



JOB DESCRIPTION

JOB TITLE:

Wellbeing and Dementia Lead

Your name:

Your place of work:

Pilgrims' Friend Society (PFS) 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 the 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.

The Wellbeing and Dementia Lead is responsible for championing Pilgrims' Friend Society's bespoke Christian approach to caring for older people, The Way We Care, throughout the home. The Way We Care is our commitment to seeing the whole person, including their spiritual life, to make sure that every older person who lives with us flourishes in their later years.

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 the 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:

Oversee and lead the building of relationships between staff and those we care for, prioritising a family model of care throughout the home.

2. WHERE YOU FIT IN TO THE TEAM:

You are responsible to the Care Manager.

You will work closely with the Wellbeing and Dementia Lead Operations Manager.

You will supervise for the Hummingbirds.

3. YOUR MAIN JOB DUTIES ARE:

1. Train and equip staff to deliver person-centred care within the PFS 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 PFS 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 care 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. 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 the society.
15. 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