

Job Description

Job Title:

Hummingbird

Your name:

Your place of work:

Pilgrims' Friend Society is a Registered Charity which has been providing Christian care and support for over 200 years. Our Christian ethos remains central to everything we plan and do, and all our senior staff are committed Christians.

It is a fundamental principle of Pilgrims' Friend Society that your workplace should be an expression of committed Christian care. It is expected that all staff will commit to avoiding doing anything whilst at work that would undermine this expression and ethos.

We have a distinctive approach to living with people in our homes and schemes. We refer to the people who live with us as "family members" and our approach to care known as "The Way We Care" (TWWC) is highly person centred and values each person as precious and made in God's image.

We are seeking dedicated individuals who are passionate about providing holistic care and support to our family members at Pilgrims' Friend Society. As an integral part of our team, you will play a crucial role in ensuring the well-being and happiness of our family members. To uphold our mission and values, we expect all staff to embody TWWC in their daily responsibilities. We want to engage with the communities and churches around our homes to their benefit as we share our resources and to our benefit as we recruit volunteers who add so much to the quality of what we do. Below are the key expectations for this role:

1. The main purposes of your job are:

- To facilitate the provision of regular interaction particularly with those living with dementia within the Home, including brief connections thus contributing to a stimulating environment
- To work in support of the management and care team to meet the psychological/emotional, social and spiritual needs of our family members and especially those living with dementia

2. Where you fit into the team:

You are responsible to the Home Manager.

Work closely with the Wellbeing and Dementia Lead and other Hummingbirds.

3. Your main job duties are:

1. To demonstrate a person-centred approach, taking into consideration the family members likes, dislikes and interests by studying each person's care plan including their diagnosis and life histories
2. To have brief connections with the family members throughout the day e.g. touch of their hand, a greeting or a smile aimed just at them to longer periods of bible reading, looking at photographs talking about whatever they are interested in

3. To support family members to live positively in the moment by demonstrating flexibility and creativity
4. To support the carers in providing holistic end of life care. This focuses on spiritual and emotional well-being, adhering to our whole person approach philosophy, and demonstrating excellence and compassion in every aspect of the care provided. By incorporating compassion, we strive to create a nurturing and empathetic environment where family members feel valued, supported, and truly cared for
5. To support and encourage family members who would like to be involved in maintaining their living area respecting their specific needs and choices
6. Actively engage in all aspects of home life, including supporting family members with various activities that enhance their quality of life which may include accompanying them to services or reading the Bible to them
 - a. Strive for excellence in supporting engaging events and activities that promote a sense of community among family members
 - b. Be transparent in your efforts, openly communicating the goals and benefits of these activities to the family members
7. To liaise closely with the Wellbeing and Dementia Lead to prioritise the needs of the family members
8. To keep accurate and up to date records including the person's feelings and reactions to the Hummingbird that emphasise a person's strengths. Communicate necessary information with staff on other shifts at the start and end of your duty to ensure that care is provided in accordance with the person's care plan and available to health care professionals when they visit
9. Assist in providing a supportive environment that respects and celebrates the Christian beliefs and practices of our family members
10. If required, admit and attend to inspectors or other visitors. Ensure that visitors to the home are welcomed and offered a drink etc as appropriate
11. To respect the wishes and dignity of each family member as an individual
12. To attend and participate in staff meetings when required and contribute positively to a team approach being person centred towards each other

General

13. Assist in providing a supportive environment that respects and celebrates the Christian beliefs and practices of our family members
14. All staff are expected to further their knowledge and development through attendance on courses thought to be appropriate by their manager or at training sessions provided or facilitated by Pilgrims' Friend Society
15. In addition to the duties and responsibilities listed, you are required to perform other duties assigned by your manager from time to time