



The WORKFORCE DIRECTORY

December 2021

Welcome



Dear provider,

I am delighted to be able to help introduce this workforce directory along with Melanie Weatherley MBE as Chair of LINCA. This directory showcases all the support and workforce development opportunities that Lincolnshire Care Association (LINCA) oversee and deliver. It reflects one example of a genuine partnership between LINCA and the County Council after many years of close working. The profile of social care, its place in the public conscience and the voice of social care has never been higher. It is imperative that that voice continues to be heard at local, regional and national levels and this directory provides another illustration of that voice, where working collectively the voice of social care and provider colleagues can and do have influence. I trust you will find this informative and useful. With my best wishes.

***Glen Garrod
Executive Director of Adult Care and Community
Wellbeing
Lincolnshire County Council***



Dear provider,

Lincolnshire Care Association (LinCA) is delighted to announce the launch of the new and updated Workforce Directory - celebrating the best in care in Lincolnshire and supporting those on the front line of social care in the county.

The directory is aimed to support front line workers and managers with the opportunity to develop old and new skills through a variety of differing avenues

The team at CareinLincs Workforce Development are here to support you with every aspect of this critical area of your organisation.

If there is anything else that you feel would be helpful please get in touch or join our Registered Managers Meetings which meets weekly overseen by Mark and his team.

Melanie Weatherley MBE
Chair of Lincolnshire Care Association

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Introduction and Contact Details

This workforce directory has been put together to assist you with your workforce development and budget planning for this financial year.

The team at CareinLincs Workforce Development are here to support you with every aspect of this critical area of your organisation.

We have put together this directory so that you know what we offer and how to access the workshops, training programmes and other resources.

If there is anything else that you feel would be helpful, please call us:

01522 581073

Contact details

Mark Turton, Head of Workforce Development

markturton@linca.org.uk

07484 011372

Melanie Weatherley MBE, LinCA Director

melanie@walnutcare.co.uk

07816 345522

Varsha Modhwadia, CareinLincs Project Manager

varshamodhwadia@linca.org.uk

07904 000177

Carly Bailey, CareinLincs Workforce Development Accountant

carlybailey@linca.org.uk

07593 135450

Sue Lovelock, LinCA Administrator

susannalovelock@linca.org.uk

07484 011374

Ruth Rossiter, CareinLincs Digital Project Support Officer

ruthrossiter@linca.org.uk

Conor Giles, CareinLincs Wfd Admin Support

conorgiles@linca.org.uk

The Team

Melanie Weatherley MBE, LinCA Director.

Melanie has special responsibility for Workforce Development and Training and plays a strategic role in terms of setting direction and overseeing effective delivery

Mark Turton, Workforce Development Manager & Non-Executive Director of LinCA

Mark's role is to plan, promote and commission workforce development priorities for the Care Sector working with Training Providers.

Sue Lovelock, LinCA Administrator.

Sue provides Member Support services and supports LinCA Workforce Development.

Varsha Modhwadia, Digital Project Manager.

Varsha supports the Digital innovation across Social Care and delivers Apprenticeship pathways

Ruth Rossiter, Project Support Officer

Ruth supports Varsha on her Digital projects

Carly Bailey, CareinLincs Workforce Development Accountant. Carly supports and manages the invoicing and payments.

Conor Giles – LinCA Admin Support

Conor supports and manages the Workforce Development Fund



TRUSTED ASSESSOR SUPPORT FOR PROVIDERS

Independent Trusted Assessors

Provide a full HONEST, independent and factual assessment to Care Homes and Home Care Agencies and act as representative for the provider.

- The CTA is not assessing the suitability of homes, simply acting on behalf of the home.
- Decisions on placements are made as normal by the Social Worker and clinical discharge practitioners in conjunction with the patient and their families ensuring choice.
- When a patient is returning to a placement the Adult Social Care team (ASC) within the hospital are required to carry out a placement review to ensure continuing suitability of the placement. The CTA liaises with ASC to ensure this has been done.
- The provider can then determine from the information supplied in the assessment if they are able to meet the person's needs and if they will accept the return or placement.

Contact details

Michele Briggs, Lead Care Trusted Assessor

07593 135461

michelechts@linca.org.uk

Lincoln County Hospital

07484 011371

trustedassessors.lincoln@nhs.net

Boston Pilgrim Hospital

07484 504532

Trustedassessors.boston@nhs.net

Peterborough Hospital

07484 504531

trustedassessors.peterborough@nhs.net





WORKFORCE RESOURCES Including RESEARCH



Care Quality Commission make sure health and social care services provide people with safe, effective, compassionate, high-quality care and we encourage care services to improve.

They publish regular reports on care in England as well as our corporate activities

They also produce the annual State of Care, an assessment of health care and social care in England.

The report looks at the trends, shares examples of good and outstanding care, and highlights where care needs to improve.

CQC constantly are producing information for care providers, including guidance about regulations, how to register with the,, what incidents must notify to them and what they look at when we carry out inspections.

For more information <https://cqc.org.uk/>



Skills for Care are a not-for-profit organisation committed to the development of an improved and sustainable social care workforce across the UK.

Skills for Care supports adult social care employers to deliver what the people they support need and what commissioners, and regulators expect.

Their products and service offering is based on our core mission of developing a more skilled, productive and flexible workforce.

Their aim is to:

- Help maximise the potential of your workforce
- Deliver workforce transformation
- Improve quality, productivity and health outcomes
- Raise standard in skills and training delivery

COVID-19: Support and guidance for the adult social care sector



COVID-19: essential training

Find guidance on essential training and how to access it.



Support for regulated professionals

Further support specifically for social workers or registered nurses.



Support for registered managers

Our Facebook group, podcasts, virtual networks, webinars and advice line can support you during this time.



Support for individual employers

Guidance for people employing PAs (including PHB holders and direct payment recipients).

For more information, contact Lincolnshire's locality Manager, Lauren Stacey.

Lauren.Stacey@skillsforcare.org.uk



LSAB

Making safeguarding personal

For more information, contact:

safeguardingtraining@lincolnshire.gov.uk

Free eLearning courses available to all Adult Service staff and volunteers, all LSAB courses are CPD certified:

Safeguarding Adults at Risk

This training course is for anyone who encounters adults at risk of abuse in the community, in a person's own home, in a hospital, in a day care or residential setting. This includes formal and informal carers, volunteers, health and social care professionals.



Mental Capacity Act

An overview



Mental Capacity Act

The Mental Capacity Act is intended to assist and support people who may lack capacity and to discourage anyone who is involved in caring for someone who lacks capacity from being overly restrictive or controlling. This course aims to help care workers look at how the Act will affect them and to help them to develop best practice to include in the new legislation

Dementia Awareness

Dignity' can be a difficult term to define. means different things to different wide

range of topics. We believe that dignity people in care are treated with dignity care whatever the setting. On learners will: understand how the feel when not treated with dignity and constitutes best practice; understand attitudes must be challenged; and ensure all staff working in adult social care employ best practice.



This is because dignity people and can cover a

is about ensuring that and respect in adult social completion of this course people we support might respect; know what why inappropriate staff

Welcome

Falls and Fracture Prevention in Older People

We are here to help you through this e-learning module.



Falls and Fracture Prevention in Older People in Lincolnshire

The incidence of older people falling is much higher than within any other sector of the public. One third of older people are classified as recurrent fallers, meaning a fall suffered by an older person may not be a one off event. This in depth course covers a range of topic areas that will ensure that you can assess and identify when an older person may be at greater risk of a fall and the methods that can be implemented to reduce this risk

To register for any of these courses go to: www.lincolnshire.gov.uk/lsab and follow the training link.

About the Social Care Institute for Excellence



social care
institute for excellence

The Social Care Institute for Excellence (SCIE) is a leading values-driven improvement agency. In recent years they have evolved from a largely government-funded body to a fast-moving, high-profile and more commercial organisation and thought leader.

They offer a wide range of tailored and flexible improvement support, working collaboratively with associates and partner organisations.

SCIE's future success depends on ability to support and continue developing their range of large and small commercial projects covering consultancy, training, evaluation and research to complement our government funded commissions.

There is a mission to research, evidence, share and support the implementation of best practice. They use this evidence and experience to shape policy and outcomes, and to raise awareness of the importance of social care and social work for creating a fair and equal society.

<https://www.scie.org.uk/>



NICE work with the adult and children's care sectors to develop independent recommendations for social care. They also develop health and public health advice and guidance, which allows an integrated approach to supporting people and meeting their needs.

To find out more about what they do and how you can help to shape our guidance.

Their social care quality standards are practical tools to help deliver good health and wellbeing for users of adult and children's social services.

They help people understand the quality of services and care they should expect. Providers and commissioners use them to assess performance and make improvements.

Their social care guidelines make evidence-based recommendations on the effectiveness and cost-effectiveness of interventions and services. They're co-produced with social care experts

<https://www.nice.org.uk/>



Social Care learning materials and information available

Flexible learning - the way forward

Individual
Learning

News
Desk

Discussion
Board

Group
Learning

Personal
Development
Plan

KEY FEATURES

**3 easy steps to gain access to the
learning materials and information:**

1

2

3



1 Go to www.scils.co.uk or www.eils.co.uk

2 Click on register and Enter the
Registration Number below

3 Create your own username and password

REGISTRATION NUMBER:

288LINCAWFD

If you have any difficulty or require any information contact SCILS:
tel: 0115 923 0200 email: info@scils.co.uk



Learn how Care Homes can engage with high quality research

Improving the lives and health of older people living in care homes is a major UK government priority. The Enabling Research in Care Homes (ENRICH) initiative and Research Ready Care Home Network aim to help make this happen, and to improve the consistency of support for organisations engaging in research outside the NHS.

There is a place in the Network for all care homes interested in becoming involved in the support and delivery of research.

The Research Ready Care Home Network provides opportunities for care homes and residents to become involved in local and national research studies. Why not become part of the Research ready Care Home network? For more information about the many benefits research brings to your organisation, workforce and users of your service please contact:

Tracey Collishaw: (Lincolnshire Partnership NHS Foundation Trust) tracey.collishaw@nhs.net



**COMMUNITY BASED
SOCIAL CARE**
RESEARCH, LEARNING & EXCELLENCE, COMMUNITY.

NIHR | Clinical Research Network
East Midlands

 **UNIVERSITY OF
LINCOLN**

CARE

Calling all Home Care Providers

- 1) Would you like help and support navigating the brave new world of social care research and discover the important benefits of becoming research aware and active?
- 2) Are you interested in finding out how your Home Care organisation could access existing Research evidence to improve practice, teamworking & learning, raise standards and change positively, the experience of your team, service users and their families?
- 3) Would you like to explore ways of establishing your own Research Evidence folder to demonstrate to service users and their families, potential care staff, CQC, funders and commissioners, your care team's learning, and application of evidence-based research to their practice?
- 4) Would you and your care team like to have your say in what social researchers should be looking at in community based social care provision?

If you think Yes, to all or any of the above questions, then you would be welcome to join the new **RELEC Research, Learning & Excellence Community** group. For more information about how we can support you and your team please contact: Louise Marsh L.Marsh@lincoln.ac.uk m) 07913008125

FUNDING



Workforce Development Fund (WDF)

The Workforce Development Fund is a funding stream from the Department of Health which is disbursed by Skills for Care. It supports the provision of high-quality care by allowing providers to claim back money towards the cost of workers completing a broad range of adult social care qualifications.

What can be funded?

You can claim funding towards the cost of listed qualifications, learning programmes and digital learning modules completed between **1 January 2021 and the 31 March 2022**. This includes money towards the cost of course fees (or employer contributions) and associated costs such as:

- Employees' salaries whilst they're undertaking training
- Coaching and mentoring costs
- Venue costs for training
- Wage replacement costs

All costs must be incurred before WDF is claimed and employers must ensure they have records in place to evidence the costs of any funding claim they make.

[Get in touch for the list of funded qualifications](#)

For more information, contact: **Conor Giles** or

Lauren Stacey [Lauren Stacey@skillsforcare.org.uk](mailto:Lauren.Stacey@skillsforcare.org.uk)

Adult Social Care – Workforce Data Set [ASC-WDS]

The Adult Social Care Workforce Data Set (ASC-WDS) is an online data collection service that covers the adult social care workforce in England. The data collected is vital to the Government, the Department for Health and Social Care, local authorities and the Care Quality Commission as it allows them to plan, fund and monitor the sector.

Please go to the dedicate website for information, films and resources on ASC-WS

<https://www.skillsforcare.org.uk/adult-social-care-workforce-data/ASC-WDS/Discover-the-Adult-Social-Care-Workforce-Data-Set.aspx>

Completing the Data Set allows you access to funding and learning resources to help to develop and improve the standards of you own workforce

RECRUITMENT

A photograph of a hand placing a smooth, dark stone onto a vertical stack of four other smooth stones on a pebbly beach. The stones are balanced precariously. The background is a soft-focus view of the ocean under a clear blue sky. The word 'RECRUITMENT' is overlaid in large, purple, sans-serif capital letters across the upper portion of the image.

With the ever increasing need for staff in **adult social care** across **Lincolnshire**, the **CareinLincs** website is the go-to place for you to advertise your current vacancies – whether paid employment, voluntary positions or apprenticeships.

Jobseekers can register for job alerts, apply for your advertised vacancies, and submit their interest in particular areas of care – becoming part of the ‘Candidate Pool’

Who can access the CareinLincs website?

If you are an adult social care provider in Lincolnshire you can advertise your current vacancies on the site.

If you are a **LinCA Member** you will also benefit from:

- Your adverts being promoted on CareinLincs, as well as on our social media profiles
- Potential candidates being recommended to you from the Candidate Pool
- Access to the ‘Client Portal’ where you can see when you receive an application, and monitor applicant progress during the recruitment process

Our aim is not only to be a jobs board, but to provide information and support to **Providers** and **Jobseekers**:

- Promoting Adult Social Care and educating that being a carer is not “just a job”
- Information on the possible roles and career paths available, such as Managerial, Nursing, Team Leaders, Carers, Administrative, and Ancillary Roles such as Gardeners, Drivers, and Chefs
- Assistance with attracting, and retaining, people to adult social care
- Signposting to available training and funding

How can I start advertising?

Contact us to see if you have an existing profile on the CareinLincs site – ruthrossiter@linca.org.uk / careinlincs@linca.org.uk

Alternatively, complete the online registration form on the site
>> [HERE](#) <<

(Please allow 24 hours for your account to be created, it is not an automated enrolment process)

For more information, contact:
Ruth Rossiter, ruthrossiter@linca.org.uk

Don't forget to like, share and follow us on:



RETENTION

A full-page photograph of a woman with curly brown hair, wearing blue medical scrubs and a stethoscope. She is smiling warmly at the camera while holding a clipboard. The background is a blurred hospital corridor with other people in the distance.

Why not join the I Care Ambassadors Partnership?

I Care...Ambassadors are a national team of care workers who talk about what it's like to work in social care.

Ambassadors visit schools, colleges and Jobcentres and run a range of careers activities within their workplace.

The benefits:

- **create a professional image and quality profile** – once your ambassador has completed their Welcome Modules you will be able start using the *I Care...Ambassador* brand.
- **motivate and keep your workforce** – we know that over 70% of ambassadors feel more confident and motivated in their work as a result of being an ambassador.

Finding the right person:

I Care...Ambassadors is a great learning and development opportunity for staff but is not right for everyone and you need to make sure you choose the right person to represent your service.

They should be:

- willing to talk positively about social care and answer questions about their experiences
- comfortable delivering your chosen activities, which may include presentations or group activities
- able to combine this role with their day to day job.

To find out more about ambassadors or to join the I Care Ambassador Partnership please contact Varsha Modhwadia at

varshamodhwadia@linca.org.uk

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I care...
Ambassadors

DIGITAL SUPPORT

NHSmial

The secure email system

NHSmial is used across Health and Social Care in order to send sensitive information via email. NHSmial is recognised by Hospitals, GPs and other Health colleagues in the aim to axe the fax!

This is a great tool to use to send and receive test results, care plans, prescriptions and data about your clients.

I have an NHSmial account

If you have a NHSmial already, please make sure that you and your staff members are using your accounts to send and receive information on the clients you are caring for.

COVID is the best opportunity to ensure you have an active account as NHSmial eliminates staff members having to leave your establishment to visit other health care professionals, like the GP or Pharmacist.

NHSmial gives you the added protection of digitally speaking to your health colleagues through Microsoft Teams!

I don't have an NHSmial account

Please contact Varsha Modhwadia ASAP to get your NHSmial account set up

For more information, contact: Varsha Modhwadia

Data Security & Protection Toolkit (DSPT)

With better security, comes better care

With the digitisation of the majority of your clients information; ensuring that this information is protected fully is extremely important. Ensuring you have all the policies, procedures and protective software in place is more important than ever to protect yourself from a cyber attack.

The DSPT

NHS has developed the DSPT as an online assessment tool which will allow you to measure your performance of information security. From October 2020 the DSPT will show a new format for Social Care to follow; ensuring the questions are relevant, easy to follow and specific to Social Care.

Having access to NHSmail means it is a requirement that your organisation has completed the DSPT.

The DSPT is a annual Toolkit which needs to be updated to ensure you are still compliant.

How do I complete it?

Every organisation needs to complete their DSPT. However, if you part of a larger provider group- this can be done at head office level.

To sign up for an account please contact Varsha Modhwadia

For more information, contact: Varsha Modhwadia

Do you use NHS Mail?

You need to complete the DSPT!

FREE Workshops to help you with data protection and security

If you use NHS Mail you need to complete the Data Security Protection Toolkit (DSPT) Completing the DSPT shows that you take data protection and cyber security very seriously and shows to your service users and stakeholders that you are meeting your legal requirements. This requirement was temporarily waived during the pandemic but to keep using your NHS Mail account you must take action!

You need to have published your DSPT before 30th June 2021 to ensure you retain access to, or be able to register for NHS Mail.

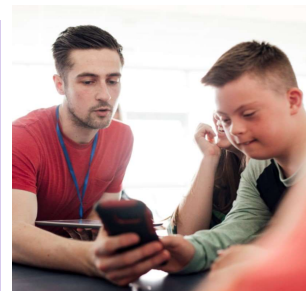
It satisfies CQC KLOE W.2.8 Key Line of Enquiry questions about how you manage data securely

Demonstrate that you meet legal requirements including Data Protection Legislation and the Data Security Standards

The DSPT is a **Contractual requirement with CCGs and Local Authorities**

You will benefit by potentially having access to:

- **NHS Mail** - allows you to exchange information with other parts of the health service such as GPs and Pharmacies securely and quickly
- **Proxy Access** - with proxy access you can order medication on behalf of your service users
- **Shared Care Record** - This allows Care Providers and the NHS to see each others patient records transforming how you deliver care
- **Digital Red Bag** - Improves information sharing between care homes, ambulance services, hospital staff, residents and their family members.



The DSPT is not difficult to complete but it does require preparation in advance to successfully complete it and that's where we can help

Better Security Better Care is a national program of support for the DSPT to help Care providers through the process in a simple and straightforward manner The West Midlands Care Association is providing local support for this program in the West Midlands, Herefordshire, Worcestershire and Warwickshire

What's Available:

Helpline - If you have a question give, us a call on 01522581073 during normal office hours

Webinars - Whether you are new to the DSPT or have completed it before, we have webinars detailing what you need to do and what your next steps should be

What do I do next?

Email r.rossiter@nhs.net and request dates available to book onto for 'Introductory DSPT Webinars' or '2 Hour Completing the Toolkit' webinars

This support programme is part of the Better Security, Better Care programme, funded by NHSX to support data and cyber security across the adult social care provider sector

DSPT
Better security.
Better care.



Lincolnshire Care Association represent:

- Care Homes providing Personal and Nursing Care
- Domiciliary Care Providers
- Community, Day and Supporting Living Services
- Independent Social Work



WHZAN Telehealth Kit (The Blue Box)

The Whzan Telehealth kit (The Blue Box) helps conduct clinical assessments and communicates the results to healthcare professionals like GPs, EMAS and district nurses. It is aimed to assist your care home take basic observations of your residents and hopefully reduce the number 999 calls and hospital admissions. This is a complete solution to monitor your residents health and wellbeing, it is easy to use, economical and essential to deliver effective preventive care.

Who has it?

LinCA has had confirmation that **all** homes in Lincolnshire will receive a Whzan Blue Box! If you have not received one yet-contact Grace to find out when you will.

Who is supporting it?

This project has backing from Lincolnshire County Council, CCGs, Primary Care Networks and your Neighbourhood Lead

What are the benefits?

The introduction of Whzan will give you a better understanding of the signs you need to look out for in your clients. It can enable you to speak with their GP about concerns by sharing this information.

For more information, contact: Varsha Modhwadia

REGISTERED MANAGER SUPPORT



Registered Manager's Network meetings

The Registered Manager's Network meetings, supported by CareinLincs Wfd and Skills for Care are open to all Registered Manager's working within Adult Social Care in Lincolnshire.

The network approach is about:

- Providing information
- Increasing confidence
- Sharing skills
- Having access to peer support

Networks are led by registered managers, so the topics are always relevant to those attending.

When?

- Full sector Meetings every 1st and 3rd Thursday per month – All providers
- LD Focus meeting every 2nd Thursday in each month – LD providers
- Home Care Meetings every 4th Thursday in each Month - Dom Care Providers

Where?

Via Microsoft Teams

All Invites from: Mark Turton: markturton@linca.org.uk

Developing Managers Programme In Adult and Social Care

We have developed a six Module Programme to support the Development of new Managers, Deputy Managers and those employees who will move into Management within the coming year within Adult and Social Care.

The cost for this programme will be £220 per person.

If you would like to book on any of the above training courses or workshops, please contact

markturton@linca.org.uk

Module	Elements
Project	Develop outcomes based on risk assessments connected to the KLOE report providing action plans to support sustainability
INTRODUCTION	Identify the skills and resources needed to support learning on the 6 months course
SAFE	Examine and process best practice on how to manage the key elements connected to SAFE
CARING	Process and develop new skills to support better decision making, reporting and record keeping
EFFECTIVE	Develop strategies to support the development of employees
RESPONSIVE	Identify what 'person centred Care' is and its integration into the business
WELL LED	Know your own style of leadership allow better managerial decision making

New dates for 2021

Developing Managers Programme

This 7 half day sessions course examines in detail the five core components of the Care Act. It is designed to increase and develop the theory-based practices for all new or developing managers in Adult Social Care. All webinars will be via Microsoft Teams and commence at 09:30 am till 13.00 pm

Cohort 12

Day 1 – Introduction, 9th November

Day 2 – 21st Century Manager, 23rd November

Day 3 – SAFE, 14th December

Day 4 – Effective, 11th January 2022

Day 5 – Caring, 1st February 2022

Day 6 – Responsive, 22nd February 2022

Day 7 – Manager or Leader? 15th March 2022

The cost of this workshop is **£220 per person**. Attendance on all 7 days is required to complete the course. To book this course please email Mark Turton. markturton@linca.org.uk



IOSH Managing Safely Health and Safety in the Workplace



For managers and deputies
[Online version only]

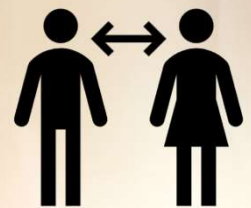


The IOSH Managing Safely Online course from IOSH and First4Safety will give all supervisors, managers and leaders the understanding of risks and hazards in the workplace.

During this course, learners will develop more advanced health and safety knowledge covering the requirements for health, safety and welfare in the workplace and legal requirements, the benefits of using a health and safety system, understanding the principles of risk assessment, understanding the risks and control methods for common workplace hazards and how to manage the effects of accidents and ill health.

No need to take 4 days off work

Immediate Start – Fast Certification



The cost of this workshop is **£179 + Vat for Digital Certificate**

Go to the barcode to register or copy the link

https://www.first4safety.co.uk/iosh-managing-safely-online/?gclid=Cj0KCCQjw0emHBhC1ARIsAL1QGNdF6e82jG2PocEtVg4buu1HtCwtGxqH1USE_GVE_WJYzxs68oJymc0aAtvmEALw_wcB

A close-up photograph of a healthcare professional wearing blue scrubs and gloves, administering a vaccine into the upper arm of an elderly patient. The patient's arm is extended, and the healthcare worker's hand is visible holding a syringe. The background is blurred, showing the patient's face and the healthcare worker's head. The text "DEVELOPING OUR PROFESSIONAL WORKFORCE" is overlaid in large, bold, black capital letters across the center of the image.

DEVELOPING OUR PROFESSIONAL WORKFORCE

Supporting the recruitment of Nursing Associates

A nursing associate is a new member of the nursing family who provides care for people in health and social care settings. It has been created to bridge the skills gap between care assistants and registered nurses. This role is only being used and regulated in England.

A nursing associate is not a substitute for a registered nurse. The intention is that by employing a nursing associate, who is registered with the Nursing and Midwifery Council (NMC) having completed an approved training course, it can free up the time of a registered nurse to work at the upper limits of their registration, focusing on more complex care needs and leadership.

Key points:

this role is registered by the Nursing and Midwifery Council
a nursing associate is educated to foundation degree level, is registered and has a PIN number
a nursing associate is accountable for their own practice once registered, a nursing associate can undertake continuous professional development to extend their role to suit their working environment.

Interested? contact me today to make a difference:

markturton@linca.org.uk

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Health Education England

Lincolnshire Care Association
WORKFORCE
DEVELOPMENT

Do you want to become a Practice Supervisor?

Practice Supervisors are registered Health or Social Care Professionals, who have additional training to support learners in their practice placements.

Nursing and Midwifery Council (NMC) learners include:

- Trainee Nursing Associates
- Apprentice Nurses
- Student Nurses or Midwives
- Return to Practice Nurses
- Prescribing Students

To arrange how to access training please email:

uolpractice.support@lincoln.ac.uk



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SUPPORTING THE WORKFORCE TO DEVELOPMENT

Induction - Page 41 - 47

Learning Disabilities and Mental
Health - Page 48 - 53

Skills – Page 54 - 74

Coming Soon - Page 75 – 80

Induction

A woman with brown hair tied back, wearing a purple long-sleeved athletic top, is laughing and celebrating. She is being embraced from behind by another person wearing a purple long-sleeved shirt. In the background, another person is visible, also celebrating with their mouth open. The woman in the foreground has a white race bib with the number 132 pinned to her waist. The background is blurred, showing other people and what appears to be a race event.



The Care Certificate

One of the key features of good and outstanding services is that they ensure new starters complete an in-depth induction programme which goes beyond the minimum standards. Extra resources to support Assessment of the Care Certificate.

Workforce Development Materials to support Care Certificate assessment

- The Care Certificate workbook is a free downloadable resource to support the training process and help you and your new workers cover parts of the Care Certificate. Go to <https://www.skillsforcare.org.uk/Learning-development/inducting-staff/care-certificate/Care-Certificate-workbook.aspx>
- The [assessor document](#) introduces the Care Certificate and provides an overview of how to deliver and assess it. It provides detailed information on how the Care Certificate Standards should be assessed. <https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/Assessing-the-Care-Certificate/Care-Certificate-Assessor-Guidance-Jan-2020.pdf>

The Care Certificate



You can use the **self-assessment** tool and reflective log with new workers before they start their induction so you can tailor it to their training needs.

<https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/The-Care-Certificate-Self-Assessment-Tool-online.pdf>

Further documents to **support quality assessment** of the Care Certificate can be found on Skills for Care's website here is the link. <https://www.skillsforcare.org.uk/Learning-development/inducting-staff/care-certificate/Assessing-and-the-Care-Certificate.aspx>

Care Certificate Badges & Care Certificate Board Game



Care Certificate Badges

We now have the Care Certificate pin badges available for everyone who has attended the Lincolnshire Care Certificate Training Courses. There are two types of badges available:

Blue: For anyone who has attended Lincolnshire Care Certificate Training

Orange: For anyone who has attended Lincolnshire Care Certificate Assessors Training

Care Certificate Board Game

We now have the Care Certificate Board Game available for hire, helping to make in-house development fun and interactive. This game can be hired out for up to one month at a time, free of charge, although a cheque deposit for £180 is required and will be returned on the safe and intact return of the board game.

If you would like to book on any of our training courses or workshops, please contact Markturton@linca.org.uk

Assessing the Care Certificate



4 half days Virtual Course for competent and motivated carers who are willing to help others. This course entails fresh ideas to improve the level of assessment when undertaking the care certificate.

Day 1 and 2

- Develop a strategy to deliver the Care Certificate for your organisation
- Examine how to support competency-based assessment

Day 3 and 4

- Utilise paperwork that supports assessment
- Meet quality assurance to ensure competent assessment of the care certificate


Day 1 – 9th March 2022 9.30am – 12pm

Day 2 – 16th March 9.30am – 12pm


Day 3 – 23rd March 9.30am – 11.30am

Day 4 – 30th March 9.30am – 12pm

The cost of this workshop is **£30.00 per person or 2 places for £50.00**. Email markturton@linca.org.uk to reserve your place



Really helpful,
engaging and
interesting



Brilliant
course, great
knowledge

Please note there will be a surcharge of £30.00 per delegate if a learner fails to attend pre-booked training

Quality Assurance Group – standardisation of the Care Certificate



Helps organisation with their inductions process and ensures quality controls are maintained.

If you have completed the Assessing The Care Certificate Training, then please come and attend our next QA group meeting. Just bring along any completed portfolios or current assessed work. You can talk to others who are delivering the Care Certificate, share ideas and improve.

The next group is meeting is on:

**Wednesday 15th December 2021 Virtual
10am – 11:00am on Microsoft Teams**

There is **NO COST** to attend but you will need to book a place. Email markturton@linca.org.uk to reserve your place.

Don't miss out – book today!


Refresher Training for Current Assessors of the Care Certificate



A New Care Certificate assessors eLearning course is now available from Skills for Care who in partnership with Health Education England have produced this funded interactive course has been designed to support existing Care Certificate assessors in refreshing their skills. Copy the link for further information on the course and how to sign up to it.

<https://www.skillsforcare.org.uk/Learning-development/inducting-staff/care-certificate/Assessing-and-the-Care-Certificate.aspx>

Employers already partners in their local Workforce Development Fund Partnerships could claim £100 from the Workforce Development Fund (WDF) for every employee who successfully completes both sessions. For those providers not in a partnership, please see section Workforce Development Fund in this directory.



Learning Disabilities and Mental Help Workforce support

Slide 48

MT5

New

Mark Turton, 19/11/2021



There are two frameworks as learning disability and autism are different and social care and health staff need to clearly understand this. They share a similar format to make it as straight forward as possible for workers and employers to use.

Each framework has 3 tiers, each tier refers to a defined target audience:

- ▶ - Tier 1 – People who require a general understanding of autism, and learning disabilities, and the support people may need
- ▶ - Tier 2 – People with responsibility for providing care and support (for an autistic person or people, and / or people who have a learning disability) but who could seek support from others for complex management or complex decision-making
- ▶ - Tier 3 - Health, social care staff and other professionals with a high degree of autonomy, able to provide care and support in complex situations and/or may also lead services for autistic people / people who have a learning disability
- ▶ To access this and for more information in Oliver's Campaign please go to

<https://www.hee.nhs.uk/our-work/learning-disability/oliver-mcgowan-mandatory-training-learning-disability-autism>

Positive Behavioral Support

Positive behavioral support (PBS) is a person-centred approach to people with a learning disability who display or at risk of displaying behaviors which challenge. It involves understanding the reasons for behaviour and considering the person as a whole - including their life history, physical health and emotional needs - to implement ways of supporting the person. It focuses on teaching new skills to replace the behavior which challenges.

Go to the Skills for Care website where they have resources to help, including a guide to arranging and paying for training in PBS.

<https://www.skillsforcare.org.uk/Documents/Topics/PBS/Guide-to-arranging-and-paying-for-PBS-training.pdf>



Green Light Toolkit

Mental Health Services and Support for People with Autism and People with Learning Disabilities

A guide to auditing and improving your mental health service so that it is effective in supporting people with autism and people with learning disabilities.

www.ndti.org.uk/

The Green Light Toolkit is a set of free to access resources including, a recently updated audit framework and toolkit, and easy read version

The Audit tool is available online at <https://bit.ly/3aXQucQ>

To find out more information about the learning set workshops, please contact Madeline Cooper-Ueki at Madeline.cooper-ueki@ndti.org.uk

Autism awareness learning resources

Here are learning resources from across the social care and health sector.

They aim to increase awareness and understanding of autism, to enable frontline care workers to better recognise and respond to the needs of autistic people.

Adult social care managers can use resources in this list during induction, supervision and ongoing learning and development, to develop the skills of their workers. They can also use them to develop their own leadership and management skills and knowledge.



www.minded.org.uk/



www.autism.org.uk/what-we-do/professional-development/training-and-conferences



social care
institute for excellence

www.scie.org.uk/autism/



Learn Makaton

Are you ready to take the first step and start learning Makaton? Getting started with Makaton is fun and easy. And once you've started, you'll soon want to learn more , starting with the Core Vocabulary.

The Makaton Society look forward to welcoming you to the Makaton family soon!

A number of Virtual Courses have been set up and the dates are

Group 1: 20/01/2022, 26/01/2022. 9 – 12:30.

Group 2: 09/02/2022, 10/02/2022, 11/02/2022. 9:30 – 12

The Cost of the courses is £85 per person.

For all Expressions of Interest and Bookings please email Conor Giles
conorgiles@linca.org.uk

Skills

A woman with brown hair tied back, wearing a purple long-sleeved athletic top, is captured in a moment of intense joy and celebration. She is smiling broadly, showing her teeth, and her eyes are squeezed shut. Her arms are raised, and she is being embraced by others. In the background, another person is also smiling and shouting. The scene is set outdoors, with a blurred background of greenery and a bright pink object. A white race bib with the number 132 is visible on the woman's waist.

SBAR

Situation – Background – Assessment – Recommendation

SBAR is a structured method for communication critical information that requires immediate attention and action.

SBAR improves communication, effective escalation and increased safety.

Its use is well established in many settings including the military, aviation and some acute medical environments.

PowerPoint and Risk Assessment documentation provided to all Providers after completion of the Micro Workshop to these then can be cascaded and delivered by your own in house learning teams to your workforce.

A maximum of 2 people per home can attend this course.

This virtual course has a one hour session every week for 5 weeks.

The Course takes place from 13:30-14:30

Dates Include:

- 10th January
- 17th January
- 24th January
- 31st January
- 7th February

Safeguarding – Making it Personal

Best Practice Guides

Lincolnshire Safeguarding Adults Board own policies and procedures are for all agencies and individuals involved in safeguarding adults. This includes professionals, volunteers and staff working in public, voluntary and private sector organisations.

<https://www.lincolnshire.gov.uk/downloads/file/3658/lsab-policy-and-procedures-v7-1>

For more information about the LSAB email lsab@lincolnshire.gov.uk

The Safeguarding Adults Framework Evaluation tool (SAFE) is a simple online tool to help staff and others to evaluate, reflect and learn from practice when working to safeguard adults at risk of harm.

<https://safe.bournemouth.ac.uk/Home/Introduction>

Safeguarding – Making it Personal

Best Practice Guides

Safeguarding adults means protecting a person's right to live in safety, free from abuse and neglect. If you're a leader or manager Skills for Care have produced a '[Guide to adult safeguarding](#)' explains some of the key aspects of safeguarding in your workplace.

<https://www.skillsforcare.org.uk/Documents/Topics/Safeguarding/A-guide-to-adult-safeguarding-for-social-care-providers.pdf>

[LSAB resources](#). Tools available to support professionals in safeguarding adults within Lincolnshire: Go to the LSAB websites dedicated page for access to all the resources.

<https://www.lincolnshire.gov.uk/safeguarding/lsab/4>

Safeguarding – Making it Personal

Workforce Development Resources

LSAB training The LSAB offers a series of Safeguarding `Making it Personal` and other related safeguarding topics free to practitioners who work with adults and their families. The training is delivered via e-learning courses. The training identifies which groups of staff the training is appropriate for using the National Competency Framework for Safeguarding Adults.

Go to

<https://www.lincolnshire.gov.uk/safeguarding/lsab/3>

You will need to registered or if already done so, login to access.

SCIE Safeguarding adults: e-learning course

Safeguarding adults is everybody's business. All staff have a responsibility to help prevent abuse and to act quickly. This CPD-accredited course includes dramatised video scenarios which show how safeguarding issues can develop, and suggests ways of dealing with them that protect people at the same time as preserving their right to make choices about their lives. <https://www.scie.org.uk/e-learning/safeguarding-adults>

SAFEGUARDING AMBASSADORS

<p style="text-align: center;">Aim</p> <ul style="list-style-type: none"> • To ensure that the principles of Safeguarding are integral within every day practice • To support and advice team and service area colleagues on Safeguarding matters 	<p style="text-align: center;">Rollout of the programme</p> <ul style="list-style-type: none"> • The fifth programme begins on 13th May 2020 • Attend a further day training on 8th July 2020 again the date is still to be confirmed where the ambassador will, receive recognition at becoming a Safeguarding Ambassador • Safeguarding Needs Analysis collection August 2020 • Attend first Safeguarding Ambassador meeting September 2020 date to agreed
<p style="text-align: center;">Who can be the Safeguarding Ambassador</p> <ul style="list-style-type: none"> • The provider or registered Manager to consult with a member of their staff that they believe will embrace this role of being the Safeguarding Ambassador, this may include the Manager themselves • All nominations to be sent to Lincolnshire Care Association Workforce Development; email Mark markturton@linca.org.uk with; <ul style="list-style-type: none"> ○ Name of nominated person ○ Their email or work email ○ Organisation representing ○ Nominating Person and contact number 	<p style="text-align: center;">Safeguarding Ambassadors Will</p> <ul style="list-style-type: none"> • Act as a resource and a point of contact for colleagues that require support and guidance with safeguarding issues • Cascade/disseminate safeguarding information and develop and maintain a notice board • Maintain safeguarding as a standing agenda item at team meetings. • Support staff in identifying those in need of protection and assist in their understanding of the action that they need to take • Encourage colleagues to recognise trends and themes. • Promote the safeguarding adult policy. • Be aware of own limitations and seek further clarification / support from the organisations designated Safeguarding Lead. • Attend a minimum of three Safeguarding Ambassador meetings annually • Attend a minimum of three Safeguarding Ambassadors Network meetings annually

SAFEGUARDING AMBASSADORS [CONT]

Note - A SAFEGUARDING AMBASSADOR IS NOT a replacement for a Safeguarding lead, or a replacement for the role regarding Safeguarding issues of the Registered Manager or to be relied on to manage Safeguarding referrals

Expected Outcomes of the Role

The development of the role across your organisation will:

- Enhance and streamline Safeguarding practice
- Provide consistency in Safeguarding practice
- Promote staff competencies in Safeguarding
- Give staff confidence to provide up to date advice and support to colleagues

Purpose of Safeguarding Meetings

- Provide a forum for all Safeguarding Ambassadors to meet, network, share best practice and lessons learnt across the sector
- Gather up to date information from partner agencies.
- Promote discussion on safeguarding policies and procedures.
- Maintain and enhance their skills and competencies in safeguarding

I'M A SAFEGUARDING AMBASSADOR



A two-day fully funded, Ambassador's programme which enables you as a provider to keep the 'Golden Thread' of Making Safeguarding Personal at the top of all the workforces' agenda for safe practice

New Dates Announced 2022

Day 1 - Tuesday 25th January

Day 2 – Tuesday 15th February

**Venue: YMCA Showroom,
Lincoln**

All delegates need to attend both Events .

Email to conorgiles@linca.org.uk to express your interest.

Swallowing, Oral Health and Nutritional Ambassadors

Aim

- To ensure that the principles Swallowing, Oral Health and Nutrition (including personal care) and the support of good nutritional values are integral within every day practice
- To support and train the team and service area colleagues on Swallowing, Oral Health and Nutrition matters

Who can be the, Swallowing, Oral Health and Nutrition [SONA] Ambassador

- The provider or registered Manager to consult with a member of their staff that they believe will embrace this role of being the SONA Ambassador, this may include the Manager themselves
- All nominations to be sent to Lincolnshire Care Association Workforce Development; email Mark Turton markturton@linca.org.com with;
 - Name of nominated person
 - Their email or work email
 - Organisation representing
 - Nominating Person and contact number

Note – A SWALLOWING, ORAL HEALTH AND NUTRITIONAL AMBASSADOR IS NOT a replacement for a Swallowing, Oral Health and Nutritional trainer, but someone who would be able to support those who train on these subjects

Swallowing Oral Health and Nutritional Ambassadors Network meeting

We are planning the next round of network meetings for all Swallowing Oral Health and Nutritional Ambassadors to attend. During these meetings we are planning to roll out the agreement forms between you the providers and the role of the SONA to ensure the role is being carried out and a continual commitment to support each.

The whole process that supports the Ambassadors role is that the networks are **free** to attend. You will take back discussion and communication to provide providers with greater understanding and guidance on all things Swallowing Oral Health and Nutritional

Day 1 – Wednesday 2nd February

Day 2 – Tuesday 1st March

Day 3 – Thursday 24th March

Day 4 – Tuesday 26th April

Day 5 – Thursday 12th May

**ALL WORKSHOPS NEED TO BE COMPLETED TO RECEIVE
THE SONA CERTIFICATE**

START 9:30 FINISH 4:30 approx.
YMCA Showroom, Lincoln

ALL expressions of Interest to be sent to Mark Turton
markturton@linca.org.uk

Dementia

Basic Dementia

Workforce Development Resources

SCIE Dementia awareness e-learning course - Free!

This e-learning course aims to raise the awareness and skills of care staff who work with people with dementia. It aligns with Tier 1 of the National Dementia Training Standards Framework, which is a requirement for all staff working in social care. It will also allow you to collect evidence towards the relevant section of the Care Certificate. The course seeks to improve the wellbeing and experience of people with dementia and of the care staff working with them. It should improve your confidence in managing situations you find challenging.

<https://www.scie.org.uk/e-learning/dementia>

LSAB training The LSAB offers a series of fully funded, What is Dementia? eLearning courses. The training is delivered via e-learning courses.

Go to <https://www.lincolnshire.gov.uk/safeguarding/lsab/3>
You will need to registered or if already done so, login to access

Understanding Dementia

If you have done your Basic Dementia Training and you need more, then this course is for you

We have designed a **Virtual two half day Course** followed by four eLearning modules to be completed after the webinars.

We look at:

- ▶ •Behaviors which are challenging to others
- ▶ •Person Centred Care in Dementia
- ▶ •The role of occupation and easy activities in Dementia

Session One

Tuesday 18th January 2022 - 09:30 to 12:30 pm

Session Two

Wednesday 26th January 2022 - 09:30 to 12:30pm

[Delegates must attend both days]

The cost of this workshop is £35.00 per person or 2 places for £60.00. Email samanthabacchus@linca.org.uk to reserve your place.



Developing Seniors Programme In Adult and Social Care

We have developed a six Module Programme to support the Development of Seniors within Adult and Social Care. We also look to improve skills and knowledge to enable someone to learn about their own personal qualities and the importance of reflection to improve the quality of Person Centred Care. Due to current COVID restrictions this course is to be run Virtually on Microsoft Teams

The cost for this programme will be £165 per person.

If you would like to book on any of the above training courses or workshops, please contact markturton@linca.org.uk

Introduction to Leadership & Professional Role	Being a role model, personal development, reflection, managing own role, goal setting for yourself and others and an introduction to mentoring/coaching.
Effective	Mental Capacity Act, Deprivation of Liberty and Human Rights.
Safe	Safeguarding in the absence of a manager, assessing/recording/reporting and confidentiality.
Caring	Completing care records/other documents and introduction to person centred thinking.
Responsive	Dealing with comments, complaints/concerns, how to respond and giving feedback.
Well-led	Knowing your service, managing conflict, reflection, next steps and the opportunity to join a virtual action learning set.

Developing Seniors Programme In Adult Social Care

We have developed a seven-module programme to support the development of seniors within Adult Social Care. The course looks at improving the skills and knowledge of staff whose role is to supervise others in the team and enable them to learn about their own personal qualities and the importance of reflection to improve the quality of Person-Centred Care.

Cohort 18 – Face to Face - Greetwell Place, Lincoln

f

1st February 2022 – Introduction – 9.30am – 4.30pm

15th February 2022 – Safe – 9.30am – 4.30pm

1st March 2022 – Effective – 9.30am – 4.30pm

17th March 2022 – Caring – 9.30am – 4.30pm

31st March 2022 – Responsive – 9.30am – 4.30pm

14th April 2022 – Well Led – 9.30am – 4.30pm

28th April 2022 – Action Plan/Final Evaluation – 10am – 12midday(TBC) - Online

The cost of this programme is **£165 per person**. Attendance on all 9 days is required to complete. Email markturton@linca.org.uk to book your place.

Please note there will be a surcharge of £100.00 per delegate if a learner fails to attend pre-booked training.

Developing Seniors Programme In Adult Social Care

We have developed a seven-module programme to support the development of seniors within Adult Social Care. The course looks at improving the skills and knowledge of staff whose role is to supervisor others in the team and enable them to learn about their own personal qualities and the importance of reflection to improve the quality of Person-Centred Care.

Cohort 19 – Face to Face – Fairfield Enterprise, Louth

f

20th April 2022 – Introduction – 9.30am – 4.30pm

10th May 2022 – Safe – 9.30am – 4.30pm

26th May 2022 – Effective – 9.30am – 4.30pm

9th June 2022 – Caring – 9.30am – 4.30pm

23rd June 2022 – Responsive – 9.30am – 4.30pm

21st July 2022 – Well Led – 9.30am – 4.30pm

28th July 2022 – Action Plan/Final Evaluation – 10am – 12midday(TBC) - Online

The cost of this programme is **£165 per person**. Attendance on all 9 days is required to complete. Email markturton@linca.org.uk to book your place.

Please note there will be a surcharge of £100.00 per delegate if a learner fails to attend pre-booked training.

Developing Seniors Programme In Adult Social Care

We have developed a seven-module programme to support the development of seniors within Adult Social Care. The course looks at improving the skills and knowledge of staff whose role is to supervisor others in the team and enable them to learn about their own personal qualities and the importance of reflection to improve the quality of Person-Centred Care.

Cohort 20 – Face to Face – Welland Workspace, Spalding

f

26th July 2022 – Introduction – 9.30am – 4.30pm

9th August 2022 – Safe – 9.30am – 4.30pm

25th August 2022 – Effective – 9.30am – 4.30pm

13th September 2022 – Caring – 9.30am – 4.30pm

29th September 2022 – Responsive – 9.30am – 4.30pm

13th October 2022 – Well Led – 9.30am – 4.30pm

25th October 2022 – Action Plan/Final Evaluation – 10am – 12midday(TBC) - Online

The cost of this programme is **£165 per person**. Attendance on all 9 days is required to complete. Email markturton@linca.org.uk to book your place.

Please note there will be a surcharge of £100.00 per delegate if a learner fails to attend pre-booked training.

Clinical Skills Training

CareinLincs Wfd have secured funding which allows Managers, Deputy Managers and Senior Carers to attend a selection of face to face Clinical courses for **FREE**.

DECEMBER

Sepsis, NEWS and Vital Signs (Seniors)- Thursday 9th
December – LINCOLN

Diabetes Awareness (Nurses and Seniors)- Monday 13th
December - LINCOLN

Tracheostomy (Nurses and Seniors)- Friday 17th
December – GRANTHAM

JANUARY

Venepuncture and Cannulation (Nurses)- Date TBC
Syringe Driver (Nurses)- Date TBC

**Customer Care and Teamwork and Complaints Handling
(Seniors)-** Date TBC

**Prevention and management of falls and pressure sores
(Seniors)-** Date TBC

Gastrostomy (Seniors)- Date TBC

**Continence promotion/fluid and Nutrition inc. Must
(Seniors)-** Date TBC

*If after booking a place the learner does not attend their
chosen workshop, there will be a surcharge of £75.*

Please note lunch is NOT included

Tea and Coffee is supplied

A [booking form](#) must be completed.

For more information, contact: conorgiles@linca.org.uk

Emergency First Aid at Work

A Level 3 Quasafe accredited, HSE recognised course. You will receive full certification upon completion.

During this full day course [**9am till 4:30pm**], learners will develop the skills and knowledge needed to deal with a range of emergency first aid situations, including:

- Managing an unresponsive casualty
- CPR
- Choking
- Shock
- Wounds and bleeding
- Minor injuries

Fairfield Enterprise, Louth –
28th January 2022

Boston Enterprise – 28th
March 2022

The cost of this workshop is
£50.00 per person.

Email conorgiles@linca.org.uk to
express your interest

 FIRST AID
TRAINING

Trainer made
the course fun
as well as
interesting

Overall a very
informative and
enjoyable course.
Definitely
recommend.



Please note there will be a surcharge of £45.00 per delegate if a learner fails to attend pre-booked training

A Level 2 Qalsafe accredited course. You will receive full certification upon completion

Over a half day period, successful Learners will attain the knowledge and practical competencies needed to deal with a range of first aid situations, including: managing a casualty with anaphylaxis, CPR, common anaphylaxis triggers, signs and symptoms of anaphylaxis, treatment and more.

Also support Standard 12 of the Care Certificate and act as a refresher for previous BLS training.

23rd February 2022, Jubilee Rooms,
Grantham

28th April 2022, Greetwell Place, Lincoln

The cost of this workshop is **£35.00 per person.**

Email conorgiles@linca.org.uk to express your interest



*Overall fab course.
Excellent trainer,
presented the course
in a manner that was
engaging and
understandable*



Please note there will be a surcharge of £30.00 per delegate if a learner fails to attend pre-booked training

Training Skills Training

For all in-house trainers.

A Two Half Days Virtual Course –

[If restrictions allow, this course will be delivered FACE TO FACE and Venue TBC]

- Identifying and developing new skills to improve your training through new approaches
- Examining the training cycle
- How to be a trainer rather than a presenter

Session One Wednesday 12th January 2022 09:30 to 1pm

Session Two Wednesday 19th January 2022 09:30 to 1pm

The cost of this workshop is **£35.00 per person or 2 places for £60.00.**

Book your places here:

Email Conor Giles

Gained far more than I expected



Enjoyed the course, a lot of info but all useful



Falls Prevention

A five-part programme developed specially for Social Care.

The React to Falls programme enables providers to develop their workforce understanding of a complex risk for the most vulnerable in our Care.

To Access the FREE resources, simple go to
<https://www.reactto.co.uk/resources/react-to-falls/>

Alongside the training resource you will also find a Falls Booklet in PDF format to hand out to the workforce

<https://www.reactto.co.uk/content/uploads/2019/02/Falls-Booklet.pdf>

Further resources are currently being developed to allow providers more scope to identify and manage a risk of falls with individuals in their care. These are due to be releases in 2022.

Please contact Conor Giles for more information.
conorgiles@linca.org.uk



A woman with brown hair tied back, wearing a purple long-sleeved athletic top, is smiling broadly and celebrating. She is being embraced from behind by a person wearing a purple long-sleeved shirt. Another person's arm in a purple shirt is visible on the right, also reaching towards the celebration. The woman's race bib, with the number 132, is visible on her waist. The background is blurred, showing other people and what appears to be a race event setting.

Coming soon

Moving and Handling Train the Trainer Four-day Course

Do you need to train your own in-house trainer to deliver Moving and Handling Training? Access this accredited four-day course which looks at current legislation, best practice and how to use all the resources in a way to ensure the deliver of an interactive session of learning

Using our specialist trainers, Edge Training, this four day update course will run from:

New Course coming Spring 2022

**The cost of this course is £660.00
per person**

Interested?

email: conorgiles@linca.org.uk

Moving and Handling Train the Trainer Refresher

Have you got an in-house trained Moving and Handling Trainer who needs an update? Access two days of training to update legislation, best practice and new resources. We seek to find what is the best way forward for your organisation.

Using our specialist trainers, Edge Training, this two day update course will run from:

New Course coming Spring 2022

**The cost of this course is £350.00
per person**

Interested?

If you would like further information, email:
conorgiles@linca.org.uk



CareinLincs Wfd are working with
Industry experts to design a
programme that will support the
Learning Disabilities Spectrum

These workshops will aim to help and
develop the skills of employees
working with Residents/Service Users
requires to ensure person centred
care

Dates, Venues and Workshops titles
to be confirmed

Interested then email

markturton@linca.org.uk



Dementia Webinar

The eight in a series of Lincolnshire lead presentations by industry experts that Supporting, and Understand Medication linked to Dementia

This webinar will be delivered by TBC

Coming Late January 22
Title To Be Confirmed

FREE to attend.



markturton@linca.org.uk

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Pressure Area Care Webinars

CareinLincs Wfd has linked up with the Pressure Area Clinical Nurse at NHS LCHS and throughout March will be holding mini webinars "Working Together to Reduce Pressure Damage" and discuss and promote best practice in dealing with Pressure Sores

Virtual Workshop via Microsoft Teams will take place on:

New Dates planned for late 2021 TBC –This session is invite Only.

FREE to attend. You only need to attend one of the above dates.





CELEBRATE
SUCCESS



Lincolnshire Care Awards 2021

Since 2016, our annual awards ceremony has celebrated the care workers and organisations across Lincolnshire whose work makes a difference to the lives of others, every single day. The COVID-19 pandemic may have pushed the sector to its limits, but we've seen our county's care workers take it in their stride, continually going above and beyond for those they care for.

Useful links for more information can be found here:

[Lincolnshire Care Awards 2021](#)


[Category details, judging criteria and rules](#)

[Nominate online](#)

Nominations are now CLOSED

Winners will be announced at the Lincoln Care Awards Event at the Assembly Rooms, Lincoln on

24th March 2022



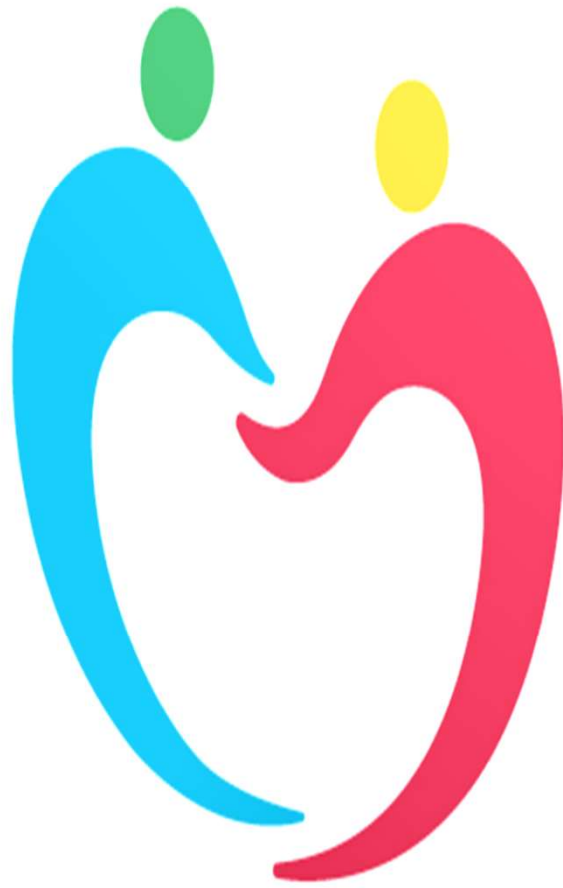
Awards and Accolades – There are a number of local, regional and national awards celebrating good quality care including

Great British Care Awards - <http://www.care-awards.co.uk>

2021 Skills for Care Accolades
<https://www.skillsforcare.org.uk/Getting-involved/accolades/Accolades.aspx>

It can be very encouraging for staff to know that they have been nominated for an award.

We hope that you will feel able to share suggestions and good practice about retention at the networking events.



Lincolnshire

Care Association

How to become a LinCA Member

LinCA are keen to promote and increase LinCA Membership, as we are stronger together than we are apart. Increased Membership improves and expands the services that we can offer to the Care Sector.

LinCA Member benefits:

- Regular communications and monthly e-newsletter
- Key business information and news items in the Member Area of the website
- Quarterly networking meetings and Annual General Meeting
- Access to member only sector specific workshops
- Access to Support Services - LinCA can access business support services such as Finance, HR and Legal Services through our commercial members at discounted rates. We have been able to obtain the services of Royds Withy King solicitors to provide advice on service user contracts.
- Business listing in the website "Looking for Care" portal
- Opportunity to advertise job vacancies on the website
- Two free tickets to the LinCA Annual Conference
- Access to LinCA Board members with expertise in Nursing Homes, CQC, Domiciliary and Residential Care

LinCA Membership fees:

£5.20 per registered Care Home bed;
£200 per Provider of Day Care Services, Home Care Services and/or other Community Support Services;
£300 per Domiciliary Care Lead Provider.

For more information, contact: Sue Lovelock

A red pushpin is prominently placed in the center of the page, pointing upwards. The background is a blurred map with various colors and lines, suggesting a global or travel theme. The text is overlaid on the map.

USEFUL LINKS including HEALTH AND WELLBEING

Supporting Lincolnshire's health and care staff through COVID-19

You are not alone.

1 in 4

people experience
problems with
mental wellbeing

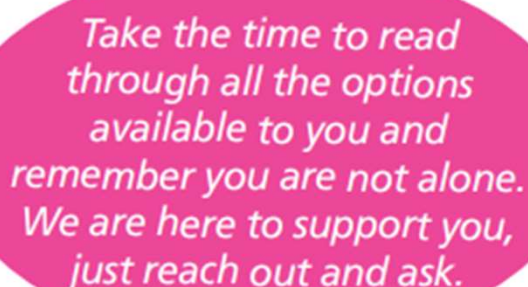


The Coronavirus pandemic has had a profound impact on our entire communities, especially our health and care key workers.

Staff have faced a great deal of uncertainty, anxiety and pressure to respond in often difficult circumstances, as well as carry the emotional load for themselves, their families and those they care for.

Your emotional and mental wellbeing is extremely important to us and we have been working as a health and care system to ensure that you have dedicated support available during these challenging times.

We have been able to bring together a number of resources that can support you with your emotional wellbeing, as well as a dedicated wellbeing helpline for when you need to talk.



Take the time to read through all the options available to you and remember you are not alone. We are here to support you, just reach out and ask.

If you feel like you still need more help, we will also be providing priority access to our talking therapy services.

Self-help

The **Every Mind Matters NHS website** is a good place to start and provides self-help information and mental wellbeing guides that anyone can access.

Visit: www.nhs.uk/oneyou/every-mind-matters

The NHS has developed their **Our NHS People** site, which has wellbeing guides and free support apps, NHS staff can access.

Visit www.people.nhs.uk

Finally, our **Lincolnshire Staying Well website** brings together some of the local and national wellbeing resources available, free of charge: www.lpft.nhs.uk/LincsStayingWell

Emotional wellbeing and support

During our local COVID-19 response, our staff wellbeing team have been operating an emotional support telephone line for all staff across the health and care system. It is our intention to continue to offer this service for the foreseeable future. Staff can call and speak with a practitioner confidentially about issues concerning them.

The team will be able to triage your needs and provide further signposting or referral to services which might be helpful, or can just be there to offload, wobble, or even just chat in a judgement free, safe space.



Call the team
01522 569512 or
01522 518609
email
lpft.staffwell-being@nhs.net
9am to 5pm
Monday to Friday

Talking therapies with steps2change

For staff who might be better supported with specialist talking therapies, we are able to offer priority access to steps2change.

Steps2change provide evidence-based talking therapy for people with common mental health problems, and is available to anyone over the age of 16 who is experiencing issues relating to anxiety and/or depression.

The team of experienced and qualified professionals will work with you to understand your difficulties and provide the appropriate treatment intervention. You will get a chance to talk about your issues in a confidential and non-judgemental environment. You will receive an individually tailored treatment package to help you recover.

There are teams based all over the county and we offer appointments throughout the day on the telephone, online or at bases in the following locations, Boston, Gainsborough, Grantham, Lincoln, Louth, Skegness, Sleaford, Spalding and Stamford.

How to get help from steps2change

- Speak to the staff wellbeing support line, who will signpost/ refer you to appropriate support to meet your needs.
- Self-refer to steps2change directly on their website www.steps2change.nhs.uk
- Contact our single point of access contact centre by calling **0303 123 400** (available 24/7).
- Discuss your problems with your manager, GP, HR/ Occupational Health Team or other health professional who can refer you to the service using the organisational referral form to lpft.steps2changereferrals@nhs.net

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None of the services mentioned are an emergency service. If you need immediate help, please contact your GP or their out of hours service. Alternative support services are detailed below:

- NHS 111 number
- Lincolnshire mental health and emotional wellbeing helpline - 0800 001 4331 (open 24/7)
- Samaritans - 116 123
- Sane Line – 0300 304 7000 (4.30pm-10.30pm daily)
- The Silver Line (helpline for older adults) 0800 470 8090
- LPFT Single Point of Access – 0303 123 4000 (24 hours a day)
- You can also present at your local A&E if you are unable to keep yourself safe, or you have self-harmed and require medical attention.

New Frailty Website in Lincolnshire

Working collaboratively across the local health and social care economy, we have developed a more integrated approach, underpinned by compassionate care. This interactive frailty pathway toolkit allows for frail, older people to be assessed well and for their underlying causes of deterioration to be managed more appropriately and in accordance to their needs

Health and Care recognise that care is just as important as treatment. Everyone should be properly valued and listened to, and treated with compassion, dignity and respect at all times. Populating ageing is a 'game-changer' for health and social care services. Whilst many people remain well, engaged and active well into later life, for some their advancing age increases the chances of long-term conditions, thus making them frailer and more vulnerable.

Carers can do a lot to help older people to live well, retain their independence and out of hospital. By treating each person as an individual and providing them with person-centred care, rather than focusing on single conditions. In doing so, we are better placed to help older people live well with a better quality of life. Embedded across all local health and care settings, this toolkit has the power to transform the way older people or their carers and communities experience health and social care

More details on all things Frailty:
<https://www.frailtypath.co.uk/home>

Alzheimer's Society:

<http://www.alzheimers.org.uk>

Skills for Care:

<http://www.skillsforcare.org.uk/home/home.aspx>

Lincolnshire County Council:

<http://www.lincolnshire.gov.uk>

Social Care Institute for Excellence:

(SCIE): <http://www.scie.org.uk>

Social Care Information & Learning Service (Scils)

<http://www.scils.co.uk>

More Effective Recruitment

A number of resources have been developed by Skills for Care to help with Finding and Keeping Workers. Take a look at the user friendly portal at

<http://www.skillsforcare.org.uk/Finding-and-keeping-workers/Finding-and-keeping-workers.aspx>

A new local resource has also been developed for young people looking at social care as a career, but you may also find this useful during your recruitment activities

<http://www.healthandcarelincs.org.uk>