consent discussions and decisions are thoroughly documented in the service user's care records, including any refusal of treatment

### **Review of Your Care**

We carry out service reviews within 6 weeks of your service starting and then at least every 12 months or more often if required (as and when a change occurs). Changes in your Care will usually require a reassessment to make sure that your needs can be met. Please contact our office if you wish to request a review or contact the Social Services or Health Authority who may be paying for your service on your behalf.

### **Short Notice Cancellations**

We ask that you give us as much notice as possible if you wish to cancel your visit or if you are going to be away from home. You can cancel booked, individual Care Worker visits by giving at least 24 hours' notice to Annus Qureshi. Cancellations, where less than 24 hours' notice is given, including booked Care Worker visits made where you are unexpectedly not present, or refuse entry, will be charged at the normal rate for the full booked visit.

## **Terminating your Contract with House Of Caring Ltd**

You can cancel the service at any time (and for any reason) within 14 days of the date of this Agreement (the “Cancellation Period”). A Service User may, at any time and for any reason, give House Of Caring Ltd at least 14 days' written notice to terminate their individual service contract. If you give less than 14 days' notice, we reserve the right to charge a cancellation fee or a service suspension fee.

Please note, if you suspend the service for a period of time in accordance with the above paragraph, we cannot guarantee that the same Care Worker will attend your home when you resume the service.

## **Electronic Call Monitoring**

It is the responsibility of each member of staff to ensure that they make a Free phone telephone call to an Electronic Call Monitoring Provider upon arrival at and departure from your home. This will be discussed with you at the start of your service.

## **Secure Check In and Out APP**

It is the responsibility of each member of staff to ensure that they log in and out of your visit on their app upon arrival and departure from your home, this information is GPS tracked and will be uploaded to your profile on our software. This will be discussed with you at the start of your service.

## **Call Times**

Call times are primarily set according to the Service User's wishes. Obviously, it is not always possible to achieve the exact requirements from day one and sometimes a compromise is reached. You will always be advised of any changes and your approval sought before any change.

Punctuality is a high priority and is monitored very actively. Our aim is to arrive on time, all the time. Our policy is that, if a member of staff knows that they will be more than 30 minutes late arriving, then the office or our out-of-hours manager will be notified and the Service User informed immediately.

## **Part 3: Key Policies and Procedures**

### **Gender Choice**

You have the right to choose the sex of the person sent to support you with personal care. This is because of the personal nature of the service. We will record your choice when we talk to you as part of the care planning process. For your information, at times this may affect our ability to provide your care at your desired time.

### **Handling Money**

When Care Workers make financial transactions on your behalf for things like collecting pensions, shopping or paying bills, they will enter the details on the financial record sheet kept in your home. They will keep the receipt for shopping and count the change out to you. Care Workers must not be given cash cards or PIN numbers to obtain money from a bank on your behalf. Only financial arrangements that have been formally agreed and written in the Care Plan can be carried out for you.

Please contact the Registered Manager about any needs you have that are not being met, or if you are unsure whether or not they are being met.

### **Gifts, Wills and Other Documents**

House Of Caring Ltd aims to make sure that you receive a care service of the highest possible standard. To make sure our staff always work professionally and to protect you and our staff from any allegation of financial abuse:

- Care Workers are not allowed to accept gifts of money or other presents
- Care Workers are not allowed to accept loans
- Care Workers must not buy lottery tickets or sell you raffle tickets
- Care Workers must not sell to you from mail order catalogues
- Care Workers must not ask for sponsorship or for donations for charitable organisations or good causes
- Care Workers are not allowed to act as a witness or executor to legal documents and Wills
- Care Workers are not allowed to benefit from Wills
- Care Workers are not allowed to recommend tradesmen or a member of their family or friends to carry out work in your home

If you do require legal help, House Of Caring Ltd can refer you to an impartial or independent source of legal advice.

### **Keys and Key Safes**



Care Workers do not usually hold the house keys of people they visit. However, if there is a reason why this needs to be done, it must be formally recorded in advance as described in The Management of Keys and Key Safe Security Policy and Procedure at House Of Caring Ltd.

Care Workers will be given the key safe combination numbers of the people they visit. The policy arrangements of House Of Caring Ltd ensure that these numbers are kept securely and are never written down with the address.

### **Medication and Healthcare Related Activities**

Care Workers will administer medication but only when it has been agreed and written in the Care Plan. Both prescription and 'over the counter' remedies must be agreed beforehand so that it can be checked as to whether the medicines will have no 'side effects' if taken at the same time.

Care Workers receive training in the administration of medication and we have several medication policies at House Of Caring

Ltd. Some health-related activities when agreed, need to be carried out under the supervision of a healthcare professional and staff will be only able to perform them when they have the correct training, are fully supervised and assessed as being competent to meet your health-related needs safely. Annus Qureshi will need to give approval before any support is provided.

Care Workers are not allowed to administer medication from family-filled medication dispensers and no assistance can be provided that has not been formally agreed with the Registered Manager and detailed in the Care Plan.

Your Care Worker will record any medication administered on a (E-MAR) Medication Administration Record each time they provide any medication administration support. Any verbal reminders or physical assistance in relation to medication will also be recorded on a (E-MAR) Medication Administration Record.

### **Documenting your Care**

Your Care Worker makes a record of their visits with you. This includes the date and time of the visit as well as the length of time stayed, tasks that have been completed and any important information such as recording medication, if this is part of your Care Plan. This record is (delete as applicable) kept in a file in your home in the safe place that we have discussed with you OR kept digitally on our software system. We encourage our Care Workers to share what they are recording with you at the time of care delivery, but additionally, you and or your advocate have access to this information at any time via a secure login or by requesting a

paper copy/braille/audio version.

## **Confidentiality and Data Protection**

Our policy is that any information about you is strictly confidential and that maintaining a position of trust in this regard is paramount. However, because some information is relevant to providing quality Care, such information will be shared with members of staff who may be supporting you. You will be consulted, where appropriate, before information is released.

Information about you will be stored in paper form and may also be held on computer or other electronic devices. All are treated in the same strictly confidential way.

Information about you is needed to enable staff to provide proper support and treatment. Some of the information may also be used for other purposes, such as:

- Making sure our services meet your needs
- Helping staff to review the support they provide to you to help them achieve the highest standards
- Investigating complaints or legal claims
- Auditing of our services

Sometimes information about you needs to be passed on to other organisations, for example, if you are receiving care from a GP or hospital. The types of organisations with whom we may share information about you are:

- GPs
- District nurses
- Other health professionals
- Social workers
- Care Quality Commission

We have several policies about how we manage your personal information that comply with the UK General Data Protection Regulation and the Data Protection Act 2018 and you can speak to our Operation manager who is Ahmad Asad Chishti for more information about this.

## **Equality and Non-Discrimination**

House Of Caring Ltd offers services to all people without prejudice of their culture, race, ethnic origin, colour, religion, political beliefs, sexual orientation, marital status, disability or disease. We, therefore, believe that:

- You have the right to practise your beliefs, religion or culture without constraint by restrictive or discriminatory

practice

- You have the right to express your sexuality and to be free from discrimination on the grounds of sexual orientation as well as the right to take free, informed, voluntary decisions on your sexuality, sexual orientation and gender identity, without coercion or discrimination
- Complaints of discriminatory practice will be thoroughly investigated and the results of the investigation made known to the complainant
- All complaints will be recorded in such a way as to highlight repeated problems

To comply with the Equality Act 2010, House of Caring has taken necessary steps to demonstrate that we are meeting service users' needs in accordance with its principles:

- **Equality Impact Assessment:** House of Caring will conduct an equality impact assessment to identify and evaluate the potential impact of our policies, practices, and services on diverse groups of service users. This assessment will help in understanding whether certain groups are disproportionately affected and allows for adjustments to be made to mitigate these impacts.
- **Anti-Discrimination Policy:** House of Caring has clear and robust anti-discrimination policies in place. These policies should explicitly state that discrimination on the basis of protected characteristics, such as age, disability, gender, race, religion, or sexual orientation, is unacceptable and will not be tolerated.
- **Reasonable Adjustments:** If House of Caring knows or ought to know that a service user has a disability, they are required to make reasonable adjustments to ensure that the service is accessible to that individual. This might include making physical adjustments to premises, providing information in alternative formats, or offering additional support.
- **Accessible Communication:** House of Caring must ensure that their communication methods are accessible to all service users. This includes providing information in different languages or formats for those with visual or hearing impairments and making services available to individuals with disabilities.
- **Training and Awareness:** House of Caring invests in training and awareness programs for their staff to ensure they understand the principles of equality and are equipped to provide services in a non-discriminatory manner. Staff should be aware of the protected characteristics and how to prevent discrimination.
- **Monitoring and Reporting:** Regularly monitoring and reporting on equality and diversity within House of Caring is essential. This includes collecting data on service users' characteristics (while respecting privacy) and using this information to assess whether their needs are being met equitably.

- **Complaints Handling:** House of Caring has a clear and accessible complaints procedure that allows service users to report discrimination or unfair treatment. These complaints should be taken seriously, thoroughly investigated, and appropriate action should be taken.
- **Continuous Improvement:** Demonstrating compliance with The Equality Act 2010 is an ongoing process. House of Caring regularly review their policies and practices, making necessary adjustments to ensure that they are meeting the evolving needs of their service users and complying with the law.

### **Infection Control**

Care Workers are supplied with plastic aprons and gloves which they will wear when they carry out personal care duties. Care Workers need to wear protective clothing to prevent the spread of infection. Care Workers are also expected to wash their hands on entering and before leaving your home. Please contact the office if your Care Worker does not do this.

### **Smoke Free Law**

Legislation states that a private dwelling is not defined as smoke free unless used as a place of work. At certain points in the day your home becomes a place of work for our care/support staff. For the health and safety of our staff, we ask you and anyone else present in your home, to refrain from smoking and ventilate any room that will be used for your care, for at least one hour before the agreed time.

If you smoke while your Care Worker is with you, the Care Worker will be obliged to leave your home for the duration of your smoking and shall not be permitted to re-enter your home until 1 hour after you last smoked. Any additional requirements or any variation to this clause will be specified in your Care Plan.

### **Private Work**

Care staff are not permitted to undertake work for you privately and are not insured by us to be in your home either when you are not present or when they are not visiting as part of their agreed schedule of work with House Of Caring Ltd.

Any direct engagement by you of a Care Worker supplied by us shall render you liable to pay either a Permanent Engagement Fee to us totalling £1000.00, or to engage the Care Worker for a further 6-month period.

### **Protecting you from Abuse and Harm**

House Of Caring Ltd is committed to ensuring that you will be protected from harm and abuse and enabled to live as independently as possible in a safe environment.

Care Workers receive regular training on how people must be treated, and they are trained to recognise if someone is being bullied, physically abused or suffer financial, emotional and psychological harm. Person(s) such as informal carers, relatives, friends and members of the Home Care Staff or other professionals can commit abuse.

Abuse can take form in subtle ways like Care Workers calling people pet names that they do not like or speaking to someone else in a language they do not understand, so that they do not know if they are being discussed or not, or Care Workers using their mobile phone for personal use whilst they are providing care, or speaking over the head of a Service User to another Care Worker.

**Any reports of abuse or concerns of abuse must be reported to Annus Qureshi without fail. If you think you are being abused or are concerned you might be you can speak to Annus Qureshi.**

**If you do not think you can speak to someone at House Of Caring Ltd, you can contact, your local authority, Royal Borough of Windsor and Maidenhead.**

### **Your Telephone**

Your telephone will not be used by Care Workers except for the following reasons:

- You or they have a medical emergency. We will not be responsible for payment of your telephone bill
- To make a Free phone telephone call to an Electronic Call Monitoring Provider upon arrival at and departure from your home. This will be discussed with you at the start of your service

### **Withdrawal of Service**

Where termination of contract is the only reasonable option after consideration, House Of Caring Ltd will ensure a reasonable notice period of at least 28 days, unless safety issues require a swifter departure from the service.

Although Annus Qureshi will take all possible measures to resolve problems, there are some reasons why the consideration of withdrawal of service have to be made and they are as follows:

- Physical violence towards staff
- Serious verbal abuse towards staff which includes swearing, making derogatory remarks that are racist or sexist and that are meant to cause offence to staff
- Refusing to adhere or co-operate with the risk control measures put in place under the Management of Health and Safety at Work Regulations 1999 and thus putting themselves and staff at risk

- Withdrawal of service will be considered when there are risks present to the health and safety of the staff that are unacceptable and no control measures can be found

Other reasons that House Of Caring Ltd will consider in the withdrawal of the service is the continual pressure on staff to perform duties that are not part of the agreed Care Plan and the continual undermining of staff or threats of physical violence.

If you have failed to meet your financial commitments to House Of Caring Ltd, this will also be a situation where withdrawal of the service is considered.

House Of Caring Ltd  
suite 14/6 maple court , Grove Business Park, Maidenhead, Berkshire , SL6 3LW

I, \_\_\_\_\_, confirm receipt of the Service User Guide for House Of Caring Ltd and understand that should I need any further information, to contact Annus Qureshi.

**Service User's Signature:**

**Date received:**

Where the Service User lacks capacity, a representative should sign for receipt of the Service User Guide on their behalf.

**Representative on Behalf of \_\_\_\_\_ :**

**Signature:**

**Date Received:**