

A pioneering pilot - The vision



About this booklet

This booklet will set out the core vision, objectives, principles and partnerships of the Teaching Care Home pilot. This pilot is a Department of Health funded programme of work, led by Care England (the leading representative body for independent care services in England).

The pilot was conceived after the Care Sector Nursing Taskforce called for a programme of work to respond to some of the most prescient challenges facing the sector. Namely, to empower and embolden the workforce in care home nursing, with a desire to harness and promote care, knowledge and skills development.

Nurses in care homes are at the forefront of delivering health, wellbeing and end of life care to residents and yet it is often argued the sector is beleaguered by poor recruitment and retention, training and development and low levels of innovation. Yet as we know many of these judgements are not fair, not true and misguided.

This pilot set out to change these perceptions: recognising that the key to sustainability in the sector will be through workforce training and development and through this delivering improved health and care outcomes for residents.

With access to NHS funding for professional development often closed for the registered nurses in care home settings, there has never been a greater need for innovation and energy coming from within the sector.

The catalyst for action

"The change in the care home population, and the increased complexity of residents, has gone largely unnoticed by the rest of the system, and the enhanced skills and competencies of the care home staff, have not received proper recognition. In not recognising the skills and experience of care home staff, the system is ignoring a fount of knowledge that could inform best practice and improve care in all settings.

The Teaching Care Home pilot was set up to ensure that people who are training to be the next generation of health and social care professionals, could learn from the experience of the care home sector, and would be better equipped to manage the health complexities and social care needs of an ageing population. The pilot was also set up to ensure that the staff in care homes had the confidence and time to be centres of learning, as well as care.

Thanks to the commitment, professionalism, and passion of the people working in care homes

that were part of this pilot, we have seen the benefits of the care home as a centre of training and practice development. Integration will only happen when all bits of the system work together and share their knowledge across all services.

I want to pay tribute to all those who were involved in this work, I am particularly grateful to Professor Deborah Sturdy who initiated the idea and has led and developed the programme throughout the pilot phase. Without Deborah's vision, energy and commitment this pilot would not have been possible.

The first stage of the Teaching Care Home pilot has been a resounding success, and our challenge for the future is to mainstream this work and to ensure that the whole system benefits from the expertise and knowledge of the professionals working in the care home sector."

**Professor Martin Green OBE, Chief Executive
Care England, DH: Independent Sector
Dementia Champion**

Who delivered?

This pilot scheme has demonstrated the real commitment and energy of those working in the care sector as front line practitioners, researchers and leaders. Without the people involved, we would not have been able to explore the possibilities of what the concept of a Teaching Care Home could bring to improve, support and create a landscape for innovation and change.

This builds on the work of others and adds to the emergent interest, development and vision for the sector by many.

Care home nursing is a critical part of the nursing profession and the health and social care landscape. Those involved deserve due recognition of the work they have done in making this a success.

Following are the people without whom the pilot could not have been delivered:

Prof Deborah Sturdy OBE

Prof Martin Green OBE

Dr Theresa Shaw

(Foundation of Nursing Studies)

Kate Sanders

(Foundation of Nursing Studies)

Dr Kirsten Jack

(Manchester Metropolitan University)

Prof Josie Tetley

(Manchester Metropolitan University)

Prof Alison Chambers

(Manchester Metropolitan University)

Sally-Marie Bamford

(International Longevity Centre – UK)

George Holley-Moore

(International Longevity Centre – UK)

Chester Court:

Pam Towers

Maureen Atkinson

Janet Percy

Berwick Grange:

Siva Krish

Rachel Oliver

Jaydee Blackett

Millbrook Lodge:

Robin Willmott

Kirsty Hatward

Diana Otero

Rose Court:

Karen Davies

Minu Mathew

Terry Elms

Lady Sarah Cohen House:

Mary Rabbitte

Albert Cayabyab

Jessica Nyirarvdodo

Aspirations

Care home nursing has for too long been viewed as nursing's poor relation, with low morale, low status and low self-esteem. Whilst nursing has embraced a raft of advances in the profession, care home nursing often remains overlooked. Care nursing has a significant role to play in long term care and arguably offer significant nurse-led services. Without the on-site support of medical colleagues and the wider multi-professional team, care home practitioners are nurses working at the cutting edge of nursing practice.

Care homes deserve recognition for the excellent care they provide along with the potential opportunity they offer for learning for students.

To that end, Care England was awarded a grant to lead a pioneering pilot programme to establish a Teaching Care Home model with five existing care homes. Homes that continue to provide excellence in care home nursing alongside creating a learning environment that will meet the life-long learning needs of the team and provide undergraduate education placements that will promote effective learning and inspire nurses to work in the care sector.

Purpose of the pilot

Objectives of the pilot:

To develop a Teaching Care Home model with 5 nationally prominent existing care homes spread geographically across England.

These homes will be supported to become centres of excellence in person centred care with learning embodied in spirit and practice; delivering improved care for older people through staff empowerment and education.

Aims:

- To ensure we have a workforce which has pride and desire to work in long term care settings, championing the vital role of nurses and protecting the future flow of recruits into the profession.
- To improve the image and visibility of care home nursing to undergraduate nurses and across wider spheres.
- To enhance the health and wellbeing of residents.
- To champion and mentor the broader care home workforce.
- To increase learning opportunities for all care staff and continuing professional development to nurses in the sector.
- To create an environment where practice development and improvement is embraced and used to find innovative solutions to address the key challenges faced by the adult social care sector.

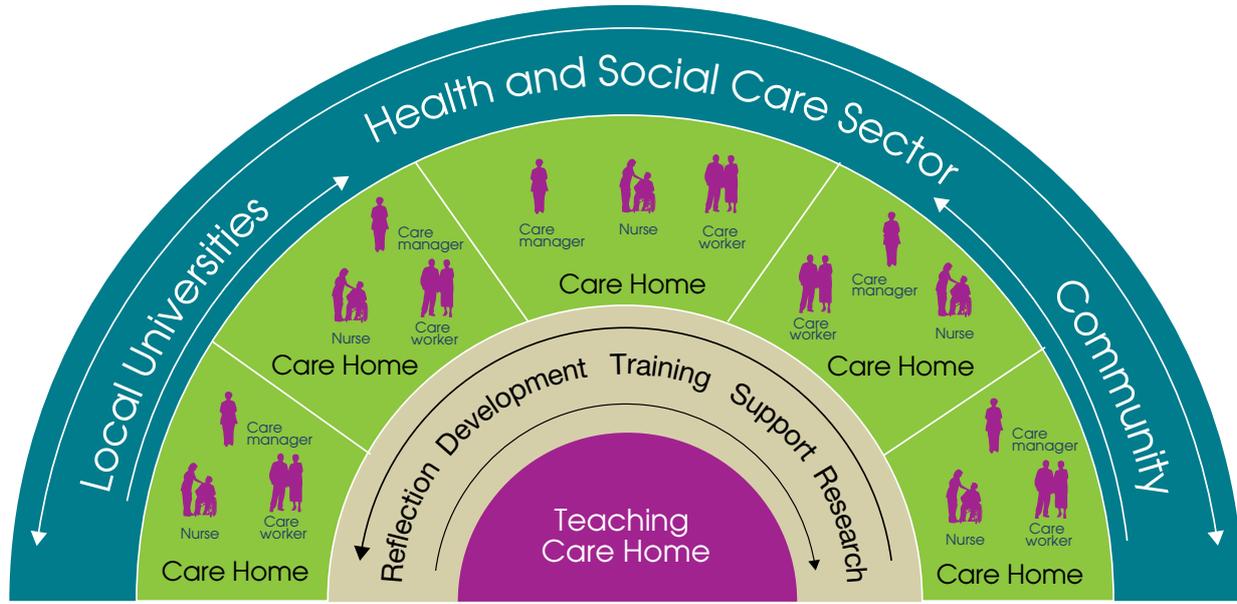
The partnership:

- Overall direction and leadership from **Care England**, the largest representative body for independent social care services in the UK, with expert guidance from Deborah Sturdy.
- Five leading care homes, **Lady Sarah Cohen House (Jewish Care)**, **Rose Court (HC-One)**, **Berwick Grange (Methodist Homes Association)**, **Millbrook Lodge (Orders of St John Care Trust)**, **Chester Court (Barchester)** chosen as centres for innovation.
- **Manchester Metropolitan University** developed a framework for a Teaching Care Home and explored the learning environment for both team and undergraduate learning.
- **The Foundation of Nursing Studies** developed a bespoke development and support programme for each of the five homes.
- **The International Longevity Centre - UK** are the lead research and impact partner.

Principles:

- **Collaborative** – Partnership working was key to the pilot and encouraged at all levels; with all care home staff, the broader health and social care community and local academic institutions.
- **Pioneering** – Being innovative with both design and conception, showcasing a new model for nursing care homes to the sector.
- **Co-produced** – All participants were engaged from the outset as equal contributors to developing the Teaching Care Home model. Each home was supported to work with staff, residents and relatives to identify a focus for their individual improvement pilots.
- **Person-centred** – This applied to all residents, relatives and staff and was recognised as a key pillar of a Teaching Care Home.

Actors and agencies



Co-production



- Care Home Lady Sarah Cohen House
- Care Home Rose court
- Care Home Berwick grange
- Care Home Millbrook lodge
- Care Home Chester court
- Care England
- Manchester Metropolitan University
- Foundation of Nursing Studies
- International Longevity Centre

Key interventions

- **Identifying five nationally prominent care homes to take part in the pilot.** Each home led a key improvement pilot that would add value to local care practices and the wider sector.
- **Creating a vision for the Teaching Care Home model.** This was a collaborative and iterative process starting with the pilot participants and later involving the wider sector and profession, residents and relatives through tweet chats and roundtable discussions.
- **Strengthen the leadership and care culture.** A programme of development and support was led by expert facilitators with a focus on person-centredness, leadership, culture and learning. Additionally, one to one coaching focused on individual learning needs.
- **Sharing learning to reach centres beyond the pilot.** Liaison with a wide range of sector staff and experts to identify the best ways to share and disseminate the learning so it can be adopted and applied sector wide. This approach is intended to focus on reaching across localities/ regional populations.
- **Building local university partnerships.** The pilot developed strong partnerships to support ongoing staff development, create learning placements and promote care home nursing to undergraduates. The teams involved in the pilot will, through their academic partnerships, have the opportunity to share their progress and development with nurses on undergraduate programmes of nursing.
- **Improving the image of care home nursing.** This was done through ongoing communication and stakeholder engagement to create momentum and traction for the pilot and its broader aims of promoting care home nursing.
- **Spreading the outcomes.** Throughout there was a strong commitment to work with other national care and nursing organisations to promote and raise awareness of Teaching Care Homes and the learning and development opportunities it provides through their networks.

In Focus – Activities within the Care Homes

	Berwick Grange	Chester Court	Millbrook Lodge	Rose Court	Lady Sarah Cohen House
Area	Harrogate	Northumbria	Gloucester	Manchester	London
Provider	MHA	Barchester	Orders of St John Care Trust	HC-One	Jewish Care
Focus of Project	Address nursing shortage by helping non UK nurses prepare for and achieve UK registration with the NMC	Improve nutrition of residents Reduce hospital admissions as a result	Improved hospital admissions and discharge for older people	Reflective Practice across all staff	Training, development and communication
Specific Activities	Support for foreign nurses to pass the International English Language test and demonstrate clinical competence Onsite bespoke language training and support	Working with residents and staff to review nutrition and mealtime practices. Adopting a more person-centred approach Greater flexibility in timings, choice and location of eating for all residents	Introduction of 'Red Bag' inspired by Sutton CCG vanguard projects Introduction of checklist medication, glasses, hearing aids, personal belongings	Formalised time, support and structures to encourage all members of staff to reflect on their everyday practices across the home	Hosted student nurses from Middlesex University Introduction of Apprenticeship Scheme Regular and formalised team meetings

Vision statement

This vision statement was developed through a collaborative and iterative process. The initial content was created by the pilot participants. During the course of the pilot, this has been reviewed and debated through a series of tweet chats and round-table discussions. These involved the wider care sector, the nursing profession and care home residents and relatives. As the 'Teaching Care Homes' model becomes embedded the statement will be visited and refined further.

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



A Teaching Care Home pilot

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