



Teaching Care Homes: Leading and Facilitating Cross-sector Collaborations

A Care England Programme in partnership with the Foundation of Nursing Studies and the Burdett Trust for Nursing

Application Pack

Background Information about the Programme

During 2016/17, Care England, with funding from the Department of Health, co-ordinated an exciting pilot programme to explore and develop the concept of Teaching Care Homes i.e. centres of excellence in person-centred care where learning and innovation is a continuous process (see: <http://www.careengland.org.uk/teaching-care-home-pilot>). These centres of excellence are acknowledged as supportive places for staff to work, where they feel valued and confident to take responsibility for care and innovation. The homes offer a positive and meaningful learning environment for students and staff. Most importantly, residents and families experience effective, compassionate and safe care that is centred on their needs.

The pilot has realised a number of key outcomes including improvements in care and services and increased commitment to learning for all. It has also raised the profile of long-term care as a career choice that is exciting, challenging, rewarding and forward thinking. This is a vital part of addressing the issues of recruitment and retention of registered nursing and other care workforce, which has significant cost saving implications.

Using the learning from the pilot programme, Care England was successful in securing continued funding from the Burdett Trust for Nursing to spread and extend Teaching Care Homes across England. Over a two-year period, and in partnership with the Foundation of Nursing Studies (FoNS), this programme will support the development of a further ten homes (five home in 2018/19 and a further five homes in 2019/20).

Working together, the five homes engaged in the programme during 2018/2019 decided to explore and develop activity around three interlinked priority areas: *inspiring others, cross-sector and interprofessional working, and intergenerational working and engagement*. They are working creatively within their homes, but also with partners in the community, education and health to enhance care experiences and learning and development opportunities (see: <https://www.fons.org/programmes/teaching-care-homes>). This activity is exemplifying the ways in which nurse-led care home teams can be leaders and facilitators of exciting innovations.

With this in mind, moving into the second year of the partnership with the Burdett Trust for Nursing, Care England and FoNS want to offer five nurse-led care home teams the opportunity to lead and facilitate a tangible and realistic cross-sector collaboration that will enhance care experiences and outcomes and/or learning and development opportunities. **The programme is only open to care homes in England.**

This pack provides further information about the programme and guidance for the application process.

The closing date for applications is 5pm on Tuesday 11th December 2018.

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About the Programme (2019/20)

- **Five care homes will be recruited. Applications are invited from homes providing care to persons of all ages including those caring for people with learning disabilities, neurological conditions etc:**
 - The care home teams will be the lead applicants
 - The homes should be aspiring Teaching Care Homes, being able to critically reflect on the Teaching Care Home Vision (Appendix 1) to articulate their strengths and areas for improvement/development
 - Homes will need to have the full support of their organisations to take part in the programme
 - They will need to meet base-line criteria, demonstrating their commitment to person-centred ways of working, innovation and learning (see Teaching Care Homes Vision, Appendix 1). A minimum of CQC 'Good' rating at the time of application is desirable
 - Visits (by FoNS and partners) to short-listed homes will further inform the recruitment process
- A maximum of 5 participants per collaboration can be supported. Participants will be:
 - **Up to three participants from the home.** This must include the Home Manager and a Registered Nurse. An optional additional participant could be a Care Worker, Activity Co-ordinator etc.
 - **Up to two collaborators.** These could be from health (acute or community) or social care services, education providers, local authorities, voluntary sector etc.
- The **cross-sector collaboration** should be tangible and realistic, and aim to enhance the:
 - Care experience and outcomes for residents and their families or;
 - Learning and development opportunities across the sector (over and above what would be expected in terms of providing placements for student nurses, apprentices and nurse associates)
- Successful applicants will participate in a **support and development programme**, to facilitate the creation of a shared purpose and outcomes for the collaboration, effective relationships and communication, action and evaluation plans
 - This will include six workshop days (held in London). The dates for these workshops are **9th and 10th April 2019, 19th June 2019, 10th September 2019, 10th December 2019, 18th March 2020**. Teams should ensure their availability for all these dates as it is expected that all participants will attend all the workshops. The workshops will use creative and participatory approaches to enable participants to learn with and from their own and others' experience. All participants will be expected to attend all the workshops
 - Participants will also benefit from one to one mentorship and on-site support from a FoNS Practice Development Facilitator
- A **dedicated web-space** is available to share this work, encouraging on-going dialogue with the wider health and social care communities, residents and relatives
- Links with the other Teaching Care Homes that are part of the programme will be maintained and care homes will be encouraged to **develop peer support and buddying relationships** amongst all the homes, to facilitate the sharing of learning, maintain the momentum of this initiative, enhance support and reduce isolation. This will include networking events
- The teams will be supported to engage in activities to **share their learning and experience** e.g. hosting local workshops, writing blogs, creating posters for conferences and events etc.
- A small **bursary** of £3,000 will be available for each home to support the cross-sector collaboration

How the programme adds value

By creating centres that have a commitment to person-centred practice, learning and practice development:

- Care experiences will be enhanced
- Knowledge, skills and confidence of staff will be increased
- Relationships across care sectors will be strengthened, enhancing partnership working and greater integration of care
- Greater connections with educational providers can be developed to facilitate learning opportunities and practice placements for undergraduates, nursing associates and apprentices, but also care home staff
- Positive outcomes and learning will be shared widely for the benefit of the sector as a whole, but also to enhance the profile of care home nursing

These benefits can help organisations to become identified as excellent providers of care, contributing to solving the issue of recruitment and retention of staff.

Outline of Process for Submitting an Application

Stage 1:

Fully read the information included in this application pack, including the Teaching Care Homes (TCH) Vision in Appendix 1. Visit the Teaching Care Home website to find out more about the programme to date (see: <https://www.fons.org/programmes/teaching-care-homes>). All applicants (care home teams and collaborators) should review the terms and conditions, preferably with your organisational sponsor, (see page 4) to ensure that you will be able to fully commit to the programme.

Stage 2:

Submission of full application (see pages 5-11 of this pack). Please complete all sections in full and then email to:

Debbie Warren
Communications and Administration Officer
The Foundation of Nursing Studies
11-13 Cavendish Square
London
W1G 0AN

Email: debbie.warren@fons.org

Closing date for applications is 5pm on Tuesday 11th December 2018.

Stage 3:

Applications will be subject to a shortlisting process. Applicants will be informed of the outcome of this process within six weeks of the closing date.

Stage 4:

Shortlisted applicants will be contacted to arrange a date when at least one member of the shortlisting team can visit the home and meet all the applicants. It is anticipated that these visits will take place in late January - February 2019. Applicants should expect to spend approximately two hours with the shortlisting member/team; providing them with an opportunity to learn more about the care home team and home, the cross-sector collaboration, the relationship and the focus. It will also provide an opportunity for the potential participants to learn more about the programme. Applicants will be informed of the outcome of this selection process by mid-March 2019.

The programme will commence on 9th April 2019.

Terms and conditions for successful applicants

Successful applicants/care home teams/collaborators will be expected to fulfil the following conditions of the programme:

Programme specific:

- Attend all six workshop days during 2019/20 and commit to engaging in agreed activities to facilitate the cross-sector collaboration and its outcomes in between these dates
- Work actively with a FoNS Practice Development Facilitator to discuss and agree how best FoNS can support you during the programme
- Allow the FoNS Practice Development Facilitator (and others associated with the programme) access to the care home, full involvement in the activities you undertake and time with you and your team to review progress and development
- Commit to attending network and development events (both during and beyond the programme) to strengthen and maintain support for the community of Teaching Care Homes and create opportunities to promote and share good practice to the wider community

Organisational engagement:

- Make regular contact with chief executive and/or senior management within your organisation to provide regular updates about your involvement in the programme

Enhancing learning opportunities:

- Actively seek to create opportunities within localities to share learning and ideas through hosting workshops and network events
- Commit to sharing learning and outcomes through writing blogs, creating posters, attending conferences and events etc.

Raising profile of care home sector:

- Participate in ongoing networking and information sharing activities e.g. promoting programme and activities via local and national networks and social media e.g. Twitter; contributing blogs to share via FoNS website; conference presentations; with support, writing articles for publication in nursing and care sector journals
- Allow FoNS, Care England and the Burdett Trust for Nursing to publicise your work in newsletters, annual reports, their websites etc.

Evaluation:

- Be active participants in the evaluation of the programme
- If contacted, to participate in any review/evaluation undertaken by FoNS or appointed external evaluators to assess the longer-term outcomes of FoNS in supporting innovation and improvement in nursing and health and social care

Bursary:

- Lead applicant to set up a 'ring fenced' account to ensure that funding is protected and used only for the purposes of facilitating the cross-sector collaboration

Acknowledgement:

- Acknowledge the support from FoNS with any publications/materials produced as a result of taking part in the programme. The following wording is suggested: *"...supported by the Teaching Care Homes Programme, a partnership between Care England, the Foundation of Nursing Studies and the Burdett Trust for Nursing"*