

camphill
village
trust



Gloucestershire
communities

Welcome to your Trustee road trip pack – July 2022

Community summary

The Gloucestershire communities of Oaklands Park, Grange Village and Lydney Community support are situated within the Forest of Dean. Lydney Community Support consists of houses in the town of Lydney.

The Forest of Dean covers an area of about 26,000 ac (10,500 ha). We are located within a very rural environment, close to the River Severn and the Wye Valley with many local attractions as well as the forests which are home to deer, the wild boar and pine martens; the forest is a very rewarding place to live and work.

Our model of support is predominantly supported living and community outreach. We are registered with CQC to provide domiciliary care.

We support 76 people across the three communities. Most of the people we support are funded through Gloucester County Council; we also support some people who are out of county placements as well as supporting privately funded individuals.

Accommodation

- Across the communities we have a mixture of shared accommodation and single person accommodation.
- Camphill Village Trust is the landlord for all residents within our communities.
- All of the accommodation is supported living.
- Accommodation at Grange Village consists of:
 - Orchard House, Hawthorn House, Cherry House, Oak Cottage, Oak Flat, Acorn Flat, Wayside House and Helios House.
- Accommodation at Oaklands Park consists of:
 - Juniper House, Lavender Cottage, Juniper Cottage, Briar Flat, Amber House, Peartree House, Farmhouse, The Creamery (Flats 1 and 2) Peartree flat, Apple Blossom Flat, George Cottage.
- The accommodation that makes up Lydney Community Support consists of:
 - Kingsbury House, Stanford House, The Yews, Tufa Flat, Stanford Road (a house with individual Flats)

Support needs

- We currently support 76 people across the three communities.
- We support adults with a learning disability and Autism.
- The people we support have varying support needs; this consists of:
 - Support with budgeting, daily living skills, we support people to be as independent as possible, we have strong links with day opportunities and co-production supporting people to access crafts and the social farm and gardens.

- We support people who have 20+ funded support hours per week as well as some people who require support for one hour a week.
- Our referrals come from the Local Authority or directly from individuals looking for a placement for a family member.
- We have no waking night support in the houses, but we do have sleep-in support.
- The people we support can be very independent and will access the community independently.
- We support 17 people with regulated activity this consists of support with personal care.
- We support people to work at Taurus Crafts, to become volunteers progressing to paid employment.

Day opportunities

- We currently have 66 people accessing our day opportunities, six external day placements and 60 people who live within our Gloucestershire communities.
- Day opportunity funding; six are Local Authority funded and 14 are privately funded. 47 people are funded by the Trust and access up to two sessions per week, some people pay for additional sessions privately.
- Grange Village day opportunities consist of:
 - Pottery, bakery, food production and social garden.
- Oaklands Park day opportunities consist of:
 - Crafts and woodwork. The market garden is run as an opportunity for more independent community members to volunteer, this is accessed by 14 people.
- We have seven local volunteers who support our day opportunities within the gardens, pottery, and crafts.

Our land

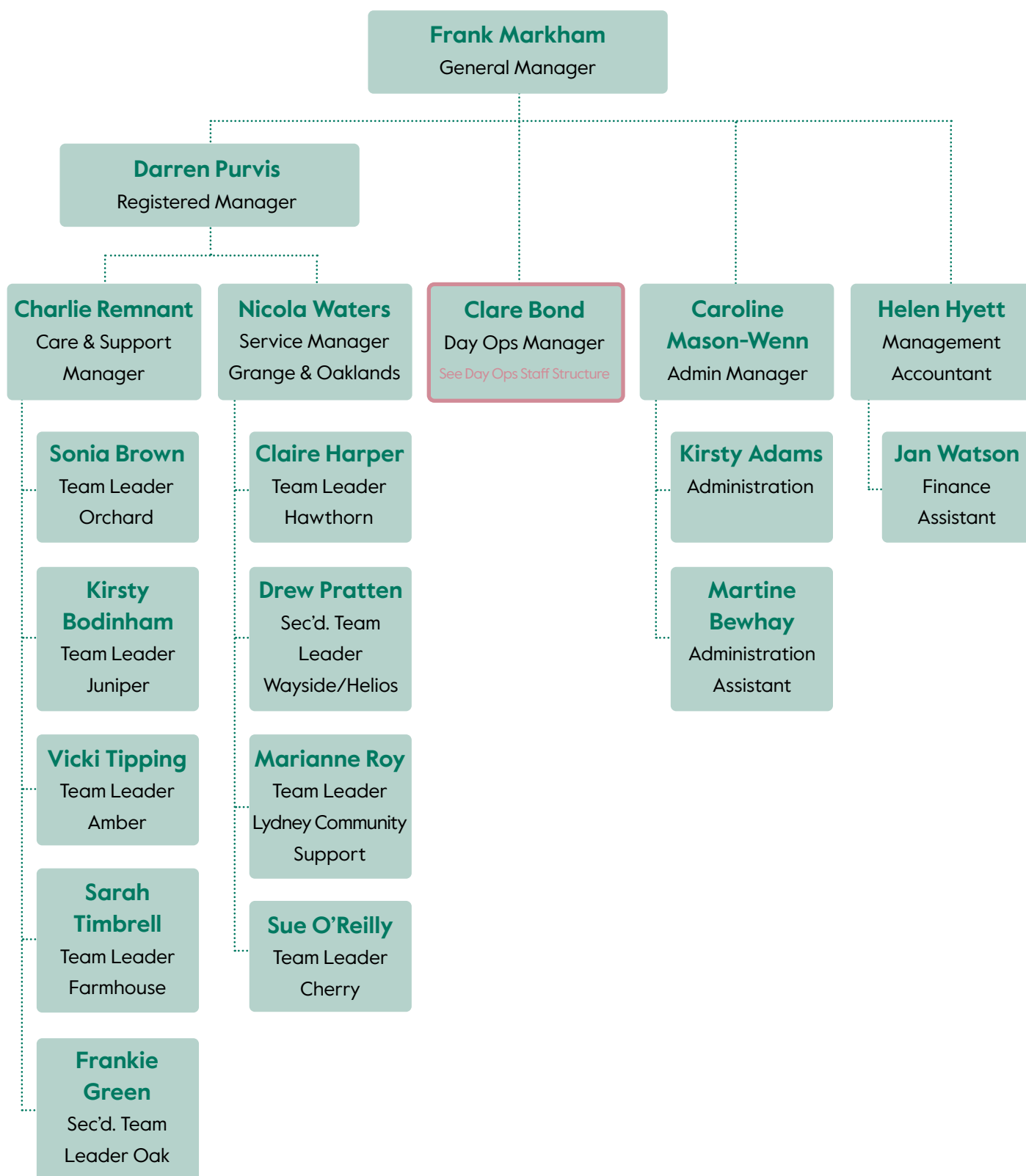
- Grange Village – just under 20 acres of grassland.
- Oaklands Park – 150 acres, of which 25 acres are woodlands, four-acre market garden.
- Oaklands farm buildings currently sit empty and unused.
- Forestry is under an active 10-year management plan.
- Recently a 1.9ha area of woodland was clear felled and replanted with native species.
- The grassland at Grange Village & Oaklands Park is on a six-month rolling grazing license.
- Grange Social Farm & Garden is the structured support opportunities of people with a defined need in a nature-based setting.
- Oaklands garden is a productive market garden.
- Oaklands Park has significant areas of top fruit trees.
- Oaklands garden has 800 sqm of protected cropping area.
- No livestock other than a handful of hens at Grange village.



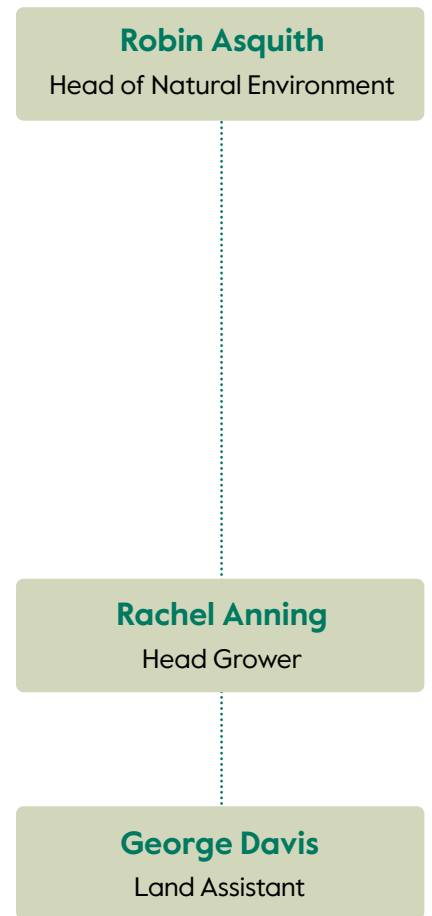
Frank Markham
General Manager
Gloucestershire
communities

Community organisation chart

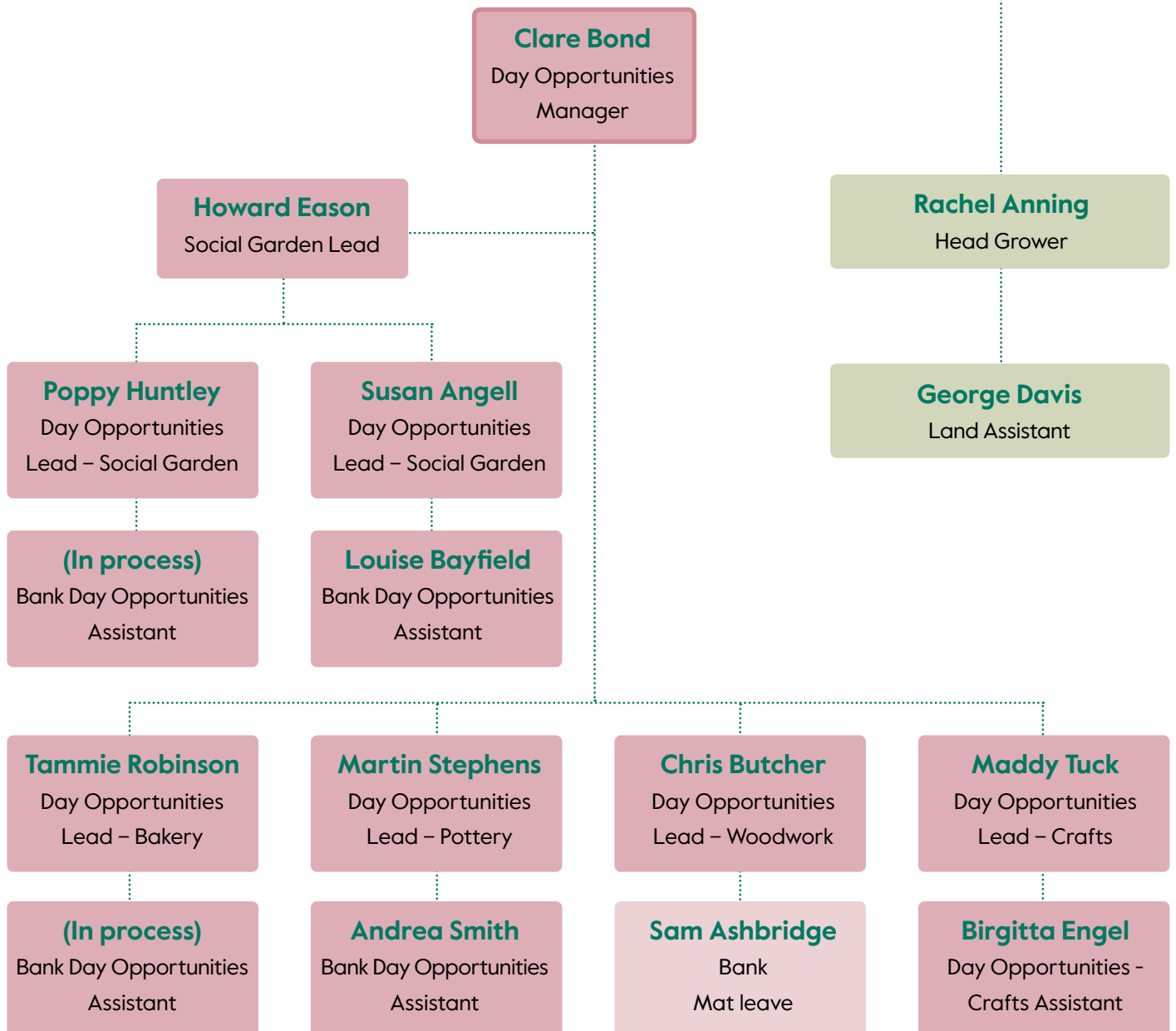
Management Structure



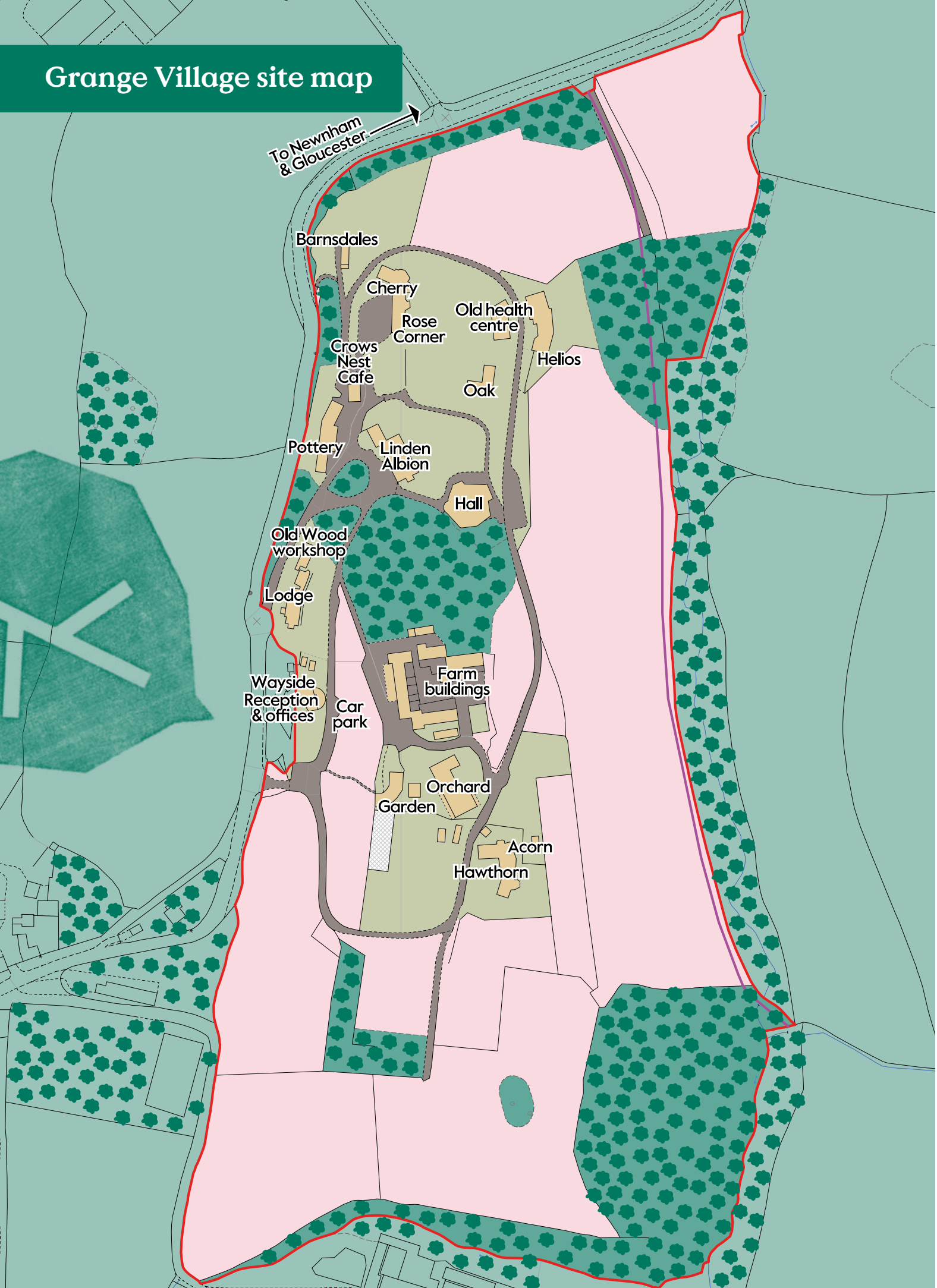
Farms and Gardens Day Opportunities Structure



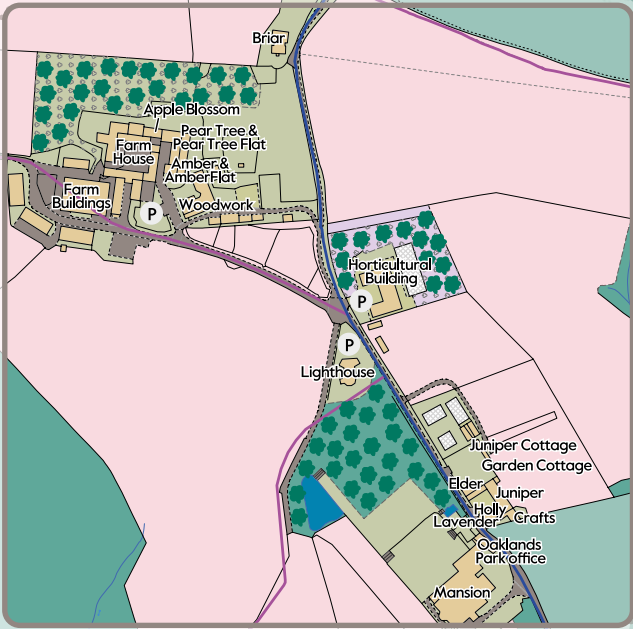
Gloucestershire Day Opportunities Structure



Grange Village site map

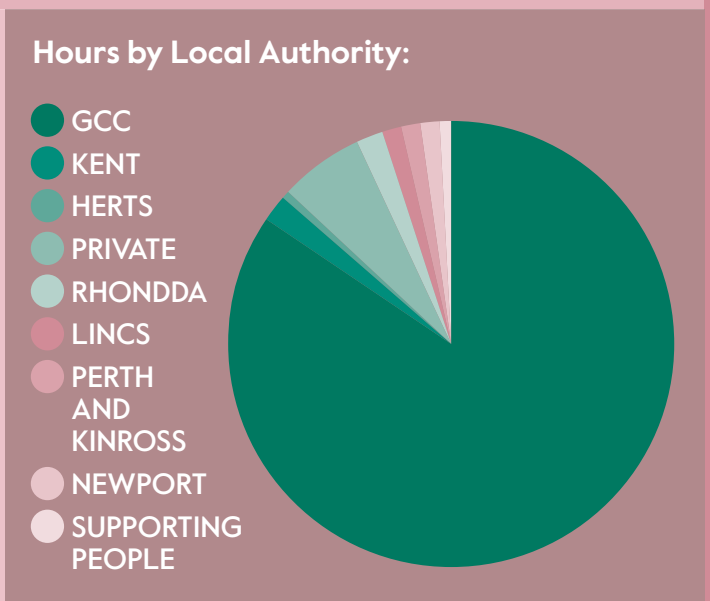
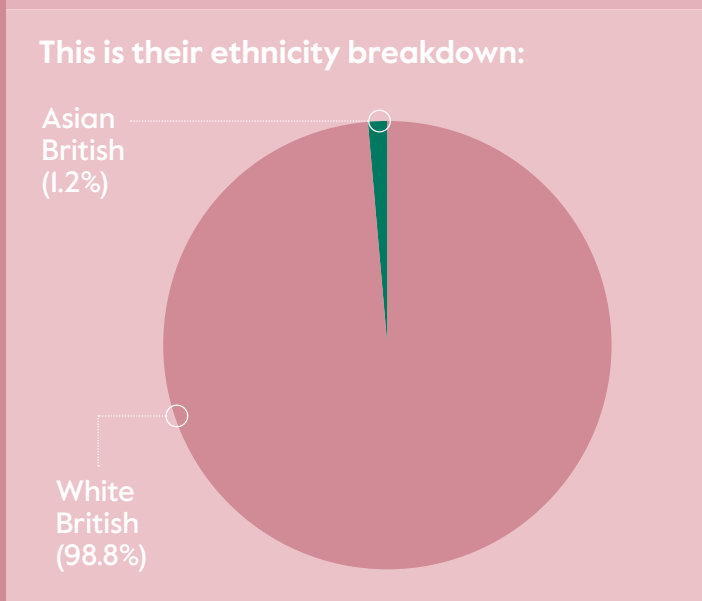
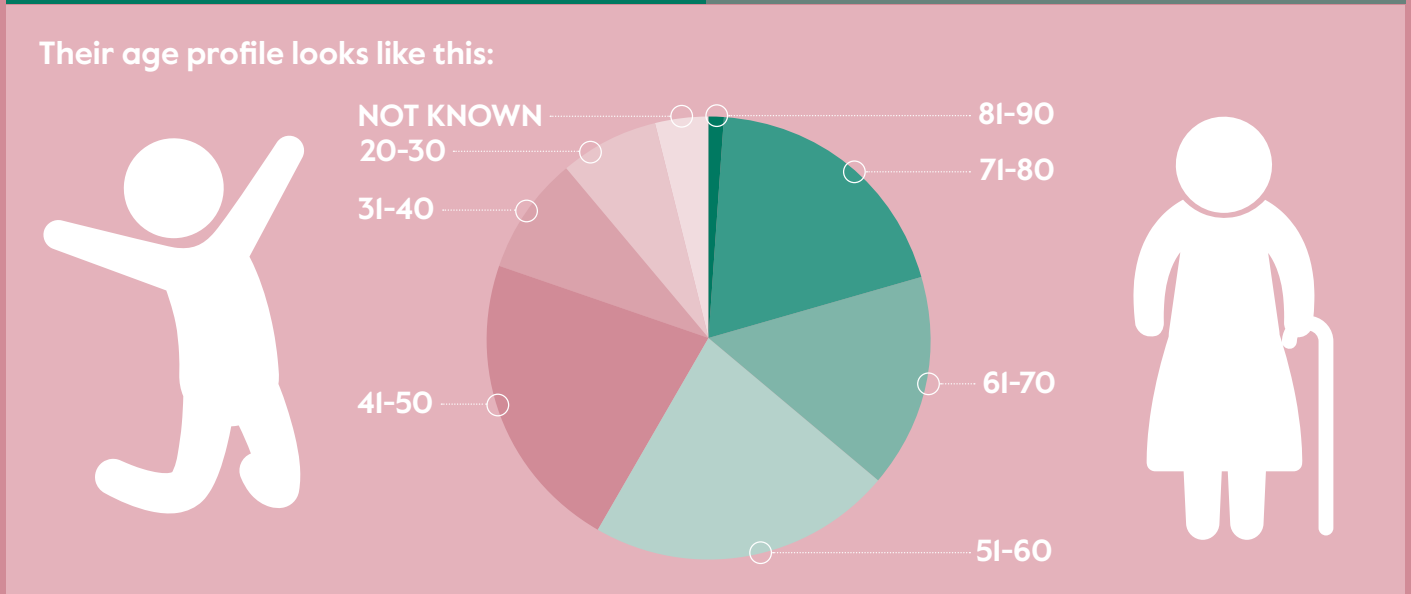
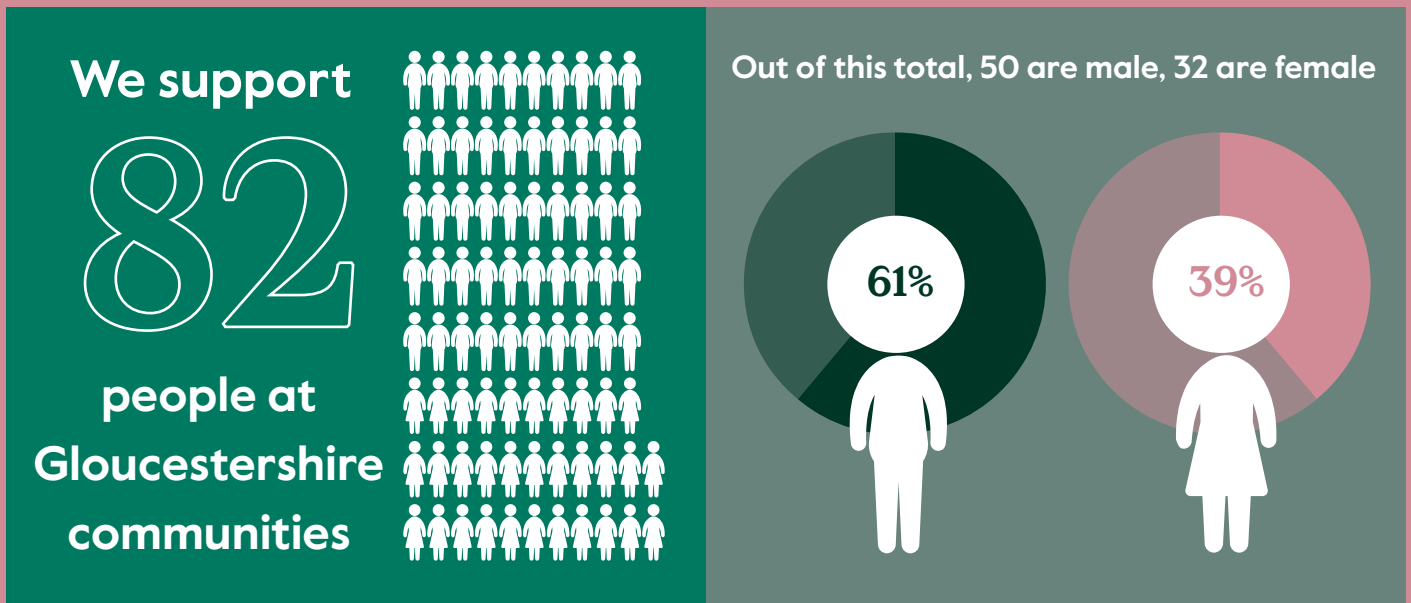


Oaklands Park site map



Demographics

Demographics information was collated on the 28th February 2022.





Day opportunities capacity

Oaklands Park & Grange Village (number of day placement spaces at 23rd June 2022)

Day Opportunity	Capacity	Actually Taken	Vacant Sessions
Food Production / Bakery	32	31	1
Pottery	36	32	4
Social Garden	27	27	0
Crafts	20	18	2
Wood Work	28	26	2
Food Production - Garden	6	6	0
TOTAL	149	140	9

We currently have
66



people accessing our Day Opportunities, six external day placements and 60 people who live within our communities.

Local Authority contract and commissioning review



Care and support – Houses and day opportunities review results

- Ongoing quality monitoring of the Gloucestershire communities has been completed by the Local Authority. This has consisted of Inclusion Gloucestershire completing six inspections of Care and Support services between June 2021, and April 2022. The outcome of these inspections resulted in a score of Very Good or Good across all services that were inspected.
- Inclusion Gloucestershire undertook an inspection of Grange Village day opportunities in September 2021. The outcome of this was a score of Very good. Actions have been fed back on to Inclusion Gloucestershire and implemented into the current structure.
- The Inclusion Gloucestershire inspections were led by an expert by experience and quality reviewers, both from the Local Authority.

What we did

- The new Registered Manager has implemented 'Line of Sight' checks. These are completed by the Registered Manager, Care and Support Manager and Service Manager. Any recommendations from these checks generate an action plan and these actions are monitored and addressed by the Registered Manager, Care and Support Manager and Service Manager with the full involvement and investment of the Team Leader. These checks support with ensuring continued high-quality care and support is being provided with a focus on empowering the Team Leader to learn and develop within their role to cascade essential skills and agreed ways of working to their staff team.
- All the Inclusion Gloucestershire inspections have been fully responded to promptly and within agreed timeframes.



The results

- The Inclusion Gloucestershire inspections have generated an overall score of assessed areas as Very good or Good.
- The Trusts central auditor recommended their role in October 2021, following a period of secondment. During quarter three (October 21 – December 21), 18 support file audits were completed. Where an audit scored below 80%, support has been provided to action any recommendations. All re-audits during the quarter scored above 90%.
- During quarter four (January 22 – February 22), a nationwide focus was implemented around medication. 35 medication audits were completed (including re-audits). 28 medication audits scored over 80% during first audit. Where audits scored below 80% support was provided and during re-audit all seven medication audits scored over 80% in the quarter.

Care Quality Commission (CQC)

Inspection results

- In 2019, the Gloucestershire communities of Oaklands Park, Grange Village and Lydney Community Support were inspected by CQC. The outcome of this visit was a Good for safe, effective, caring, responsive and well-led. With an overall rating of Good.
- Since the Coronavirus pandemic CQC have been carrying out quarterly reviews. In June 2022, CQC inspected the Gloucestershire communities. The outcome of this was a Good in all areas with an overall rating of Good.

Summary of latest quality and H&S KPI's April 2021 to March 2022

INDIVIDUAL KEY PERFORMANCE INDICATORS	KPI QTR 1 (Apr-Jun)	KPI QTR 2 (Jul-Sep)	KPI QTR 3 (Oct-Dec)	KPI QTR 4 (Jan-Mar)
I. QUALITY ASSURANCE				
Support plan audits 80% + No. audited by Quality Auditor	0%	40%	100%	0%
Meds audits 80% + No. audits by Quality Auditor	0%	0%	100%	100%
Incident logs monthly	No	Yes	Yes	Yes
Safeguarding logs monthly	Yes	Yes	Yes	Yes
PWS financial transactions audited	77%	43%	114%	142%
Quarterly meds audit	77%	36%	103%	179%
Outcome support plan review in last 12 months	71%	52%	47%	38%
PWS offered GP health check in last 12 months	83%	64%	79%	74%
2. FINANCIAL SUSTAINABILITY AND GROWTH				
Occupancy rates	88%	85%	83%	83%
Direct salary costs as % of care income -80% or -	93%	94%	95%	98%
3. CONNECTING PEOPLE WE SUPPORT AND FAMILIES				
Support staff have full CVT Connect profile	79	79	69	76
Everyday Matters w/shop attended in last six months	84%	77%	66%	67%
4. HR AND PEOPLE				
Agency hours as a % of contracted hours (<10%?)	16%	19%	19%	20%
95% or + supervisions all contracted staff (4 per year)	76%	38%	18%	20%
95% or + appraisals all contracted staff (in post + 12mths)	72%	23%	22%	57%
95% or + on below mandatory training:				
Safeguarding (induction/face to face - 3 yearly)	79%	89%	82%	91%
Safeguarding annual on-line refresher	99%	95%	97%	98%
MCA/DOLS (induction/face to face - 3 yearly)	83%	85%	80%	87%
MCA/DOLS on-line refresher	98%	85%	95%	99%
H&S (induction/annual on-line refresher)	98%	96%	94%	99%
Fire Safety (induction/face to face - 3 yearly)	95%	86%	84%	97%
Fire Safety annual on-line refresher	100%	89%	99%	97%
Moving & handling objects (induc/3 yr/on-line)	98%	97%	94%	95%
Equality and Diversity (induction)	100%	100%	95%	100%
GDPR (induction)	100%	100%	95%	100%
95% or + on below core training:				
Meds – support staff chosen to administer	99%	96%	100%	100%
NAPPI (face to face - annual)	5%	70%	71%	74%
Working in a person centred way (induction)	100%	84%	92%	100%
5. PROPERTY AND SAFETY				
Relevant props full fire risk ass in last 3 yrs	29 of 29	29 of 29	26 of 29	29 of 29
Relevant props full fire risk ass in last 12mths	28 of 28	28 of 28	25 of 28	29 of 29
High priority actions risk ass reviewed/completed	0 of 12	10 of 26	112 of 119	112 of 141
Weekly fire alarm test and premises checks are documented and up to date	22 of 28	20 of 28	23 of 28	25 of 28
The fire system service schedule is up to date for each relevant property	6 of 6	6 of 6	3 of 6	6 of 6
All lifting equipment has been serviced in last six months	4 of 4	4 of 4	3 of 4	4 of 4
Water systems risk ass completed in last 2 yrs	3 of 3	3 of 3	3 of 3	3 of 3
Water temperature profiling is up to date	22 of 28	20 of 28	25 of 28	27 of 28
Scheduled chlorination is up to date	1 of 2	1 of 2	1 of 2	2 of 2
Annual asbestos register review has been completed in the last 12 months	22 of 22	0 of 22	20 of 22	22 of 22
PAT testing has been completed in the last 24 months	3 of 3	3 of 3	3 of 3	3 of 3
5 year hard wiring checks are in date	43 of 43	45 of 45	45 of 45	45 of 45
Annual gas safety checks have been completed in the last 12 months	20 of 20	20 of 20	18 of 20	20 of 20

Our facilities and those accessed externally



Grange Village

- **Tourmaline Hall** is a large hall used for community events, staff training and activities, run by local providers for the community such as Circus Skills and Drama by Artspace. The hall hosts a stage, lighting rig and sound desk, with dressing rooms and wheelchair access. We have used the space to put on drama performances by the people we support and some local gigs from visiting musicians.
- **Crow's Nest Café** is the newly named space for the food production and bakery day opportunities which also offers a basic lunch menu for the community, staff and external day placements. Using homegrown produce from our gardens and eggs from our hens. People can also bring their own lunch and use the space as a place to come together and meet with friends or colleagues.
- **Games Room** - located next to the café and offers space specifically for the community members to play pool, table tennis or socialise with others. It is also the hub for co-production activities and courses.
- **Grange Village pottery facility** is well equipped and set up for production pottery. The day opportunity allows people to experience all aspects of making a range of tableware items - mugs, bowls, plates and jugs. There is also the option to take part in hand building, modelling and throwing. The people we support are actively involved in the pottery and create items which we sell throughout the Trust.
- **The social garden** is focussed on supporting day placements. We grow a small variety of vegetables and fruit to allow people to taste what we grow and provide the salad leaves for the kitchen. This year the focus has been on developing our 'Rainbow Garden' full of flowers to sell as cut flowers. Tasks vary throughout the year, but routine tasks are part of the session such as feeding the hens, collecting the eggs and packing them.

Oaklands Park

- **The Lighthouse** is the village hall, a community space to come together for events and celebrations. It is also used for activities for the community led by our partner organisations such as Artspace and Adult Education.
- **Craft workshop** provides a variety of different crafts throughout the week; textiles and sewing, cane weaving and smaller activities such as card making, printing and jewellery making. Most people enjoy making things for family members or friends so there is not a lot of items for sale. Some finished pieces are sold at Christmas Markets or via Taurus Crafts.
- **Wood workshop** - uses homegrown timber from the estate, there are some production items made which create opportunities for people to be involved with different processes. This includes chopping boards, butter knives, spoons, spatulas, rolling pins and our unique rocking deckchair. There are bespoke projects that come through the workshop, often requests within the community which create different opportunities for people to practise skills. Some people come with their own projects such as making a work bench or coffee table.
- **The Dean Forest Food Hub** is based at Oaklands Park in the horticultural buildings, where they rent the space. We work in collaboration with the Dean Forest Food Hub and supply them with vegetables and eggs which are distributed throughout the local area. The Food Hub is a not-for-profit social enterprise linking local food eaters with local producers to create a vibrant local food culture in the Forest.
- **The market garden** is focussed on production of vegetables within our extensive gardens and orchards. The team grow a variety of biodynamic vegetables throughout the growing season. The community members are actively involved in maintaining the gardens and growing on a volunteer basis.

Lydney Community Support

- The people we support in Lydney are living in the wider community. We support people who live in Kingsbury House; this is a shared house based on a supported living model. Most of the other people we support in Lydney live in their own homes independently with outreach support. The local area is well resourced with supermarkets, cafes and a good variety of shops, these are used regularly by the people we support in Lydney Community.

Planned projects 2022/2023



Grange Village

Health Centre

Work is due to start in September 2022, to adapt the old Health Centre in to two self-contained one-bedroom apartments.

Albion and Lindon house

We have had some initial architect plans drawn up to renovate and adapt the building into several apartments, a service model is currently being worked up to look at what type of service this could offer within the community and look at the needs of the current people we support and new people who may join our community.

The Old Rectory

The Old Rectory in Little Dean is now empty and as a community we are looking at the potential future use of this building. We are undertaking work to look at needs and requirements, as well as commissioner requirements before proposals are put forward to EMT/Board about investment and adaptation.



Water work

At both Oaklands Park and Grange Village we are continuing to work with our partner Barnsdales Facilities Management to swiftly rectify recent water supply issues due to the hard water within the area. A program of installing water softeners is underway to reduce the limescale that has had a significant impact on the equipment across the communities and subsequent pipework.

Crow's nest café

Grange village recently (18th July) launched its new café, Crowns Nest with a new café menu co-produced with community members following a taster session earlier in the year. The café supports our people to access the wider community once again following the pandemic. It has a range of items produced, cooked and baked in house through day opportunity sessions run within the kitchen. The majority of items cooked will contain fruit, vegetables and eggs grown or produced from within our gardens or from our own hens.

Thank you for visiting
Gloucestershire communities!



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