

Sanders Senior Living

About our company

Sanders Senior Living are building a portfolio of homes through luxury new build developments.

Our company is run by its owners who lead a talented and focussed leadership team. The company has a strong empowerment ethos and with our support and mentoring, your role will be highly influential and rewarding.

We believe that fantastic care and contented residents can only be achieved through creating amazing staff teams who recognise that every gesture counts, however small it may seem.

Our Senior Care Team

Profile:

At Sanders Senior Living, kindness is paramount, it is integral to everything we do. We recruit people who are kind and put other people's wellbeing first. Job and life experience are of secondary importance.

Our Care Team Leaders have that something extra, which brings them close to our seniors and produces moments of happiness, camaraderie, and fun and shared experience. They have a special taste for leadership. Leadership is different to management. A leader will show people the way – a manager tells people the way. A Care Team Leader has been selected for their leadership qualities. For them, the notion of solidarity means something. We are one team – we have a 'whole home approach' where each person contributes to the overall success of achieving our vision and values, but the Care Team Leader goes further and helps each ambassador to reach their fullest potential – or, if they are not going to make it – to report appropriately to the Home Manager.

Our Care Team Leaders are passionate, convivial and friendly, they represent the joy of living and love to share it. They have a celebratory spirit. Curious about everything, they create bonds and are able to adapt easily to the personalities and cultures they meet.

Our Care Team Leaders spread joy! They are tolerant and are open to the diversity of the world around them and respectful of each person's differences. By combining know-how and the right attitude, they rise to the challenge of delivering an upscale service, which is what we are building our reputation on.

Reporting to: Home Manager / Deputy Home Manager

Job Specification: Responsibility for the provision of care, including the service of meals, assistance with bathing, the management of continence and encouragement of activity, by working with and supervising the wellbeing ambassadors

Person Specification:

Essential: NVQ Level 3 in Care
Genuine interest in working within a caring environment
Ability to communicate effectively at all levels.
Team Player
Willingness to participate in vocational training programmes
Satisfactory police check and check against the ISA list (where applicable)
Previous experience of working in a caring environment
Basic understanding of the Health and Safety at Work Act
Basic Understanding of Infection Control
Ability to work with eMAR and electronic care planning technology

Desirable: Previous supervisory experience
Evidence of having undertaken professional development

Job Purpose:

- To look after the physical, emotional, cultural and social needs of the seniors using a person first approach
- To preserve and promote the senior's choice, independence, dignity, privacy, fulfillment and lifestyle
- To create and maintain good professional relationships with seniors, their family and friends and other stakeholders
- To actively support and where appropriate lead, other wellbeing ambassadors and colleagues
- To adhere to all regulatory and statutory obligations and Sanders Senior Living's Policies, Procedures and guidelines
- To actively market Sanders Senior Living and promote a positive, personal and professional profile, ensuring the good reputation of the company at all times

Job Responsibilities:

Care provision

- To provide personal care and support to seniors with a wide range of needs
- To know and understand the care and support of the individual
- To undertake the care detailed in the persons care and support plan using a person first approach and in the least intrusive but inclusive way
- To encourage the independence and motivation of the person and not foster task oriented or dependent behavior
- To provide input into the care and support plans of residents by regularly updating the PCS device and communicating appropriate updates at handover
- To assist people getting up in the morning and going to bed at night
- To assist people to wash, bathe and shower when they want to
- To assist people to dress and undress according to their ability
- To assist people to look after their skin, teeth, hair and nails
- To assist people with toileting, continence management and personal hygiene according to their ability
- To assist people with their medication at the agreed level of support and as detailed in their medication plan
- To oversee intake of food and drink for the individual, being aware of the individual's choice, likes/dislikes, nutritional needs and cultural requirements
- To provide light general household domestic duties, including housework and tidying wardrobes and drawers, ensuring clothes are fresh and laundered, as detailed in the care plan or instructed by management
- To use manual handling equipment safely and correctly
- To take responsibility for the safe handling of property and equipment belonging to the individual

- To maintain good communication and develop effective working relationships with everyone who lives and works at Sanders Senior Living
- To provide companionship to the individuals, actively talking and listening to them about their interests and partaking in activities and events on each shift
- To help the individual to maintain contact with their family and friends
- To accompany the senior on trips into the community
- To assist the individual to retain their sense of individuality and purpose
- To ensure as safe as possible the living environment for the senior whilst respecting the people's choice and rights

Recording and Reporting:

- To maintain detailed accurate records in respect of care and medication support given and tasks undertaken
- To regularly read care plans and updates on PCS devices, acknowledging changes
- Administer medication according to the medication policy and using the technology provided
- To protect the confidentiality of all information relating to the individual in our care and not divulge information to anyone who is not authorised to receive it
- To continue to monitor where concerns have been reported and recorded
- To recognise the signs of abuse and immediately report abuse or suspected abuse to a Manager

General:

- To dress appropriately, wearing uniform if required for the role and using personal protective equipment provided by Sanders Senior Living
- To foster and live the role of a Care Team Leader in everything you do
- To seek out best practice and look at innovative ways to improve the quality and efficiency of service delivery
- To attend and participate in regular team meetings and any other relevant meetings
- To attend in house and external training pertinent to the role of Care Team Leader
- To refrain from using institutional language and promote a culture of equality and individuality
- To observe all health & safety rules and take reasonable care to promote health and safety of self and others and raise any concerns to the management team
- Any other duties requested by senior management, which are within the scope of the post
- To ensure the senior's holistic needs are met in accordance with their wishes, needs and desires

This Job Description indicates only the main duties and responsibilities of the post. It is not intended as an exhaustive list.

Sanders Senior Living reserves the right to amend this Job Description from time to time, according to changing business needs. Any changes will be discussed with you and confirmed in writing. Please note that you share with Sanders Senior Living the responsibility for making suggestions to alter the scope of your duties and improve the effectiveness of your post.

Please sign, print your name and date below to indicate your acceptance of this Job Description.

Signature.....

Name.....

Date.....