

Registered Nurse

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

**Job Description: Nurse**

**Reports to: Deputy Home Manager / Home Manager**

**Direct reports: Senior Carers / Carers**

**Job Summary**

* To provide high quality nursing and dementia care and to assist in identifying and addressing the health and social care of a wide variety of service users and their family
* To maintain and motivate a professional and efficient staff and exercise leadership as part of the nursing team
* To ensure that all necessary standards are maintained in compliance with the Company and all necessary regulated activities
* To maintain a homely atmosphere and create a dignified environment.

**Professional requirements**

* To be named on the Nursing and Midwifery Council Register as an active practitioner and have their registration up to date.
* Can evidence previous leadership skills.
* Commitment to ongoing professional development to support good practice and lead in service delivery.
* Legal right to work in the UK.
* Clear DBS and any restriction must be disclosed at the application stage.
* Working hours will be based on the needs of the service and may include bank, part-time or full-time hours. You may be requested to work flexibly to meet the needs of a 24/7 service; this may include evening, night time and weekend work with an expectation to rotate between different areas as required.
* A full current driving license valid for use in the UK is preferable.

**Responsibilities**

* Active involvement in all parts of assessment process including pre-assessment, planning, implementation and evaluation of allocated clients.
* Support the manager to achieve Quality Audit outcomes and to monitor compliance with targets set to ensure care profiles are person centred and fully complete as per company policy.
* Be aware of all specialist dementia tools and work closely with the manager of the house and Registered Manager to oversee the delivery of quality dementia care.
* Understand all dementia policies
* Monitor use of all dementia tools and the actions taken to review client care. Feedback observations to care team and promote a proactive team through a positive and organised approach to client wellbeing.
* Promote the development of Person-Centred Care Plans by always involving the resident, family, care staff and MDT. Seek necessary support and guidance to ensure all staff are committed to delivery of comprehensive care plans based on the Management quality directives.
* The Registered Manager will present clear guidelines on layout and expected minimal content for all plans of care.
* The Registered Manager will explain use of Auditing system for quality person centred care plans, allocation of client to Named Nurse/Team Leader and overall evaluations.
* Attend all MCA, DoLS, and Safeguarding training and ensure staff follow company policy and legislation to support Clients Human Rights.
* Refer any concerns regarding above to the Manager promptly supported with all necessary supporting evidence and documentation.

Support the management to achieve positive change within the house by showing positive leadership and by being a strong role model.

what we offer

Rate of pay:

* + £23.75

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](https://vidahealthcare.co.uk/wp-content/uploads/2025/01/Application-for-Employment.docx), 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 **9th February 2025**

Interviews will be held the following week

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

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.