

Kincarrathie House

Statement of Purpose

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Aims and Objectives

The Management Team at Kincarrathie House pride themselves in offering a welcoming and highly professional care service for the older adult while ensuring that residents feel at home in a safe, secure and comfortable environment.

Our Philosophy of care:

- ❖ **We** aim to empower individuals to remain as active and as independent as possible by supporting them with the lifestyle choices and decisions they make so that, as individuals, they can continue to lead a fulfilled life and receive the care that is right for them.

- ❖ **We** believe in individuality and ensure that the care and support we provide reflects this by involving residents in every aspect of their care.

- ❖ **We** encourage the involvement and participation of residents, their family members and friends.

- ❖ **We** strive to ensure that residents remain active members of the local community.

- ❖ **We** welcome suggestions and feedback from everyone who uses the service and include residents in decisions made that affect the day to day running of the Home, including the recruitment of staff.

- ❖ **We** appreciate the importance of personal growth within our Care Team and support everyone to reach their full potential through a structured learning and development programme. This enhances the team's ability to carry out best practice in supporting residents to achieve positive outcomes.

Manager

Name: Nicola MacCallum (Manager)

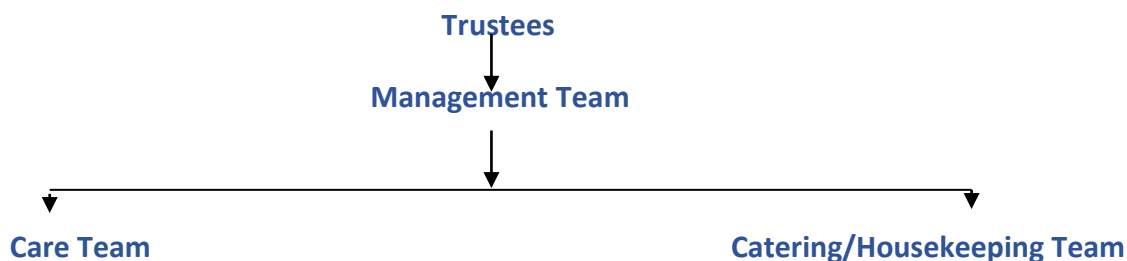
Experience: Nicola has been at Kincarrathie in various Care capacities for the past 11 years. Nicola has fulfilled the promoted roles of Team Leader and Deputy Manager before being appointed Manager. Nicola's in-depth experience of all aspects of care, together with her dedication and professionalism, makes her someone who is highly regarded by Residents, families, staff and everyone who visits the home either in a professional or personal capacity.



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Home Organisational Structure



Staff Team

The Home's staff are selected for their qualities of reliability, integrity, skill, friendliness and professionalism. Disclosure checks and references are always obtained and thoroughly vetted.

Staff are required to register with the SSSC (Scottish Social Services Council) and must comply with the Codes of Conduct and fitness to practise.

All staff attend training courses relevant to their role to ensure continued professional development. This enables staff to keep abreast of changes in care practices and meets their SSSC registration requirements.

Accommodation

The Home has 44 en-suite bedrooms.

Downstairs:	15 Single en-suite rooms.
Upstairs:	17 Single en-suite rooms.
Main House:	8 Single en-suite rooms.
Bungalow:	4 Single en-suite rooms.

Our Environment:

Kincarrathie is comfortable and relaxing with both private and communal areas which overlook our extensive grounds and walled garden. Our environment has been designed and adapted so that the grounds and all they have to offer is easily accessible to all residents.

Admission

On admission residents are appointed a keyworker. Together a plan of care will be set up which is tailored to the individual's needs. Family members are also welcome to offer input with regards to the care of their relative and how this is planned.

All admissions are structured to include a six-week trial period which gives individuals time to settle in and decide for themselves if Kincarrathie is the environment they are looking for. After six weeks a review will be held with the resident and family members will be invited to attend. Current, short and longer-term care needs will be discussed at the review.

WHAT HAPPENS IF WE CAN NO LONGER MEET A RESIDENT'S NEEDS?

While we very much aim to be a "home for life" we do not have nursing home status and there are occasions when it becomes necessary for the provision of alternative care to be found. We will always do everything we can to support the resident and their family during any transitional arrangements that require to be made.

Smoking

Kincarrathie operates a No Smoking Policy

Fire Safety

The Home complies with all Fire Safety Regulations. A fire alarm system is in place which has a direct link to the local fire station. This is tested each Wednesday morning between 11am – 11.15am and regular training sessions are carried out which include all staff.

Social and Cultural Beliefs

Kincarrathie recognizes and respects the diverse social, cultural and spiritual beliefs of each individual and how important these are. Residents will be encouraged and supported to continue to live life in keeping with their own particular beliefs.

Welcoming Family and Friends

Family and friends are welcomed and encouraged to visit the Home at any time. We have internet access throughout the Home which many residents find helpful in keeping in contact with family and friends. Residents can also arrange to have a telephone installed in their room.

Resident's Care Review

A person-centred care approach is vital in ensuring that an individual's needs are met and that their wishes are respected and acted upon. On admission a plan of care will be put in place and the resident will be fully involved in this process.

The plan of care is reviewed regularly to ensure that it continues to reflect the care that each individual resident feels is right for them and that their wishes are being acted upon. Relatives are invited (with the resident's permission) to attend all formal reviews.

Complaints

The Home's Complaints Procedure will be provided to residents on admission and is included in our Welcome Pack.

Activities

The Home employs two Activity Co-ordinators who are dedicated to assisting residents to remain active socially, physically and mentally.

There is always a wide range of activities on offer for residents to choose from which include: exercises, musical performances, quizzes, art and crafts, bus trips, games and social outings to places such as the local concert hall, theatre and cinema. Staff also have one to one room visits where a resident may just wish to chat or engage in an activity that is important to them.

Monitoring and Quality

Kincarrathie not only prides itself in the quality of care provided but also in the Home itself. It is important to us that standards in all areas are well maintained and regular checks and upgrades are routinely carried out.

To assist us in ensuring our high standards continue to be met, we welcome comments and suggestions from residents, staff, relatives and visitors. We also carry out surveys with these groups on a regular basis.