

Job Description

Job Title:

Wellbeing and Dementia Lead

Your name:

Your place of work:

Pilgrims' Friend Society is a Registered Charity which has been providing Christian care and support for over 200 years. Our Christian ethos remains central to everything we plan and do, and all our senior staff are committed Christians.

It is a fundamental principle of Pilgrims' Friend Society that your workplace should be an expression of committed Christian care. It is expected that all staff will commit to avoiding doing anything whilst at work that would undermine this expression and ethos.

We have a distinctive approach to living with people in our homes and schemes. We refer to the people who live with us as "family members" and our approach to care known as "The Way We Care" (TWWC) is highly person centred and values each person as precious and made in God's image.

We are seeking dedicated individuals who are passionate about providing holistic care and support to our family members at Pilgrims' Friend Society. As an integral part of our team, you will play a crucial role in ensuring the well-being and happiness of our family members. To uphold our mission and values, we expect all staff to embody TWWC in their daily responsibilities. We want to engage with the communities and churches around our homes to their benefit as we share our resources and to our benefit as we recruit volunteers who add so much to the quality of what we do. Below are the key expectations for this role:

1. The main purpose of your role is:

Society within the home. These aims are:

- To care for our family members, by providing a loving and caring environment and maintaining the Christian ethos that is so important to them
- To embrace Pilgrims' Friend Society's The Way We Care Model. This means providing the highest quality of care possible addressing Mind, Body and Spirit - The Whole Person
- To take responsibility for The Way We Care Programme, developing all levels of staff competency
- To understand and practice the philosophy of seeing the person first, whilst celebrating their strengths and supporting their unique Spiritual, Emotional and Physical needs
- To provide a working environment where each member of staff feels that they are part of the team with something to contribute and the opportunity to develop their personal skills, knowing their ideas are listened to and acted upon when the ideas are enriching the lives of those we care for

Your job is to:

Support the development of person centred care and dementia care in the home.
Oversee and lead the building of relationships between staff and those we care for, prioritising a family model of care and whole home approach throughout the home.

2. Where You Fit Into The Team:

You are responsible to the Care Manager.

You will work closely with TWWC Operations Manager.

You will provide supervision for the Hummingbirds in agreement with the Care Manager.

3. Your Main Job Duties Are:

1. Train and equip staff to deliver person-centred care within the Pilgrims' Friend Society ethos and bespoke value system called The Way We Care, while promoting and protecting transformation of culture and practice
2. Promote the development of a whole home approach within the staff team, striving for excellence and lead with compassion. This may include supporting the care staff in engaging with activities
3. Identify and resolve dementia related and other challenges, whether organisational or individual, leading by example and showing hands on support to staff
4. Train and maintain the understanding and use of the Positive Approach to Care/Gems by Teepa Snow including the effective dementia-specific tools and approaches
5. Highlight any areas of concern that undermine the Pilgrims' Friend Society standard of care to management and partner with them, when appropriate in how to address and resolve these issues
6. Develop initiatives, strategies and communication techniques that enhance the person-centred culture of TWWC within the home and staff teams. Both, personalised strategies for individual family members and for the home
7. Observe all aspects of practice and identify areas in need of training and improvement
8. Ensure a person-centred approach is consistently reflected in all record keeping and documentation via Care & Clinical, including supporting care staff with updating life histories (4.01) and Thinking Ahead form (4.13)
9. Care for the well-being and person-centred needs of the staff team individually and corporately
10. Supervise the Hummingbirds in the home, while strengthening and equipping them. Ensuring all staff understand the role and its importance
11. Recognising the importance of treating every family member as an individual and

prioritising their unique needs and preferences with a compassionate approach

12. To support, care staff with providing holistic end of life care with a focus on spiritual and emotional well-being, adhering to our whole person approach philosophy, and demonstrating excellence and compassion in every aspect of the care provided. By incorporating compassion, we strive to create a nurturing and empathetic environment where family members feel valued, supported, and truly cared for
13. To prioritise and support the spiritual life of the home, both for family members/residents and the staff making it possible for all family members/residents to carry on enjoying the special relationship with the Lord Jesus at their own pace and in their own way

General

14. Assist in providing a supportive environment that respects and celebrates the Christian beliefs and practices of our family members
15. To further your knowledge and development through attendance on courses thought to be appropriate by your manager or at training sessions provided or facilitated by Pilgrims' Friend Society
16. In addition to the duties and responsibilities listed, you are required to perform other duties assigned by your Manager from time to time that are within your capabilities