



March@Faith's Walk has been quite busy.

From a people perspective, we had new employees join our team. They are currently going through our onboarding process, and we can't wait for them to start representing Faith's Walk out in Surrey. Bianca, Mari, Lawrence and Emmanuel, we are excited to have you join the Faith's Walk dream team.

From an Operational perspective, we had our CQC monitoring activity. The CQC continues to develop its approach to monitoring with a focus on safety, access and leadership.

They reviewed the information and data made available to them by Faith's Walk on the 02/03/2022 and they considered that, there was no further regulatory activity indicated at the time. They reserve the right to keep this under review and it may be subject to change.

This was not an assessment for the purposes of section 46 of the Health and Social Care Act 2008 (In other words it was not an inspection and there is no rating), However what this did for us, was, it re-assured us that we are on the right track as well as highlighted some areas that we could be better or exceed.

We also successfully launched, people systems, our own inhouse employee and client application that we use to manage our people effectively.

WHAT'S HAPPENING?

Charity of the year.



We are currently moderating and will be announcing our charity of the year at the end of April 2022. If you still have any recommendations, feel free to get these in before the 15th April 2022

Faith's Walk's People Systems (In house Software)

We have launched our own in house care and people management application to ensure that we have no missed visits, alleviate, reduce, manage and mitigate late calls, update our employees on changes to client's support plans or calls efficiently. This is an amazing success for us because, not only are we weary of using external software from other companies, we also believe that by doing so, we have limited control of the protection of our client's data. With what we have accomplished, all our client's data remains inhouse.



Join the team.

We are always looking for new employees. Do you like what you see or what you hear, and would like to be a part of it, feel free to check out our careers page.

The more people join our team, the more we are able to support people continue living in their own homes.

<https://www.faithswalk.co.uk/live-jobs.php?page=Live%20Jobs>

Continuous performance Development and training opportunities

Our employees were at the Maximize Retention Session on the 23/03/2022 with Skills for care and Neil Eastwood.

Corporate Social Responsibility Pledge.

Our Corporate Social Responsibility (CSR) policy refers to our responsibility toward the environment, the world and the communities that we live, work and do business. Some of our activities towards this are, offer employment opportunities locally, advertise our Jobs both digitally and locally at all times, specifying the area that we advertise our Jobs to Surrey.

Only recruit out of borough if we have exhausted all known options with recruiting locally through, Job boards, refer a friend, leaflets and charity organisations such as Shaw trust.

Offer local Jobs, Apprenticeships, Work placements, Career talks and Mentoring. We would do this by engaging with local colleges, and offering Apprenticeship programs in Health and Social care, Digital Marketing, Human Resources, finance and IT.

We were overwhelmed by the applications to our Finance work placement program that attracted 60 applicants within 2 weeks. This definitely highlights the challenge that young people are currently facing towards finding work but also having the experience to validate their future job search. For everyone who's submitted an application, please bear with us, as we plough through every applicant's submission, we will look to carry the current successful applicants onto next year's program, if we are unable to offer you an opportunity this year.

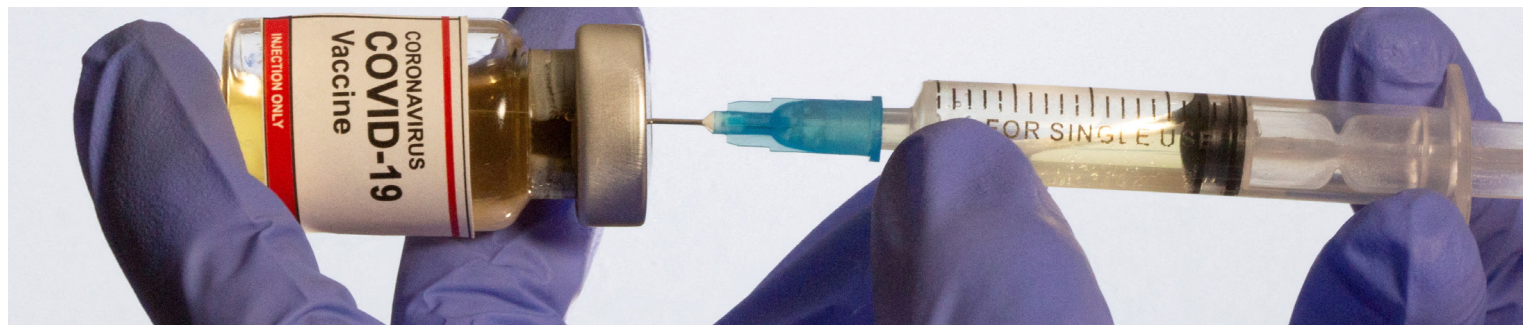
We also challenge other employers to follow suit by offering young people the opportunity to gain skills and experience within their organisations.



What's happening from a sector perspective?

DBS Fee reduction

From April 6th, 2022, the Disclosure and Barring Service (DBS) will be reducing the fees for DBS checks, a saving that they are passing onto us. This is a saving that supports the sector and can sometimes act as a barrier to recruitment. We are so excited about this.



Living with Covid 19: What will the Department of Health and Social care continue to do:

Regulations making COVID-19 vaccination a condition of deployment (VCOD) in health and social care settings was revoked on the Tuesday 15 March 2022. This came as a relief to the sector however we take the view that providers and the sector need to ensure that they follow their rigorous approach to infection control and safeguarding to ensure that our colleagues and clients are still protected.

The government has agreed to continue supporting the Health and social care section with Vaccination and Free PPE(till 2023), which is great news all round.

Free asymptomatic lateral flow testing will be provided to staff in adult social care services during periods of high prevalence, as well as for a small number of care home visitors and visiting professionals who provide personal care. All other visitors will no longer need to test.



WHAT WILL FAITH'S WALK CONTINUE TO DO:

Clear policies, guidelines and risk assessments.

Ensure that not only do all employees have access to all the PPE that is required, they will also receive annual training on Infection prevention and control.

All Asymptomatic staff conduct 2 LFD tests per week, taking them before work, spaced 3 to 4 days apart. This applies to all care and support workers including live in care staff. This is change from Daily LFD tests. Do note that other test criteria refer with symptomatic and where an outbreak occurs

For further guidance,

<https://www.gov.uk/government/publications/coronavirus-covid-19-testing-for-adult-social-care-settings/covid-19-testing-in-adult-social-care>

