

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.

POSITION: WELLBEING LEAD

REPORTING:

Reports to Home Manager. Responsible to Wellbeing & Dementia Services Manager

KEY OBJECTIVES:

- ❖ All residents enjoy meaningful activity, occupation and stimulation, tailored to their needs, abilities and preferences.
- ❖ Achieve a *whole team approach* to engagement, so that all staff are enabled and motivated to provide uplifting opportunities for residents throughout the day.
- ❖ Residents benefit from beneficial links with people and groups outside the home, such that the home attracts goodwill and active interest from the community.
- ❖ Residents' dignity and self-esteem is enhanced through meaningful engagement, positive relationships and free expression of individuality.

RESPONSIBILITIES:

- To identify the needs of all residents individually through personal assessments, life story, and activity review. Link with families wherever possible.
- To plan, organise and facilitate group activities, and individual sessions, so that every resident enjoys regular meaningful activity, to include some evenings, and weekends.
- To conduct, implement and review risk assessments relating to activity and occupation for residents.
- To lead on the development of a culture where all residents enjoy frequent engagement and connection with others during their day; briefing key expectations to colleagues, coaching and guiding staff when necessary.
- To lead on the experience of mealtime as 'highlight of the day', guiding and coaching others, and conducting monthly assessments of mealtime in the home.
- To promote dignity for all residents, leading by example, and raising understanding through the Dignity Campaign.
- To actively encourage volunteering in the home, supporting them and coordinating their valuable input.

- To maintain, and expand upon, a range of activity equipment and facilities suitable for all residents to enjoy at all levels of ability.

To maintain accurate and person-centred records in relation to residents' activity and wellbeing.

- To maintain an ongoing portfolio of images and information celebrating the events which have taken place in the home, available for relatives, residents, visitors and visiting professionals.
- To provide a portable in-house shopping facility so that all residents can enjoy choosing from a wide range of commonly desired items e.g. sweets, toiletries, drinks
- To plan and facilitate social events within the home, utilising outside entertainment and organisers.
- To plan and facilitate events outside the home, so that residents can enjoy outings to their neighbourhood, local attractions, and outside venues.
- To involve staff, residents and relatives in the creation and review of the activity programme.
- To attend and participate in relatives meetings as and when appropriate.
- To co-ordinate the inclusion of external services from other organisations, for example the Red Cross, Pat-Dog, EXTEND.
- To establish and maintain external links, and encourage involvement of the local community within the care home e.g. schools, religious and voluntary groups.

RESPONSIBILITIES COMMON TO ALL ROLES

- To provide temporary cover to other homes, consistent with the responsibilities in this job description, where and when there is an identified need.
- To ensure that attendance to both mandatory and required training courses are met in order that skills, knowledge and competency levels are maintained to carry out the role effectively.
- To attend all staff meetings and staff supervision sessions as and when required.
- Ensure the required NVQ training is met in order to carry out the role efficiently and effectively.

- To comply with all job related policies, procedures, regulations, and rules ensuring the health, safety and welfare of the residents and colleagues.
- Support the equality, diversity and rights of Residents, Carers and Colleagues.
- It is the responsibility of every member of staff to ensure compliance with health and safety at work legislation.
- It is the personal responsibility of all staff to act in accordance with the Health and Social Care Act 2008 and Safe Guarding of Vulnerable Adults (Sova).
- To perform any other related duties that may arise from time to time to meet the ongoing needs of the company.

I....., accept and agree to be bound by the objectives and accountabilities of the job description as set out above.

Name	
Signature	
Date	