Lincolnshire Care Association

The Greater Lincolnshire CARE ACADEMY
Delivered by LinCA
Workforce Development

The Workforce Directory





Dear provider,

Lincolnshire Care Association (LinCA) is delighted to announce the launch of this edition of the 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 is overseen by Mark and his team.

Melanie Weatherley MBE
Chair of Lincolnshire Care Association

Welcome



Dear provider,

Martin Samuels is Executive Director for Adult Care and Community Wellbeing at Lincolnshire County Council, leading services that support people to live independent, connected and fulfilling lives. He has over 30 years' experience across local government, the NHS and the Civil Service, including executive leadership of adult and children's services in several previous councils. Martin is recognised nationally for his work on social care improvement, commissioning, care markets and partnership working, latterly as a Trustee of ADASS, the professional body for Directors of Adult Social Care. He is passionate about collaboration, innovation and delivering better outcomes for local communities.

Martin Samuels
Executive Director of Adult Care and Community Wellbeing
Lincolnshire County Council

Hot off the press!

As October was Cybersecurity Awareness month, we posted a short video every day on our YouTube Channel to show ways in which you can be more cyber aware.

Please visit the link below to be taken to our Heyzine bookshelf which showcases all of the 31 short videos!

Cybersecurity Awareness Month

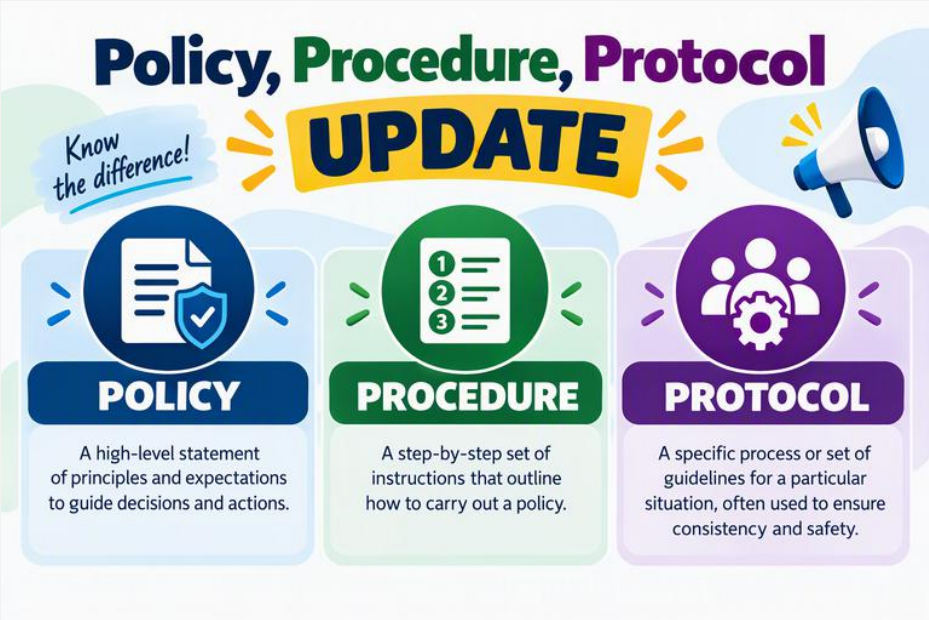


Hot off the press!

The Lincolnshire Safeguarding Adults Board (LSAB) is committed to ensuring that safeguarding practice across the county remains current, effective and aligned with national guidance and local learning. We are pleased to advise that a number of LSAB policies, procedures and protocols have recently been reviewed and updated to support professionals in their safeguarding responsibilities and promote best practice when working with adults at risk.

These updates reflect ongoing developments in legislation, guidance, local safeguarding arrangements and lessons learned from safeguarding activity. Practitioners, managers, partner agencies and anyone with an interest in safeguarding adults are encouraged to familiarise themselves with the revised documents to ensure their knowledge and practice remain up to date.

All updated policies, procedures and protocols are available to read and download from the LSAB website. We encourage all partners to access the documents and share them within their organisations as appropriate. To view the latest versions please click the image below.



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Click on a section to be taken directly to that page!
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Introduction

This workforce directory has been created to support your workforce development and budget planning activities for the current financial year.

The directory provides an overview of the events, training programmes, and resources available to you and your teams, as well as guidance on how to access them.

We hope it helps you identify the support on offer and make informed workforce planning decisions.





LinCA CareinLincs Helpdesk

To support you to receive a quick and responsive service, we have a dedicated single point of contact for all your enquiries.

This contact is for any LinCA or CareinLincs queries and other requests.

If you need support from the Team, please either telephone or email the helpdesk line.



helpdesk@linca.org.uk



01522 581073

About LinCA

LinCA is a not-for-profit organisation supporting adult care providers of Domiciliary Care, End of Life Care, Learning Disabilities, Mental Health, Nursing Homes, Residential Care Homes, and Supported Living within the independent and voluntary sectors in Lincolnshire.

We exist to help our members get their voices heard, both locally and nationally, helping provide better care across Lincolnshire. We play a key role in promoting a positive image of the care sector, ensuring there is quality and choice in the provision of care services within our region.

Our Vision

The demographic and social trends within Lincolnshire, both now and in the future, will influence the nature and demand for appropriate care services. In addition to the ageing population the number of people with physical and mental frailties will increase. The expectations and aspirations of people in need of care are and will continue to be greater than ever before.

Our response to the future is to ensure that there is quality and choice in the provision of care services within Lincolnshire. We aim to do this through easily accessible information, advice and support and to encourage care providers to respond to need, through the provision of quality services and to work in partnership with other agencies and organisations.



Lincolnshire Care Association

Our Purpose

The purpose of Lincolnshire Care Association (LinCA) is to:

- Represent the views and concerns of both proprietors and managers concerned with the provision of care.
- To foster and exchange ideas between members and to provide services that are of mutual benefit and assistance.
- To advise members on any matter relevant to the provision of care.

Our Mission

LinCA aims to support and enable care providers to deliver effective, sustainable services with quality, person-centred outcomes for those who use them, and to respond in a dynamic way to changes in the wider health and care system.

You can get to know more about us and what we can offer on our website here: https://www.linca.org.uk/



Become a LinCA Member

Becoming a LinCA member allows your organisation to be part of a progressive and influential network, working together to deliver the highest standards of care and playing an active role in the county's wider social care community.

Our member perks include:

- Exclusive access to regular networking events and workshops
- Support from industry experts from finance, legal, catering, management software, pain assessment tools, healthcare and janitorial supplies
- Expert advice from professionals in the Nursing Home, Learning Disabilities, Domiciliary and Residential Care sectors
- Free tickets to our LinCA Annual Conference

How much does it cost?

£100.00 per provider group per year Stand alone homes with less than 10 beds or 20 beds will pay £25.00 or £50.00 respectively.

Lincolnshire Care Association

Join our existing network of over 130 members across over 250 different service locations, and become a LinCA member today!

More information and membership application forms can be found online:

Click here for more

You can also stay connected with us on social media:

@LincsCA

@Lincolnshire Care Association

@Lincolnshireca

Newsletters

Our CareinLincs newsletters are available for everyone. They cover recent topics bringing you the latest news and updates for Adult Social Care providers in Lincolnshire.

We also do newsletters on dedicated topics such as Workforce Development and Digital.



Topics include Workforce Development, Digital, Recruitment and Retention, and care Home Trusted Assessors.

Workforce Development

These are the available courses that Care in Lincs provide:

Please take a moment to browse our current range of courses, all of which are available to book online. Whether you are looking to develop new skills or enhance your existing knowledge, you can view the latest available dates and secure your place here.

Please click on a training course below to find out more information.

- Promoting Independence
- Sexual Health and Relationships
- Understanding Dementia
- Understanding Behaviours of Concern
- MCA & DoLs awareness
- Performance Management
- Recognising and Managing Deterioration
- Introduction to Learning Difficulties
- Outcome Based Care Planning
- Handling Difficult Situations
- Health and Well-being
- Effective Supervision
- Training Skills Training

If a course you're interested in is not currently available, please contact helpdesk@linca.org.uk for more information.

Book your course here!

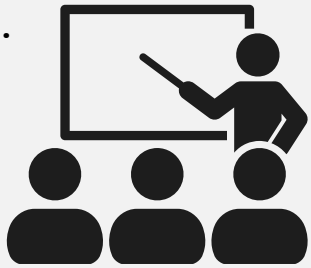
The training courses we offer:

Promoting Independence

Do your staff understand the importance of promoting independence? Staff are often task orientated and haven't got the time to encourage the people you support to maintain their independence and learn new skills.

This course will give your staff an understanding of active support, how to implement it and its importance in supporting independence.

The course also looks at what social stories are, and how to write and implement them to support communication around topics relevant to the people you support.

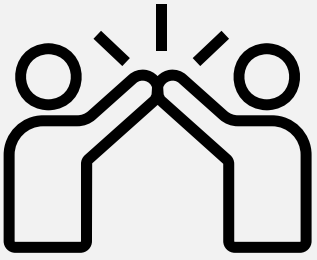


This training is primarily aimed at staff who support individuals with learning disabilities but is open to all.

Sexual Health and Relationships

Do your staff understand how to respond to sexual behaviours, and the rights of the individuals they support to have sexual relationships and the importance of sexual health. This training gives your staff the information they need to support individuals in line with their rights. The training also looks at continence and gives staff an understanding of the causes of continence problems and the signs and symptoms.

This training is primarily aimed at staff who support individuals with learning disabilities but is open to all.



Understanding Dementia



The aim of these sessions is to build staff awareness and their increase their knowledge and understanding of dementia.

Day 1 looks at some of the causes and the common types of Dementia.

Day 2 focuses on how it impacts on the individual living with it. This insight will help staff to have more empathy and understanding of the people they provide support to.

Understanding Behaviours of Concern

This course will give your staff an understanding of why these behaviours occur, and the possible causes.

Staff will gain an understanding of how to respond effectively in a low level way to help to reduce and calm the behaviour, how to reflect on the situation and try to reduce the likelihood of it reoccurring.



MCA & DoLS awareness

We are pleased to offer a one-day MCA & DoLS Awareness Training course for senior and lead care staff supporting adults who may lack capacity to make decisions about their care and treatment.

The course refreshes knowledge of the Mental Capacity Act 2005, DoLS principles and legal responsibilities, including correct processes, documentation, CQC criteria and LCC requirements.



Training supports staff to protect, empower and represent vulnerable people, ensuring decisions are made in their best interests while promoting choice wherever possible

Performance Management

Managing underperformance can be uncomfortable at times and can therefore get overlooked. However, failing to address it can have a significant negative impact on an organisation and its employees, leading to a reduction in the quality of care being provided, poor employee engagement and increased absence.

The benefits of effective People Performance Management include a valued, supported and engaged workforce which can lead to job satisfaction and a higher quality of care.

This 2 day course can support you in a better understanding of this and how to implement it.



Recognising and Managing Deterioration

Would you and your staff like more confidence to know how to recognise, manage and prevent further deterioration of those in your care, to avoid unnecessary ambulance call outs and hospital admissions?

Know when and how to escalate concerns of acute deterioration and what the process is in place to support your decision making?

To understand the tools available to support the care you deliver, including RESTORE mini2, SBARD and Frailty recognition.



Have a clearer understanding of ReSPECT, how and when to fill it out, so it takes into account the plan a person has, that matters to them, should they require Emergency care and Treatment

Introduction to Learning Difficulties

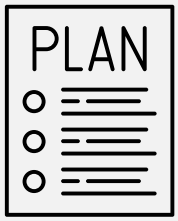
Whilst the Oliver McGowan training is mandatory and very emotive and informative, this training gives your staff a better understanding of what a learning disability is, and how supporting people with learning disabilities has progressed over the years, and best practice now. The training also looks at communication, how to effectively communicate with the people your service supports and the tools that can be used to support communication.



This training is primarily aimed at staff who support individuals with learning disabilities but is open to all.

Outcome Based Care Planning

This one-day course, developed with Lincolnshire County Council, helps organisations create clear, practical outcome-based care plans that put the person at the centre of their care..



It focuses on meeting needs, goals, wishes and aspirations in a person-centred way to support positive outcomes, health and well-being.

The course refreshes key care principles, communication skills, CQC requirements, Mental Capacity, Advance Care Planning and ReSPECT

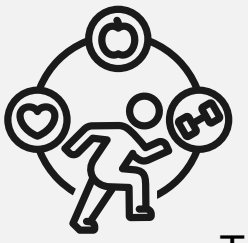
Handling Difficult Situations

This is a 1-day course and is for anyone delivering care at a Lead or Senior role, within the Health and Social Care setting.

We will cover how to confidently handle difficult situations within your work environment, how to communicate effectively and with compassion. This also includes how to look after your own well-being in a compassionate way.

You will also come away having refreshed how to communicate your own needs in a way that is empowering, caring and professional.
Please also see the flyer attached.





Health and Well-being

We are pleased to bring you a one day course on Health and Well-Being.

The course is for all leaders that are responsible for the Health and Well-Being of their staff. For those staff needing a boost of their own Well-Being and the confidence to support others. .

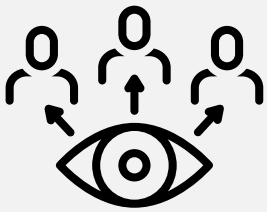
Ensure you are covering the legislative requirements of looking after your workforce, which includes CQC and HSE guidelines.

We focus on actively promoting good Health and Well-being for staff and those in their care in a compassionate way. What good health looks like and how to get, improve and maintain health and well-being, including how to look for signs of Stress and Anxiety, and what support can be given.

Effective Supervision

The one day Effective Supervision course will cover how to understand and undertake supervisions with staff effectively.

How to understand the value of supervision and how to get the most out of it. Also what contributes to a successful supervision, best practice approach and the importance of reflecting on your own practice when undertaking supervision.



Training Skills Training

Do any of your staff deliver training, whether it's a full day course, or delivery of a mini session of learning?

Do you have staff who are going to be delivering support and training to staff?



This course is for them.

It will help them to understand the theory behind learning, the confidence to plan and deliver training and develop their skills to make training more effective and engaging. The more engaged people are in a training session, the more they learn and take away from it.

Our available courses:

Whether you are looking to develop new skills or enhance your existing knowledge, you can view the latest available dates and secure your place here.



If a course you're interested in is not currently available, please contact helpdesk@linca.org.uk for more information.

Book your course here!

LinCA Annual Events

Lincolnshire Care Awards

Lincolnshire Care Association (LinCA) is delighted to announce the launch of the Lincolnshire Care Awards 10 Year Anniversary – celebrating the best in care in Lincolnshire since 2016 and recognising those on the frontline of adult social care in the county.

The awards will be aimed at frontline workers and managers rather than corporate entities, to recognise the skills and dedication of this vital but often unrecognised workforce of adult social care. Nominations are encouraged from service users and their families.

LinCA Annual Conference

The date for the LinCA Annual Conference is currently being finalised. The conference will cover a range of key topics that are shaping the adult social care sector today. Attendees can expect a programme featuring headline speakers, expert keynote presentations, networking opportunities, updates on the latest legislation, and discussions on the challenges and opportunities facing adult social care.



LinCA Nursing Conference

- We have Speakers to inform you of important Nurse specific updates
- Workshops - for you to interact with
- A marketplace - full of useful information for you
- Networking with your colleagues in Socia Care and wider community Nursing and make important connections.
- Group discussions, to share your views, knowledge, and best practice.
- Look at positive solutions and how to escalate through the right channels to motivate real change
- Become part of the Social Care Nursing Community of Practice (CoP) for Lincolnshire

Lincolnshire Show

Now in its 142nd year, the Lincolnshire Show continues to be a beloved tradition that celebrates the rich heritage and vibrant culture of Lincolnshire.

Organised by the Lincolnshire Agricultural Society, a registered charity committed to educating the public about food, farming and the environment, this iconic event has grown into a cherished annual gathering and a cornerstone of local life.

Attracting over 62,000 visitors annually, including 6,000 school children and more than 500 exhibitors, the Show offers an exciting, family-friendly day out. Guests can enjoy a wide range of attractions, from shopping and horticultural displays to live music, equine and livestock competitions, children's activities, local food and drink and breathtaking entertainment.

With a legacy spanning over a century, the Lincolnshire Show remains a vibrant, community-centred celebration that proudly showcases the essence and enduring spirit of Lincolnshire.

To access ALL of our events, please follow the link below

Upcoming Events



COMMUNITY OF PRACTICE

NURSES IN ADULT SOCIAL CARE

Join the Social Care Nursing Lincolnshire Community of Practice

The CoP is owned by and for

Nurses and Nurse Associates

in Adult Social Care across Lincolnshire.

For you to come together, have a voice, network, offer each other support and share best practice.

To work together in a way that Empowers you.

via Teams 3 times a year

Face to face

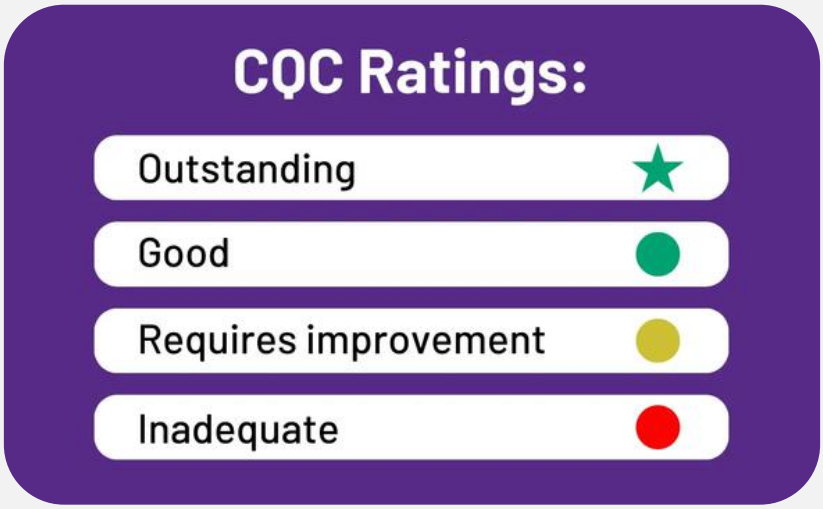
Social Care Nursing



Contact the Helpdesk@linca.org.uk

please put Nurse CoP as the reference

Care Quality Commission make sure health and social care services provide people with safe, effective, compassionate, high quality care and they encourage services to improve.
They publish regular reports on care in England as well as their corporate activities.
They also produce the annual State of Care, an asessment of health and social care in England,
The report looks at trends, shares examples of good and outstanding care, and highlights where care needs to improve.



CQC are constantly producing information for care providers, including guidance about regulations, how to register with them, what incidents you must notify them of and what they look at when they 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 services offering is based on a 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

Established in 2001, Skills for Care is the only national charity focused on building a stronger workforce for the quality adult social care we all need. We work with employers, Government and partners to ensure social care has the right people, skills and support required to deliver the highest quality care and support now, and in the future.

Our role is to work across the whole system to understand the key drivers of workforce change using insight, data and evidence. We provide managers and those involved in the delivery of social care with guidance on best practice, tools, resources and intelligence to support workforce recruitment, capabilities, and culture. This combination of strategic and operational activity is the cornerstone of our reach and insight into the sector.

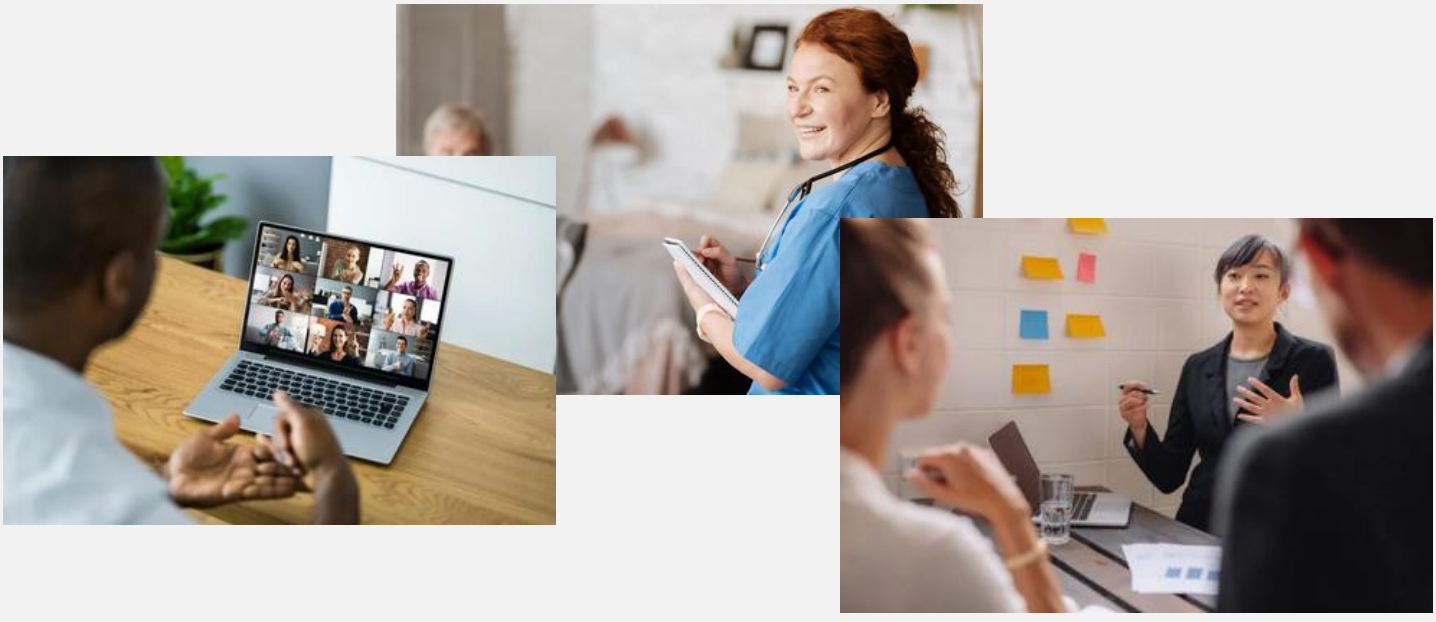
Our vision is of a fair and just society where people can access the advice, care and support they need to live life to the fullest. We know that we can't deliver this without collaboration – one of our core values. By working with our partners we're able to bring together a vast array of expertise, support, and influence – which in turn increases the impact and reach of our work. Convening and developing networks is one of our core strengths.

For more information, contact Lincolnshire's locality Manager,
Nat Riley
Nat.Riley@skillsforcare.org.uk

social care
institute for excellence

For over 20 years, SCIE has been collaborating and innovating in social care to improve people's lives. They provide innovative consultancy, expert training, extensive resources and information, and evidence-based insights.
They offer a wide range of tailored and flexible improvement support, working collaboratively with associates and partner organisations.

SCIE are a not-for-profit organisation, their income goes towards improving social care. They deliver four main offers, across all of which they support the DHSC annually:
SCIE Consultancy – working with local and national organisations to identify and implement improvements
SCIE Insights – research, evidence and policy insights to drive improvements and innovation, and influence national policy and practice
SCIE Training – bespoke online or face-to-face learning and development, including safeguarding, co-production and strengths-based approaches
SCIE Resources – guidance and tools to support best practice, co-production and innovation.





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. 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 You can find out more about what they do and how you can help to shape their guidance by visiting:

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

LSAB

Making safeguarding personal

The LSAB promotes the well-being of adults who have care or support needs

They provide access to resources to support professionals in safeguarding adults within Lincolnshire

They offer safeguarding training to practitioners who work with adults and their families. Training is delivered face to face and via e-learning courses.

This offer is funded by Lincolnshire County Council and is FREE for Adult Care Providers.

To access the training

Click on Training on the LSAB homepage

Scroll down to Accessing Enable

Register/Log in using your own email address

On completion of registering you will be able to access the training

For more information please contact:
safeguarding_training@lincolnshire.gov.uk



LINCOLNSHIRE DOMESTIC ABUSE SPECIALIST SERVICE

Are you experiencing domestic abuse?
Find out how you can get help now





How we can support you?
There's lots of ways we support victims.



Keeping safe
Advice and information on how you can stay safe.

Need help? Call
01522 510041
9am - 5pm, Monday - Friday

www.ldass.org.uk

VETERANS

FOR VETERANS IN CARE

www.vfvic.co.uk

We are here to find and help our “Forgotten Army”

There are over 26,000 armed forces veterans in care homes in England and Wales 2021 census

We can provide help and guidance to enable you to better understand some of the people you are supporting who were former members of the British Armed Forces, The Royal Fleet Auxiliary & Merchant Navy (who have served in a war zone)



VETERANS

FOR VETERANS IN CARE

www.vfvic.co.uk

Who we are

We are Armed Forces Veterans, “brothers & sisters, family” who have shared experiences, and we are now on a mission to find the “Forgotten Army” of Armed Forces Veterans who are in residential care, assisted living and sheltered accommodation. They are different, they have unique challenges, some that are best served by other Armed Forces Veterans.

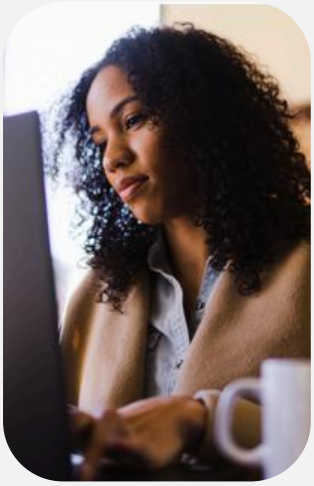


H.A.Y. Lincolnshire is an NHS-backed online directory that helps people in Lincolnshire find local mental health and wellbeing support, including activities, groups, crisis contacts, and self-help resources.

Activities

From yoga to singing, sports clubs to arts groups, or perhaps somewhere to talk or get a cup of tea, ideas of local things to do to get a wellbeing boost.





Support

Support looks different for all of us. Find out about local services to support all aspects of your wellbeing.

Need help finding something?
If you need help finding an activity or support service, we're here to help.
www.haylincolnshire.co.uk



One You Lincolnshire

Supporting health and wellbeing across Lincolnshire's care sector

One You Lincolnshire is a free health and wellbeing service for people who live or work in Lincolnshire, study in Lincolnshire, or are registered with a Lincolnshire GP. We offer friendly, practical support to help people make small, positive changes that can improve their health and wellbeing over time.

We understand the vital role care services play in supporting people to stay safe, well and independent. Our team can work alongside care providers to support both people who use care services and the staff who care for them. Support is simple to access, person-centred and tailored to individual needs.

How we can help

Be Smoke Free

We provide supportive stop smoking advice, guidance and tools to help people take steps towards quitting.

Move More

We support people to become more active in a way that feels realistic and manageable for them, helping to build confidence, strength and wellbeing.

Health Coaching

Our health coaches work with people to set achievable goals, build confidence and make healthy changes one step at a time.

Eat Well, Lose Weight

We help people build healthier eating habits and manage their weight, with practical support and access to suitable local programmes where appropriate.



One You Lincolnshire

Supporting the care workforce

Care staff work incredibly hard, and their wellbeing matters too. One You Lincolnshire can support care organisations to share health information, offer wellbeing sessions and signpost staff to free support. This can help staff access guidance around stopping smoking, eating well, weight management, moving more and building healthier routines.

Is One You Lincolnshire right for our care service?

Yes. One You Lincolnshire is here for people across Lincolnshire, including carers, care staff, residents and people supported by care providers. We know that every service, team and community is different, so we will work with you to understand what would be most helpful and identify the right support.

Together, we can help more people across Lincolnshire feel informed, supported and confident to take positive steps for their health.

Find out more and keep up to date:

Website: www.oneyoulincolnshire.org.uk
Phone: 01522 705162
Email: hello@oneyoulincolnshire.org.uk
Facebook: One You Lincolnshire
Instagram: one_you_lincolnshire
LinkedIn: One You Lincolnshire



Practical learning, tools, and insight to support personalised care across Lincolnshire

It's All About People is Lincolnshire's Personalisation Programme. We support health, care, and wellbeing professionals to put people at the centre of care, through shared learning, practical resources, and insight from real stories of health and care experiences.

Whether you're new to personalised care or looking to deepen your practice, this site is packed with practical support with you in mind!

It's about Co-production brings together people who deliver services with people who use those services to make things better for all.

Our Shared Agreement is a movement to create a better relationship between the people of Lincolnshire and health and care services

We have lots of training, development and information and you can become People's Champion

Join The "What Matters To You?" campaign is about listening and hopefully understanding what matters to a person within the larger context of their life.

www.itsallaboutpeople.info

Counselling Resource Accessible to Homes

Lindum Counselling and Lindum Outreach
Greetwell Place, Lime Kiln Way, Greetwell Road,
Lincoln, LN2 4US
07711 306949
therapy@lindumcollege.org

Lindum Counselling has a series of counsellors that have successfully completed their classroom training and are now working towards full qualification. As part of this process, they are required to complete 100 hours of client work. To facilitate this, they are offering counselling sessions at a nominal fee (fees are negotiable)

Key details of this service:

- ✓ Sessions are priced at £10 per session
- ✓ Counselling is provided in blocks of 12 sessions
- ✓ All counsellors attend 1.5 hours of clinical supervision per month
- ✓ Counsellors adhere to BACP ethical standards and confidentiality guidelines

This arrangement provides a valuable opportunity for people to access low-cost, professional support for their wellbeing, while contributing to the development of future qualified practitioners.

Supporting mental health and wellbeing is essential to maintaining a productive and positive workplace and personal life which this initiative offers a practical and affordable way to do so.

Areas they could work in include: grief and loss, mental health, neurodiversity, and much more.

The service is offered face to face or online via video and accessible to staff, service users and their family. They have 3 counselling rooms at Greetwell Place or can visit you at the care home.

If this is of interest to you give them a call on **07711 306949** or drop an email at **therapy@lindumcollege.org**

NHS
Talking Therapies

Many people experience common mental health problems at some point in their lives. Life-changing events or even everyday life stress, can lead to difficulties. You may need to seek help and support. Common mental health problems such as mild depression, anxiety, stress, panic, eating problems and loss of sleep, make it difficult for us to cope.

It is estimated that one in four people will suffer from conditions such as anxiety and depression in their lives. Our services are designed to offer talking therapies.

All of our therapies are recommended by National Institute for Health and Care Excellence (NICE). NICE recommends that therapy services should provide the least intrusive and most effective intervention first. Lincolnshire Talking Therapies works to a stepped care model. You will usually be offered a Step 2 intervention in the first instance.
If you want to find out more about Lincolnshire Talking Therapies, check out the It's all about people podcast where our team sit down to have an open and inspiring conversation about mental health and the power of talking.

www.lpft.nhs.uk/talking-therapies



As the population ages, supporting older citizens to live active, healthy, and connected lives is becoming increasingly important. Physical activity is central to wellbeing, yet many older adults face barriers that prevent them from engaging in movement that supports independence, health, and quality of life.

About the Network

The Ageing and Physical Activity Network brings together more than 140 practitioners, policymakers, citizens, and researchers committed to promoting access to physical activity opportunities for older citizens. Led by a team from the University of Lincoln and closely linked to the Healthy Ageing Research Group, our activities include regular network meetings, exploratory research projects, and a range of citizen and community engagement initiatives designed to enhance participation and insight. We also produce a newsletter to share updates, contribute evidence to national-level dialogue on physical activity and ageing, and support ongoing research development to strengthen collaboration and impact across the Lincolnshire and East Midlands region. Members insights have shaped the development of new research, including a recent review of evidence on physical activity in age-friendly communities. Findings of this research have been shared nationally through the UK's Age-Friendly Network.

TAPA

THE AGEING & PHYSICAL ACTIVITY NETWORK

Join the Network

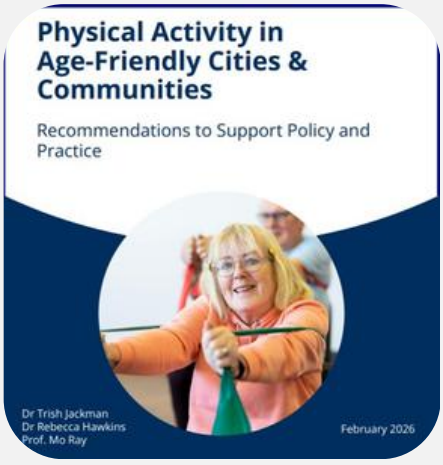
If you are interested in joining or connecting with The Ageing and Physical Activity Network, please email Dr Trish Jackman (pjackman@lincoln.ac.uk).

What We Are Working on Now

Our most recent priority setting exercise with Network members highlighted a diverse range of interests for future research and practice activity. Key areas identified included:

- Dementia and physical activity
- Ageism and physical activity
- Age-friendly physical activity
- Sectors that can play a role in physical activity but are currently less engaged
- Accessibility and inclusion for older citizens in physical activity
- Rural challenges
- Mobilising research findings and reaching key audiences
- Sharing good practice

If you, your community, group or organisation are interested in supporting or contributing to any of these areas, please get in touch with us.



Institute of Health & Social Care Management

The Greater Lincolnshire CARE ACADEMY
Delivered by LinCA
Workforce Development

Only available for LinCA Members - they can join IHSCM for free!

The IHSCM provide accredited leadership training, plus outstanding, forward-thinking resources and practical guidance for health and social care leaders & managers, to support them in their role.

They are passionate about enabling people to be great leaders. By having great leaders, they know this positively impacts all who access, and work in, health and social care

Our aim is to support and encourage the development of our individual members. We deliver this through our membership that is compelling, relevant and forward-thinking.

It is a challenging time to be a health and social care manager. More than ever, organisations involved in planning, delivering and supporting health and care need exceptional managers, who use consistently good management practices to work in partnership with staff and patients to drive the change agenda.

The IHSCM supports managers by helping them to meet these challenges and understand, develop, share and celebrate good practice"

I'm in the loop, I belong to the IHSCM

You can join here www.ihscm.org.uk

Research and Innovation Hub

The Research and Innovation Hub is a virtual place to bring together the Lincolnshire public, our health and care staff, NHS organisations, Lincolnshire County Council, our universities and other partners to grow research and innovation in our county for everyone's benefit.

Together we are driving research and innovation in Lincolnshire for everyone's benefit
There are many different ways locally and nationally you can get involved in health and wellbeing research

Find out more at:
lincolnshire.icb.nhs.uk/lincsrihub/

NIHR | National Institute for Health and Care Research

What we do

The ENRICH network has helped connect care homes with researchers, enabling studies that improve the lives of residents and staff. It has also encouraged and empowered care home staff, residents, and their families to take part in and benefit from research.
Building on its success, the Research Delivery Network (RDN) will be taking this work forward in England.

Our mission

It is to improve the health and well-being of care home residents and staff. The RDN supports research in care settings. This helps introduce new practices and improve standards of care.

www.nihr.ac.uk

Lincolnshire Care Home Research Community

Interested in finding out about and taking part in research opportunities?
Our community is a group of care homes that are interested in hearing about research opportunities. You don't have to have taken part in research before and it is free to join.

Being part of the community means you will receive:

- A certificate of registration
- A regular newsletter
- Invites to meet every other month to share local research opportunities, study results and examples of best practice
- Support to help evidence activity for CQC
- Support to get involved with research from start to finish

Rachael Fothergill: (Lincolnshire Partnership NHS Foundation Trust)
rachael.fothergill@nhs.net
lpft.carehomeresearch@nhs.net

Home Care & the RELEC (Research, Learning & Excellence Community)
Calling all Home Care Providers

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?

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?

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?

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?

For more information on Home Care & the RELEC (Research, Learning & Excellence Community) of Home Care provider network please contact

Louise Marsh LMarsh@lincoln.ac.uk
Social Care Research Associate
RDN EM & University of Lincoln School of Health & Care Sciences

About us:

We want a world where everyone matters, where all people, regardless of age or disability are valued and included. We believe that everyone should have the opportunity to be part of their community, make their own decisions, and access the support they need to thrive.

We are an independent, not-for-profit organisation working alongside people, communities, policy makers, support organisations and services across the UK and beyond.



What we offer:

Through our change and development work, research and evaluation and best practice examples, we inspire and support policymakers, services and communities to change lives and save money.

www.ndti.org.uk

St Barnabas
Hospice · Care · Support

At St Barnabas, we are passionate about providing gold standard, evidence-based education in palliative, end of life and healthcare, as well as non-clinical settings.

Benefitting patients, individuals, organisations and communities, our training courses cover a variety of topics – from navigating challenging conversations around bereavement to incorporating emergency First Aid as standard. Courses are both online and in person.

Current courses

- An Introduction to Palliative & End of Life Care for Health Professionals
- Advanced Communication Skills in Palliative & End of Life Care
- Diabetes at End of Life
- The Management of Breathlessness in Palliative & End of Life Care
- Palliative & End of Life Care for Care Home Support Workers
- Dying to Communicate
- Immunisation for Health Care Support Workers
- An Overview of Palliative & End of Life Care Online
- Sepsis & Recognition of the Deteriorating Patient
- Recognition & Management of Anaphylaxis
- Emergency First Aid at Work
- ECG Masterclass
- IV Cannulation & Antibiotic Administration
- Clinical Observations for Healthcare Support Workers
- Leadership & Management
- Teach the Trainer
- Interprofessional & Collaborative Practice



education@stbarnabashospice.co.uk

elfh is a NHS England programme in partnership with the NHS and professional bodies

Providing e-learning to educate and train the health and care workforce
Our e-learning programmes are developed in partnership with the NHS, 3rd sector and professional bodies and can be accessed for free, 24/7 by health and care professionals.

NHSE elfh Hub



Lincolnshire Care Association

Supporting social care across Lincolnshire

The Lincolnshire Care Home Medication Policy & Procedures

Promoting best practice in Care Homes throughout Lincolnshire

Based around NICE guidelines

Ensuring compliance with CQC and Lincolnshire County Council

What is it and why do I need it?

The Lincolnshire Care Home Medication Policy and Procedures has been around for a while now following on from a need to have a county wide medication policy and procedures.

LinCA along with various stakeholders from LCC, ICB and Care Homes got together and formulated this policy and procedures which supports NICE guidelines and promotes best practice in Lincolnshire

The Policy and Procedures are easy to use; the procedures have a format like a pathway or SOP. They are live working documents which can be made bespoke to your service. The Policy and Procedures are a requirement of your LCC contract. The Policy Document is reviewed 3 yearly (or sooner) by a task and finish group made up of representatives from LCC, ICB Care Homes and LiNCA and the Procedures Document are reviewed twice yearly (or sooner) by the same group. Any changes are cascaded to all Care Homes electronically once agreed by the group.

Testimonies

“The care home medication policies and procedures are clear, comprehensive and easy to navigate, providing staff with practical guidance. This is both accessible and helpful in supporting safe medication management within the home.”

The Old Hall, Billingborough

Have you got yours?

For further information contact

helpdesk@linca.org.uk

Digital Support



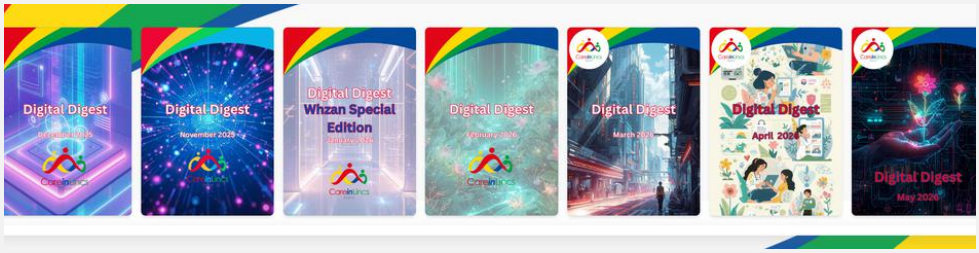
Digital Guides



Webinars



Digital Digests



LinCA's YouTube Channel

Lincolnshire Care Association | YouTube

Find us on YouTube!

Delegated Remote Monitoring

Helping You Make the Most of Digital Care

whzan DIGITAL HEALTH

The Care in Lincs Digital Team is here to help care providers across Lincolnshire get the most from Delegated Remote Monitoring (DRM) using the **Whzan Blue Box system**.

Whether you're completely new to Whzan, welcoming new staff, or looking to build confidence across your team, we're on hand to provide practical support, guidance and resources everystep of the way.



How We Can Help...

Training and Support

Face to Face or **Online Whzan training & support** for staff, seniors, & leadership teams. **Refresher sessions, Technical support, Training guides & Videos...**

For videos & guides visit our DIGITAL BOOKSHELF by clicking here

YouTube for visit our YouTube Channel

Lincolnshire Care Association

Need Help? Get in Touch.The Digital Team is just a phone call or email away.

📧 helpdesk@linca.org.uk

📞 01522 581073

Whether you have a technical question, need training for your team, would like additional resources, or simply want some advice, we're always happy to help.

Lincolnshire Falls Ambassador Programme

Lincolnshire Integrated Care Board (ICB) awarded and commissioned Lincolnshire Care Association (LinCA) to facilitate a falls pathway training programme for the Lincolnshire health and adult social care workforce. Falls and fall-related injuries are a common and serious problem for older people. People aged 65 and older have the highest risk of falling, with 30% of people older than 65 and 50% of people older than 80 falling at least once a year.

A key component of the work was to establish a community of good practice using the Ambassador programme, a successful and well-established model developed and implemented by LinCA in other key areas of adult social care. A Falls Ambassador is somebody who has learnt about falls and how to prevent them. They use the knowledge and skills they've learnt to educate and inspire others in their organisation.



Falls Ambassador Programme

An integral component of the programme is the involvement of residents who attend workshops and share their lived experience with delegates. In doing so, they become honorary falls ambassadors in recognition of their valuable contribution to the programme.

LinCA sought the expertise of the Centre for Rehabilitation and Ageing Research, University of Nottingham to help evaluate the key attributes of the Falls Ambassador programme. The evaluation highlighted how the falls ambassador programme is increasing learning across care homes in Lincolnshire, providing a supportive forum to share challenges and experience. Key attributes included being delivered by a trusted source, having online and face-to-face opportunities and the inclusion of a range of staff across care homes, home care and healthcare.

If you would like to become a Falls Ambassador then please contact helpdesk@linca.org.uk for more information.





DSPT
Better Security.
Better Care.

Digital
Care Hub

The Digital Security Protection Tool kit is an annual self assessment:

Key Benefits of Completing the DSPT

- Protects personal information, ensuring that information is stored, shared and managed securely.
- Demonstrates compliance
- Supports access to local authority contracts, commissioners expect providers to have completed the DSPT
- Improves cyber security, the process encourages policies reviews, staff training, access controls, device security, incident management and other cyber security measures.
- Builds trust and confidence, by demonstrates to people who use services, families, commissioners and partners that information security and confidentiality are taken seriously.
- Enables access to NHS Connect and GP Connect.
- Supports CQC expectations, good information governance and data security form part of providing safe, effective and well-led care.

We can support the whole process

- from your Organisation Data Service code (ODS)
- Logging on
- Through to completing the DSPT.

DSPT Website



DSPT
Better Security.
Better Care.

Digital
Care Hub

Completing the Annual Toolkit to Standards Met is the minimum compliance level that Social Care Providers must meet.

DSPT resources

- About the DSPT
- Completing the DSPT for the 1st Time
- Reviewing and Updating the DSPT
- Business Continuity Planning
- Skills and Training
- Digital Care Hub Resources

For more support and information please contact helpdesk@linca.org.uk

Digital Health Checks, are you ready for yours?

• In-Depth Assessment: we will review what policies and procedures you have in place, and what you're actually doing in practice.
• Boost Security Confidence: Get actionable insights to strengthen your data protection measures.
• Confidential report: We will identify areas that can be improved and signpost you to support.

Book your free Health Check today!



NHS.net Connect

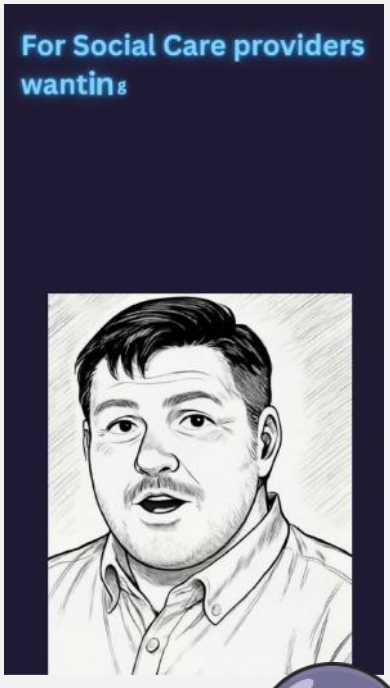
NHS.net Connect, previously know as NHSmail provides a secure, trusted and widely recognised communication platform

✅ Secure sharing of sensitive information, secure exchange of personal and health information, helping providers meet data protection and confidentiality requirements.
✅ Improved collaboration with health professionals, communicate directly with GPs, hospitals, community teams, pharmacists, dentists and other care professionals.
✅ Supports digital integration with GP Connect
✅ Demonstrates good information governance

For social care providers, NHS.net Connect is more than an email account, it is a secure collaboration platform that improves communication, strengthens partnership, supports information governance.

For NHS.net Connect support and information contact helpdesk@linca.org.uk

Or contact NHS.net directly at either helpdesk@nhs.net or call them on 0333 200 1133.



NHS CARE

With GP Connect, authorised care staff can access important parts of a client's GP record directly through the Assured Digital Social Care Record (DSCR) system.

This includes:

- Last 3 encounters of interaction with professionals at the GP, including any summary information if this has been added to the record.
- Details of current and previous medications
- Information on allergies and adverse reactions
- Active concerns and medical history
- Immunisation record
- Test results and referrals (Read only where available)

To switch it on:

1. Check your system is GP Connect-ready
2. Speak to your DSCR supplier
3. Complete DSPT to standards met
4. Sign the National Data Sharing Agreement
5. Request activation from your DSCR supplier



Careers

Champion Care. Inspire Careers. Change Lives.

Inspiring the Future Adult Social Care Workforce

CareinLincs Careers champions:
Careers in adult social care across Lincolnshire, helping people discover rewarding opportunities within a sector that changes lives every day.



We believe social care is far more than a job. It offers meaningful, long-term career opportunities for people with the right values, regardless of their background, age or experience.

Our mission is simple:
To inspire, attract, develop and retain the workforce that Lincolnshire's care sector needs, both now and in the future.

Why it Matters

Adult social care employs approximately 1.5 million people nationally and supports a wide range of careers, from care and support through to leadership, quality assurance, learning and development, technology, administration and management. The Government's Care Workforce Pathway now recognises 18 different career pathways within the sector.

Yet too many people still have an outdated perception of care.

That's where we come in!



How We Support Providers



- Promote careers in care through careers fairs, job fairs, schools, colleges, universities and community events.
- Challenge myths and showcase the real opportunities available across the sector in Lincolnshire.
- Support recruitment, apprenticeships and workforce development.
- Promote employability support, CV advice, and career guidance during periods of organisational change.
- Help employers connect with future talent through volunteering, work experience and industry placements.

Can You Offer a Placement?

We work closely with schools, colleges and universities to create meaningful work experience, volunteering and placement opportunities.

Do you currently offer placements?

Or would you like to explore how your organisation could get involved?

Contact us at **careinlincs@linca.org.uk**
to find out how we can support you.













The Sector Needs Your Voice

The most powerful advocates for social care are the people who work in it every day.

We are looking for care organisations, care professionals, apprentices, and support staff who can:

- Attend careers and recruitment events
- Speak to students, jobseekers and career changers
- Share career journeys, and success stories
- Offer work experience and placement opportunities
- Showcase the wide range of roles within social care
- Champion care as a rewarding and aspirational career

Join the Movement

Every conversation has the power to change perceptions.

Every event has the potential to inspire a future care professional.

Join us. Attend an event. Open your doors. Share your story.

Help us build the future adult social care workforce in Lincolnshire



INTERNATIONAL RECRUITMENT
IN THE EAST MIDLANDS

www.eastmidscare.co.uk | info@eastmidscare.co.uk

Your Partner in Care Recruitment

Recruitment support that works for everyone

East Midlands International Recruitment (EMIR) helps adult social care providers fill workspace gaps by connecting them with skilled international care professionals already living in the UK and seeking new employment opportunities. EMIR's services are fully funded, and free to both employers and candidates.

Struggling to Fill Vacancies?

EMIR makes Interantional Recruitment Simple.

Whether you're exploring international recruitment for the first time, or already hold a sponsor licence, the EMIR Team provides practical guidance every step of the way.



- Free employer and workforce support
- Guidance on sponsorship and compliance
- Support with Certificates of Sponsorship (CoS) allocation through the **DASS Letter** Support Scheme
- Access to pre-screened, work ready candidates
- Streamlined recruitment and onboarding support

EMIR's dedicated Pastoral Team take the time to understand your organisation, your vacancies, and your recruitment process, matching you with suitable candidates who are ready to contribute to your workforce.



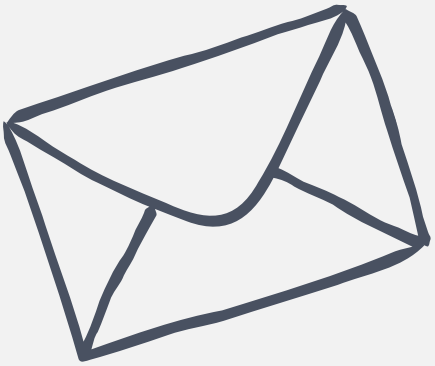
NAVIGATING THE
WORLD OF CARE TOGETHER

Grant Funding to Help You Reduce the Cost of Sponsorship



EMIR can help eligible care providers access funding towards sponsorship costs when recruiting displaced international workers. With many candidates ready to work, you can recruit faster, reduce costs, and strengthen your workforce, all while supporting ethical international recruitment.
To find out more click here >>
Grant Funding - Additional Information

DASS Support Letter: What You Need to Know



If you're recruiting a displaced international worker and require a Certificate of Sponsorship (CoS), a DASS Support Letter may be available to support your application. The process is open to eligible adult social care providers with genuine vacancies and can help provide assurance to UKVI.

The EMIR Team is available to support providers with queries or difficulties they may be experiencing in securing a CoS, and can offer guidance throughout the process. To find out more or to discuss your circumstances, contact the Team at **supportletter@eastmidscare.co.uk**



To Find out how EMIR can support you, contact your dedicated Pastoral Support Officer - lincolnshire@eastmidscare.co.uk

NAVIGATING THE
WORLD OF CARE TOGETHER

Care Home Trusted Assessors

About the CHTA's

Care Home Trusted Assessors are based within Lincoln County Hospital and Boston Pilgrim Hospital, whilst covering Peterborough City Hospital, Grantham Hospital and Stamford Hospital remotely from Boston Pilgrim Hospital. Grimsby, Scunthorpe and Goole Hospitals are supported remotely from Lincoln County Hospital.

CHTA's support care home managers within the acute setting by completing assessments on behalf of the care homes once placement and care home has been identified and agreed.

CHTA's work alongside the wards and care homes to support residents who are either living in care homes to return home as soon as they are medically fit to be discharged or with new residents to the home.

CHTA's can support with base line assessments, when residents are in hospital by supporting managers to give them an update on how the residents by going onto the wards talking to the resident, reading care/nursing files speaking with the relevant professionals and feeding back to the home.

Our service has supported homes and the hospital to reduce delays when people are ready for discharges from hospitals. We are recognised by the Care Quality Commission and Local Safeguarding Tool kits. Our approach can be used by all Adult and Social Care services and settings to promote safe and timely discharges from hospital. This is inclusive of care homes and domiciliary care.

Lincolnshire Care Association

Support the CHTA's can offer

- We can take some of the pressure off the wards by assisting with assessments and care home enquiries ready for safe discharges.
- Supporting busy Care Home Managers in completing assessments on their behalf to facilitate timely discharges
- Supporting the discharge teams by being at the hospital as soon as the referrals are made for safe discharges.
- Consulting with Adult Social Care and other professionals on behalf of care homes
- Networking with care homes and other professionals to promote the role by attending managers' meetings and visiting care homes
- Our Services can be there to support with pathway discharges; we can be utilised by mangers to gather the information homes needed to ensure they can meet the persons required needs.
- Be there if there are any concerns with discharges i.e. having the correct equipment brought back with the patients as recorded in the safeguarding tool kit

Care Home Trusted Assessor Contact details

Lead CHTA: Julie Allen
Telephone - 07593 135461
juliechta@linca.org.uk

Boston Pilgrim Hospital
Telephone - 07484 504533
trustedassessors.boston@nhs.net

Lincoln County Hospital
Telephone - 07484 011371
trustedassessors.lincoln@nhs.net

Peterborough City Hospital
Telephone - 07484 504531
trustedassessors.peterborough@nhs.net

The Greater Lincolnshire
CARE ACADEMY
Delivered by **LinCA**

Lincolnshire
Care Association