

Job Description

Post Title:	Engagement Lead
Department:	Engagement and Spiritual Care Team
Work Location:	Nightingale House
Full/Part Time:	Full Time
Hours of Work:	37.5 hours
Postholder Reports to:	Head of Activities
Postholder Supervises:	N/A
<p>Main purpose of the job <i>Engagement in this context means to stimulate or motivate a resident to do something – whether physical, intellectual or sociable, with the aim of enhancing their wellbeing.</i></p> <ul style="list-style-type: none"> • To provide a resident centred, integrated engagement programme including Activities for Daily Living (ADL), working on a specific residential or nursing household at Nightingale House. • To lead on the development of tailored individualised engagement plans for each resident on your allocated care household, liaising with our in house specialist Therapies team. • To work across teams to deliver those plans working closely with Healthcare workers, Nurses, Therapies staff, other Engagement leads, and volunteers. • To support occasional centrally organised activities, outings and events as and when required that bring together residents from all households at Nightingale House. 	
<p>Equal Opportunities Nightingale Hammerson is committed to achieving equality of opportunity both in delivering its services and in the employment of people and expects all team members to understand and promote equality of opportunity in all aspects of their work.</p>	
<p>Health and Safety All team members are expected to take responsibility for their own health and safety, in so far as they can themselves, and to exercise reasonable care and caution in the execution of their duties.</p>	
<p>Nightingale Hammerson Values We expect all team members to display and uphold our core values which are:</p> <ul style="list-style-type: none"> • Compassion • Excellence • Integrity • Respect • Dignity • Teamwork <p>More information on our Mission and Values can be found on our website</p>	

1.	<u>Leadership</u>
1.1	To specifically act as a role model to team members working on the household (mainly health care workers) on how to put into practice the Activities of Daily Living (ADL) Toolkit through tailored person centred engagement plans.
1.2	To ensure that those residents who have Namaste in their engagement plan receive it.
1.3	To coordinate and support weekly Intergenerational engagement on the household
1.4	Personally participating with residents on an individual basis or in groups, both on and off individual households.
1.5	To become a Dementia Care Mapper and participate in the group that oversees this activity, and to ensure that recommendations from the Mapping on the allocated household are implemented
2.	<u>Engagement Plans</u>
2.1	To lead on the creation and development of individualised Engagement plans for residents on the specified care household. Work with the Therapies Team for the household in linking OT assessment recommendations to the likes and preferences of each reference to create a stimulating and motivating engagement plan, having considered their life history, preferences, objectives and interests and liaising with the resident and their family members.
2.2	To be responsible for maintaining those Engagement plans and records in conjunction with the main Care Plan for each resident, which requires monthly updating
2.3	To champion person centred care in the delivery of the Engagement plans on a daily basis by educating, coaching and demonstrating effective meaningful engagement to other staff including the care team, care services support, the catering team and porters.
2.4	To attend Wellbeing meetings and also support 'Resident of the Day' initiatives on the household.
2.5	To educate one to one care team members (even if agency) to deliver a one to one engagement plan with their specified resident.
2.6	To monitor the performance of the engagement plans by assessing the impact on residents
2.7	To evaluate the Impact of all group engagement sessions on the household.
2.8	To ensure that the Engagement programme encompasses Jewish themes, particularly in respect of Jewish Festivals and Shabbat.
	Management and administration

3	To be responsible on a day-to-day basis for ensuring that the household is always equipped and resourced for delivering meaningful engagement.
3.1	To manage risks associated with delivering resident Engagement plans in accordance with the Nightingale Hammerson risk management strategy.
3.2	To ensure that all risks are included and updated in the Charity's risk register
3.3	Understanding the health and safety policy and ensuring that care is taken to protect the health, safety and welfare of residents, Team members and visitors to Nightingale
3.4	Hammerson.
	<i>NB – In order to maximise resident engagement, it is suggested that most administrative tasks are focussed to first or last thing each day</i>
	Relationship Centred Care
4	Team
4.1	To work closely with and support the specific care team (Including Care Services support / portering teams) to deliver resident Engagement plans.
	To work collaboratively with Care Managers on Engagement related matters as necessary
4.2	To attend team meetings, resident multi-disciplinary meetings, and committees as necessary.
4.3	Families
	To work with families to involve them in planning the resident's engagement plan
4.4	To write and send a monthly report to relatives on their individual resident.
	To attend and participate in relative's meetings.
4.5	Volunteers
4.6	To work in partnership with volunteers to delivery engagement in the most effective way for residents. To provide them with appropriate support and supervision.
4.7	Flexibility
	Sometimes an Engagement programme needs to be flexible in order to meet the needs of residents in terms of content and times of delivery, including activities outside of the standard hours of the normal working week and occasional evening or weekend activities.
5	
5.1	
	Other Duties and Responsibilities

6	To keep abreast of new developments and best practice within Engagement and Activities.
6.1	To make a positive contribution in the development of the Care Home Education Centre including working with researchers.
6.2	To carry out other duties within the competence of the post holder as may be required from time to time.
6.3	

Person Specification

Post Title	Engagement Lead	
Department	Activities	
1	Qualifications	
1.1	Degree or Relevant qualification within Health and Social Care	E
1.2	Willingness to work towards Napa level 3 (Activity Coordinator)	D
2.	Skills and Abilities	
2.1	Ability to develop and implement a plan and programme of engagement	E
2.2	Able to understand the needs of residents with complex care needs	E
2.3	Proven record of an innovative approach in the development of a programme of creative / meaningful engagement.	E
2.4	Excellent communication skills, both written and oral. (Tested)	E
2.5	Proven ability to work on own initiative, managing and prioritising workload and achieving deadlines	E
2.6	Ability to build effective working relationships at all levels of the organisation	E
2.7	To have transferable skills demonstrating flexibility, creative thinking, confidence and enthusiasm in working with people	
3.	Knowledge	
3.1	An informed understanding of person centred/relationship centred care	E
3.2	Awareness of physical and mental health issues affecting older people	E
4.	Experience	
4.1	Experience of working in the field of recreational/social activities/meaningful engagement	E
4.2	Experience of working with individual clients and with groups	E

4.3	Experience of working with older people with varying abilities and needs who may also live with Dementia	E
4.4	Experience working in partnership with families, carers, volunteers, and community members	E
5.	Special conditions	
5.1	Ability to work variable hours as required	E