A Teaching Care Home: Draft Vision Statement – September 2018

Teaching care homes demonstrate an ongoing commitment to person-centred care and ways of working, which will be experienced by all who live, die, visit and work in the home. They are centres for learning, practice development and research, actively engaging with staff, students, residents and the community. They have strong working relationships with academic and education providers and are a resource for other care homes.

Residents and relatives will experience person-centred care in a home that:

- Has comfortable personal, communal and open spaces
- Feels safe and has a friendly atmosphere
- Recognises the uniqueness and diversity of individuals by:
  - Acknowledging emotions and feelings
  - Understanding what matters to a person
  - Respecting and supporting a person’s dignity and privacy
  - Supporting and enabling personal choices and decisions
- Nurtures and maintains healthy, caring and empathic relationships
- Is part of the local community, facilitating intergenerational engagement and embraces cross system partnerships with others to create a holistic care experience

There will be:

- Person-centred leaders and role models who are visible, accessible, courageous, connected and involved in care
- Self-aware and emotionally intelligent staff who are able to be their ‘whole selves’ at work
- A spirit of working together in teams that:
  - Are self-managing
  - Engage in shared decision-making
  - Have a sense of ownership for practice and care
  - Are courageous; challenging the status quo and pushing boundaries
  - Value critique, reflection and feedback
  - Are proactive, innovative, enabling and celebratory
  - Have a commitment to learning and development for all
- A team (and the individuals within that team) that feel(s):
  - Supported, listened to and have a sense of worth
  - Engaged and enthusiastic, able to think and act independently and with confidence
  - Their learning and development is a priority
  - Proud of and celebrate the good work that they do
  - A sense of well-being

The teaching care home (with support from the provider organisation) will:

- Ensure appropriately skilled and competent permanent staffing to provide person-centred care, that is safe and effective and enhances quality of life
- Support the development of a positive learning environment, facilitating reflective practice, workplace learning and formal education and training (informed by individualised learning and development/career pathways that are consistent, robust and flexible to meet the needs of both staff and residents)
- Offer career development pathways for all levels of staff
- Forge partnerships with academic and education providers to:
  - Promote and increase student nurse, apprentice and other MDT placements within the home
  - Provide access to learning and development opportunities for staff, including mentorship training
  - Become active participants in practice development and research
- Support and enable positive and effective communication within the home
- Facilitate the integration of the care home with wider communities and health and social care partners and stakeholders
- Inspire others by actively promoting and showcasing the positive work that they do