

**Lothian Care Academy**  
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# Vision and remit



## Vision

The Lothian Care Academy will attract, develop, and support staff through their care sector roles by ensuring *high-quality* learning by working together with key stakeholders to create a consistent, safe, and best value training offer within Health and Social Care.

## Remit

The Lothian Care Academy's purpose is two fold:

- The Lothian Care Academy provides strategic oversight, knowledge and best practice to education and training within Lothian
- The Lothian Care Academy addresses current operational challenges within Health and Social Care through the creation and facilitation of working groups

A Venn diagram consisting of three overlapping circles. The top-left circle is red and labeled 'Education and Training'. The top-right circle is olive green and labeled 'Career Pathways'. The bottom circle is blue and labeled 'Recruitment and Retention'. The circles overlap in the center and at the intersections.

Education  
and Training

Career  
Pathways

Recruitment  
and  
Retention

## Education and Training

- Stoma training (currently under review)
- Audiology support
- Training directory
- Shared induction
- Dementia training
- Reflective practice and professional portfolios
- Ongoing development e.g. stroke and UTI



All course  
information  
is available  
on the  
website

# Training Directory

## A-Z: Training and Education

Click on the titles below to discover more information on training available:



**Audiology - Sensory  
Impairment eLearning**



**Bladder & Bowel**



**Confirmation of Death**



**Dementia**



**Diabetes Professional  
Education**



**Falls and Frailty**

## Recruitment and Retention

- Mentoring and Leadership
- Step into care
- Retention workshop





Career Pathways



# Career Pathway

## Care Assistant



## Care Home

### Role Outline

This role focusses on providing a safe and healthy environment for residents and staff.

You will follow a care plan and support residents to live as independently as possible

You may administer medications as well as helping people to dress, wash themselves and with their mobility.

You might also work with other teams or organisations to support the resident further.

You may work with residents who have dementia or challenging behaviour.

Depending on where you work, you might do some more complex tasks but you will need to check individual role descriptions for more information.

### You would be good in this role if you:

Like making meaningful relationships with people and enjoy helping others.

Are able to keep calm in stressful situations

Are hands-on and practical

Are a people person with good communication skills

Able to use initiative and are compassionate

Able to work flexibly and as part of a wider team

Able to keep things confidential

Enjoy working independently

Are kind and compassionate

Enjoy working as part of a team structure

### Benefits of the Role

This is a fantastic entry level position where you will work independently and be supported by more senior members of staff.

This role suits people who like working as part of a team to deliver care. This role is extremely rewarding and focusses on building meaningful relationships with residents.

Working in a care home, you'll be working with other care staff to deliver care plans. You'll also work alongside members of staff to make a positive difference to peoples lives.

You'll receive your uniform and education, training and support as part of this role.

You might work in a few different settings such as day care.

You'll complete a variety of tasks and be supported to complete appropriate education and training, including an SVQ if required.

### Qualifications Required

If you do not already have an SVQ Level 2, your employer will support you to achieve this.



# What next?

- Expansion of Training Directory
- Review of the career pathways
- Letters of Agreement and Work Instructions support and governance
- Trial of four bi-monthly shared core induction for local authorities across all partnerships

# Nursing and Midwifery Strategy



# Nursing and Midwifery Strategy



Reinvigorate Our Workforce

# Nursing and Midwifery Strategy



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Deliver Excellence in safe high quality care

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Deliver Excellence in safe high quality care

People feel valued respected and supported



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People feel valued respected and supported

Deliver excellent person-centred compassionate care

# Nursing and Midwifery Strategy



Reinvigorate Our Workforce

Deliver Excellence in safe high quality care

People feel valued respected and supported

Deliver excellent person-centred compassionate care

Maximise the professional contribution of nurses and midwives

# Qualitative feedback

**'Thank you for setting up at this training, it really is invaluable and to look at the difference between care homes pre and post COVID, the change is incredible'**

**I feel valued and invested in**

After training I communicated differently with the residents ... I want to stay in my role

<https://services.nhslothian.scot/carehomes/lothian-care-academy/>