

Skills for Care update

April / May 2019



Cambridge Registered Managers
Network

23rd May 2019





Working with families

What do your staff need to know and do?

Skills for Care and the Avenues Group have developed a framework which explains what staff need to know and do, to work well with families.

1. Understand the importance of partnership working and instilling a family, person-centred approach
2. Establish and maintain positive relationships with families
3. Maintain open communication with families and review how you work with them
4. Actively encourage people who need care and support to maintain family relationships and/or social contacts and networks



www.skillsforcare.org.uk/families



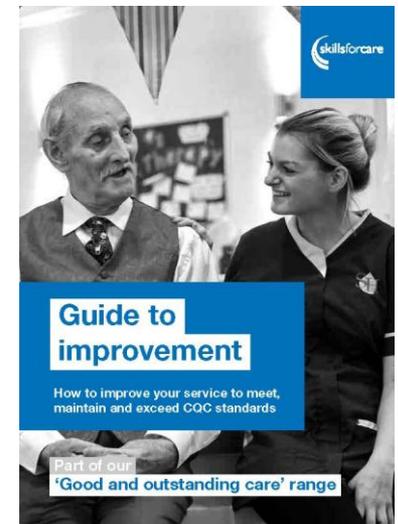
Guide to improvement

Identify, plan and implement improvements to meet, and exceed, the CQC's fundamental standards

Including sections and templates around:

- getting ready to improve
- how to improve – identify, plan, implement and monitor
- common areas for improvement
- improve and excel beyond 'good'
- Hardcopy workbook edition available **FREE** for renewing members of Skills for Care or £20 for new members.

www.skillsforcare.org.uk/guidetoimprovement





New eLearning modules for new and aspiring managers

There are now six eLearning modules mapped to the Manager Induction Standards (MIS) to help deputies, aspiring managers and new managers develop the knowledge they need to become a competent manager.

- Mapped to MIS standard 1, 2, 3, 4, 6 and 9.
- Features interactive exercises, videos and audio from real managers in real settings.
- Simple to follow and relevant across different services and settings.
- Learners can work at their own pace at a time to suit them.
- Priced at only £15 per module.

www.skillsforcare.org.uk/miselearning



Meaningful activity

Meaningful activity is any physical, social or leisure activity that is tailored to the needs and preferences of the individual.

We've created two posters for you to display around your organisation to help you think about:

1. why is meaningful activity so important
2. ideas to engage in meaningful activity

www.skillsforcare.org.uk/activity

Why is meaningful activity so important?

Meaningful activity is important to everyone

What is meaningful activity?
Meaningful activity is any physical, social or leisure activity that is tailored to the needs and preferences of the individual.

Why is meaningful activity important?

Meaningful activity is important to those who need care and support. It can help to:

- improve physical health
- improve mood and help to control medication
- improve mental health
- improve self-esteem
- improve the quality of life
- control loneliness
- reduce falls
- reduce stress and pain
- improve staff morale
- promote greater staff engagement
- improve job satisfaction
- improve staff morale

Physical Health
Peace of Mind
Making a difference
Independence
Wellbeing
Engaged
Happy

Considering meaningful activity and the key lines of enquiry

Safe	How do you make sure there is the right mix of skills, competence, qualifications, experience and knowledge, to meet people's individual needs?
Effective	How do you work together collaboratively to ensure activity provision fully supports the individuals' emotional and physical wellbeing?
Caring	How can you use meaningful activity to show kindness, compassion and emotional support?
Responsive	How do you make sure you understand what is important to an individual to ensure physical, emotional and social needs are met?
Well-led	Does your workforce culture help you to be innovative in creating meaningful activity for the individuals who need care and support?

Turn over for some simple ideas about how you can engage people in meaningful activity.

Ideas to engage in meaningful activity

- **Listen to music** - studies have shown listening to music can enhance your memory
- **Tell a joke or watch a funny film** - laughing reduces cortisol levels and reduces blood pressure
- **Turn the radio on** - listening to the radio can improve cognitive function and improve mood
- **Play simple brain games and puzzles** - keeps the brain active and improves brain health
- **Have a chat** - engaging people in discussions improves mental wellbeing
- **Look at photos** - taking the time to reminisce over photos from the past can improve mood by bringing back happy memories
- **Take a walk** - movement sends the blood flow to the brain
- **Work on tasks together** - simple tasks such as setting the table or light dusting can help create a sense of purpose
- **Use skype** - providing easy access to friends and family can help reduce feelings of isolation
- **Use a smart speaker** - technology such as smart speakers can help maintain a certain level of independence
- **Be visible** - being getting your hair or nails done, going to the gym, or taking a walk can help you feel good

Turn over to find out why meaningful activity is so important.



Worked examples to support workforce development

They're based on real life scenarios of people with learning disabilities and/ or autistic people, who display or are at risk of displaying behaviours which challenge. They explain:

- what workforce the individual needs
- what skills and knowledge this workforce needs
- how much this training would cost.

www.skillsforcare.org.uk/workedexamples

The screenshot shows a document from Skills for Care. The title is "Supporting people with a learning disability and/or autistic people" with a subtitle "Worked examples to support learning and development". Below the title, there is a section titled "What are these worked examples?" followed by a paragraph explaining that the examples are based on real-life scenarios of people with learning disabilities and/or autistic people. Below this, there is a section titled "Meet Carol" with a small icon of two people. To the right of the text is an illustration of an elderly woman named Carol sitting in a wheelchair. The text describes Carol as a 75-year-old British-born Chinese woman with a learning disability and frequently "query autism", although she has never been diagnosed. It mentions her personality, her sense of humor, and her interests like watching horse racing. It also notes that she goes out in the community and knows local people who work in the bookies, her local pub and takeaways, and that she has a fixed routine of places she goes and people she likes to see.



Registered manager membership

Discounts available to our members include...

- Wellbeing for registered managers: a practical survival guide - £20, **exclusive price for registered manager members**
- Good and outstanding care guide - extended workbook edition - £20 (**£15 off**)
- Becoming a manager – Manager Induction Standards workbook - £60 (**£15 off**)
- Effective supervision guide - £15 (**£5 off**)
- Effective workplace assessment guide - £15 (**£5 off**)
- Practical approaches to workforce planning - £17.50 (**£2.50 off**)

Join today at www.skillsforcare.org.uk/membership



Prevention in Social Care



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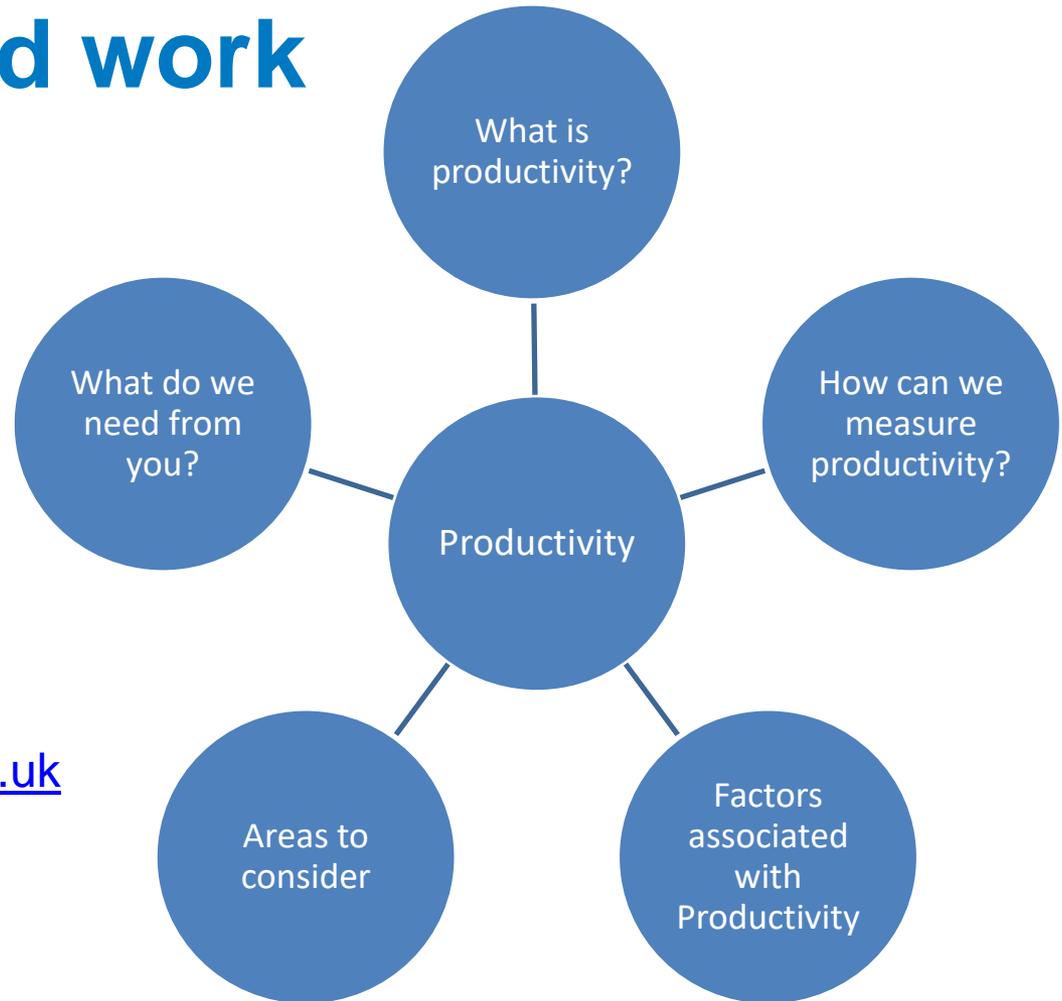
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Productivity and work performance



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