



JOB DESCRIPTION

Post Title:	Engagement Lead
Department:	Activities
Work Location:	Nightingale House (SW12), Hammerson House (N2)
Full/Part Time:	Full Time
Hours of Work:	37.5 hours
Postholder Reports to:	Head of Activities
Postholder Supervises:	N/A
Main purpose of the job <i>Engagement in this context means to stimulate or motivate a resident to do something - whether physical, intellectual or sociable, with the aim of enhancing their wellbeing.</i> <ul style="list-style-type: none">• To provide a resident centred, integrated engagement programme including Activities for Daily Living (ADL), working on a specific residential or nursing household at Nightingale House.• To lead on the development of tailored individualised engagement plans for each resident on your allocated care household, liaising with our in house specialist Occupational Therapy (OT) team.• To work across teams to deliver those plans working closely with Healthcare workers, Nurses, Therapy staff, other Engagement leads, and volunteers.• To support occasional centrally organised activities, outings and events as and when required that bring together residents from all households at Nightingale House.	
Equal Opportunities Nightingale Hammerson is committed to achieving equality of opportunity both in delivering its services and in the employment of people and expects all staff to understand and promote equality of opportunity in all aspects of their work.	
Health and Safety All staff are expected to take responsibility for their own health and safety, in so far as they can themselves, and to exercise reasonable care and caution in the execution of their duties.	
Nightingale Hammerson Values We expect all staff to display and uphold our core values which are: <ul style="list-style-type: none">• Compassion• Excellence• Integrity• Respect• Dignity• Teamwork More information on our Mission and Values can be found on our website	



1.	<u>Leadership</u>
1.1	To specifically act as a role model to staff working on your household (mainly health care workers) on how to put into practice the Activities of Daily Living (ADL) Toolkit through tailored person centred engagement plans.
1.2	To ensure that those residents who have Namaste in their engagement plan receive it.
1.3	To coordinate and support weekly Intergenerational engagement on your household
1.4	Personally participating with residents on an individual basis or in groups, both on and off individual households.
1.5	To become a Dementia Care Mapper and participate in the group that oversees this activity, and to ensure that recommendations from the Mapping on your allocated household are implemented
2.	<u>Engagement Plans</u>
2.1	To lead on the creation and development of individualised Engagement plans for residents on your specified care household. Work with the OT Lead for your household in linking OT assessment recommendations to the likes and preferences of each reference to create a stimulating and motivating engagement plan, having considered their life history, preferences, objectives and interests and liaising with the resident and their family members.
2.2	Within the Engagement programme, be willing to <ul style="list-style-type: none">- assist members of the Therapy team with individual treatments following an assessment by a qualified therapist- to assist/run therapeutic group work- to assist with the distribution and collection of aids and equipment and therapeutic interventions as needed
2.3	To be responsible for maintaining those Engagement plans and records in conjunction with the main Care Plan for each resident, which requires monthly updating
2.4	To champion person centred care in the delivery of the Engagement plans on a daily basis by training, coaching and demonstrating effective meaningful engagement to other staff including care staff, domestics, catering staff and porters.
2.5	To attend Wellbeing meetings and also support 'Resident of the Day' initiatives on your household.
2.6	To train and support one to one care staff (even if agency staff) to deliver a one to one engagement plan with their specified resident.
2.7	To monitor the performance of the engagement plans by assessing the impact on residents
2.8	To evaluate the Impact of all group engagement sessions on the household.
2.9	To give feedback to care managers on care staff skills and competences in delivering the Activities of Daily Living Toolkit in practice, to assist with their learning and development.
2.10	To ensure that the Engagement programme encompasses Jewish themes, particularly in



respect of Jewish Festivals and Shabbat.

3. Management and administration

- 3.1 To be responsible on a day to day basis for ensuring that your household is always equipped and resourced for delivering meaningful engagement.
- 3.2 To manage risks associated with delivering resident Engagement plans in accordance with the Nightingale Hammerson risk management strategy.
- 3.3 To ensure that all risks are included and updated in the Charity's risk register
- 3.4 Understanding the health and safety policy and ensuring that care is taken to protect the health, safety and welfare of residents, staff and visitors in Nightingale.

NB – In order to maximise resident engagement, it is suggested that the majority of administrative tasks are focussed to first or last thing each day

4. Relationship Centred Care

- Staff

- 4.1 To work closely with and support your specific care staff (and domestics, porters etc...) team to deliver resident Engagement plans.
- 4.2 To work collaboratively with Care Managers on Engagement related matters as necessary
- 4.3 To attend team meetings, resident multi-disciplinary meetings, and committees as necessary.

- Families

- 4.4 To work with families to involve them in planning the residents engagement plan
- To write and send a monthly report to relatives on their individual resident.
- 4.5 To attend and participate in relatives meetings.

4.6

- Volunteers

- 4.7 To work in partnership with volunteers to delivery engagement in the most effective way for residents. To provide them with appropriate support and supervision.

5. Flexibility

- 5.1 Sometimes an Engagement programme needs to be flexible in order to meet the needs of residents in terms of content and times of delivery, including activities outside of the standard hours of the normal working week eg occasional evening or weekend activities.

6. Other Duties and Responsibilities

- 6.1 To keep abreast of new developments and best practice within Engagement and Activities.
- 6.2 To carry out other duties within the competence of the post holder as may be required from time to time.



Person Specification

Post Title	Engagement Lead
Department	Activities

1 Qualifications

- 1.1 Degree, OT qualification or NVQ 3 or above in Activity Engagement or equivalent experience E

2. Experience

- 2.1 Experience of working with older people, people living dementia with varying abilities and needs. E
- 2.2 Experience of working and managing volunteers on a day to day basis. E
- 2.3 Experience of working with relatives and carers of residents. E
- 2.4 Experience of planning, implementing and reviewing a creative, resourceful and innovative engagement programme in collaboration with the Health Care/Therapy Teams E
- 2.5 Experience of monitoring and evaluating activities (Including partnership projects with other stakeholders/intergenerational work) E

3. Knowledge

- 3.1 To have an understanding of the needs and abilities of older people in a residential and nursing setting with a clear understanding of the needs of people living with Alzheimer's disease and dementia. E
- 3.2 Knowledge of how to assess the engagement needs of the most frail and vulnerable residents to ensure that they have varied opportunities to continue to live meaningful lives.
- 3.3 An understanding of how to engage with the Namaste Programme, Dementia Care Mapping and the Occupational Therapy Tool Kit E
- 3.3 A knowledge of Jewish values, culture and festivals or a willingness to learn D

4. Skills

- 4.1 Ability to lead, motivate others inspire and implement new ideas. E
- 4.2 Ability to work flexibly and to adapt skills to meet the assessed needs of residents. E
- 4.3 Ability to communicate effectively with a wide range of people, including residents living with dementia. E



- 4.4 Ability to effectively contribute to and work as part of a team. In the context of a multi-disciplinary approach to the care of residents. E
- 4.5 IT Literacy and organisational skills to maintain appropriate records connected to the functions of the post.
- 4.6 Ability to work variable hours as required E

- 5.0 Special conditions**
- 5.1 There is an expectation that the post holder will work outside of normal office hours (9.00a.m. to 5.30 p.m. Monday to Friday) and on Sundays as necessary. E