

wellbeing Facilitator

candidate Brief



mission statement

To offer ‘Peace of Mind through Trust and Understanding for All’

vida healthcare

Committed to providing the highest quality care for people living with dementia.

Vida Healthcare is a specialist dementia care provider based in Harrogate, North Yorkshire. Our three purpose-built care homes – Vida Hall in Starbeck, Vida Grange in Pannal and Vida Court in Harlow Carr all offer quality, person-centred care, state-of-the-art facilities and all the comforts of home.

OUR ETHOS OF CARE

**We are committed to providing quality care**

Every person receiving our service will experience quality care. It is essential to us that excellence remains at the forefront of our efforts.

**We will use the most up to date information available to us**

We will use the latest research, emerging evidence and professional literature, in conjunction with our own in-house clinical expertise to provide the highest standards of care.

**We will always respect and protect the rights of our service users and deliver high quality, compassionate care**

Through a comprehensive induction and ongoing training programme, our staff will have a clear understanding and respect for the core values which underpin the care and support we provide; respect, dignity, fairness, equality and autonomy.

**We will approach our duties within Vida Hall, Vida Grange and Vida Court with sensitivity and respect**

We will aim to adapt our ways of working whenever possible to cater for people’s needs and routines. We will respect our residents’ privacy and involve them in decisions which affect day to day living within the home.

**We believe the employees of Vida Healthcare are its greatest asset**

Vida Healthcare supports its staff to meet their personal responsibilities in relation to the knowledge and accountability for their own practice. We are committed to providing ongoing staff supervision and appraisals, structured training programmes and individual training objectives to allow for professional growth and development.



Job Description

**Reports to: Wellbeing Co-ordinator**

**Job Summary**

* To support the Wellbeing Team in delivering opportunities for activity and engagement to our residents by planning, developing, and implementing a person-centred programme of stimulating activities that meet their social, physical, emotional, and cultural needs.
* Work with residents to develop and deliver a range of daily activities that reflect individual needs, interests, choices, and preferences, cultivating a person-centred and inclusive environment that is dementia-friendly and supports diverse needs.
* Match residents to relevant activities, events and recreational outings (where appropriate) for social and cultural engagement.
* To implement the principles of Personal Life Story to create an individualised approach to the day-to-day activities to motivate and engage the wider Vida team to be part of this vital area of work.

**Professional requirements and experience**

* To have passion and commitment for quality dementia care and to the Vida Healthcare ‘Ethos of Care’
* Previous experience of supporting wellbeing in a care setting or community or arts and health setting would be beneficial, as would experience of leading and delivering arts/recreational activities within a similar environment
* Experience of working with older people, people living with dementia and varying abilities and needs

**Knowledge and Expertise**

* Awareness of dementia and person-centred care ensuing the person with dementia has involvement in all aspects of their wellbeing
* Strong attention to detail
* Good communication skills, particularly in English speaking
* Demonstrate an understanding of the challenge of and sensitivity needed to support vulnerable people
* Understanding of the differing needs of residents including physical disability and mental health

**Responsibilities**

* Spend quality time with residents to develop meaningful relationships that build trust and confidence
* Support, research and collate resident’s interests and preferences in association with other care staff particularly, key workers, and families
* Support residents to develop life history books and other creative ways to aid recall, reminiscence and communication
* Support residents who may experience some form of distress in relation to their dementia. This may involve carrying out physical interventions in line with Positive Intervention in Dementia Care (PIDC) training and individual resident care plans
* Plan and organise groups and 1:1 in response to identified interests and requests
* Work with the team to share ideas and good practice, skills and talents
* Work closely with resident’s families and friends and extended Vida Team in planning, organising and delivering activities
* Along with the Wellbeing Co-ordinator, continually review and evaluate the programmes and approaches being offered to residents for the purpose of measuring quality and effectiveness
* Report residents’ experiences and progress including the requirements to complete specific assessments and record and evaluate outcomes. Alert the care team immediately of any incidents that occur that may impact on the health status of the residents so that action can be taken promptly by the appropriate team member

**General requirements**

* Adhere at all times to Company Health and Safety Policies and maintain a clean, uncluttered, and safe environment for residents, members of the public, and staff
* Adhere at all times to Company Policies relating to Conduct including Confidentiality Policy, Smoke-Free Policy, Standards of Attendance, Appearance, and Behaviour
* Take responsibility for their own ongoing learning and development in order to maximise their potential
* Represent Vida Healthcare to provide the highest possible standard of service to residents and members of the public, by treating all those ones comes into contact with in the course of one’s work in a pleasant, courteous and respectful manner
* Staff at Vida Healthcare will share the Company’s values and commitment to providing the highest quality, compassionate care
* The **Wellbeing Facilitator**, along with all other roles within the Company, carries the responsibility for safeguarding and promoting the welfare of our residents.

**Type of role**

* We can offer full-time and part-time shifts, both of which will include regular weekends

**Candidates must have the right to work in the UK as we cannot offer sponsorship**

what we offer

Rate of pay:

* + £11.90 per hour

Membership of a workplace pension scheme (where eligible)

Salary sacrifice schemes (where eligible):

* Cycle to work
* Pension

Staff referral scheme

Employee Assistance Programme

* A free, confidential health and wellbeing service for all of our employees and their immediate families

Healthcare Cash Plan

Blue Light Card

* The discount service for the emergency services, NHS, social care sector and armed forces, providing members with thousands of amazing discounts online and on the high street

Free on-site parking

Excellent working conditions and environment

Free access to Vida Academy

* We support all our staff, from new starters right through to senior managers, to learn and develop in their role. Vida Academy promotes lifelong learning across the organisation and establishes our staff as dementia ambassadors



how to apply

All candidates must complete our application form, including a personal statement outlining how they meet the requirements for the role.

To provide false information is an offence and may result in your application being rejected, any offer of employment being withdrawn, or summary dismissal if already appointed.

Selection for interview will be undertaken by a panel. Each panel member will assess which candidates most closely meet the necessary experience and skills criteria for the role. At least one member of the interview panel will hold a current Safer Recruitment Certificate.

Closing date for applications is **7 October 2024**

Interviews will be held week commencing **14 October 2024**

We reserve the right to close the vacancy if a suitable candidate is identified during the recruitment process.



We look forward to receiving your application.