

FEBRUARY 2020

Proud to Care

CORNWALL



National Apprenticeship Week 2020

What a great photo from National Apprenticeship Week 2020 (3 to 7 February) taken at Chy Trevail, Bodmin with RCHT, CFT, Cornwall Council and Corserv promoting the benefits of the apprenticeship route including those in health and social care. #Making Waves.

Apprenticeships can be a great route into the sector and award winning for some of our staff. A belated huge congratulations to all those nominated in the Health, Social Care and Childcare Apprentice category at the Fifth Annual Cornwall Apprenticeship of the Year Awards which took place on 15 November 2019 at Truro and Penwith College and especially....

- ❖ Overall Winner – **Lyndsey Bunt** at Trelawney Care
- ❖ Highly Commended – **Kieran Trevena** at Royal Cornwall Hospital Trust and **Carol Maunder** at CORMAC Care

WELCOME

Welcome to this edition of the **Proud to Care Cornwall newsletter**. We hope that you enjoyed a restful festive season and the start of 2020 has been full of opportunity and inspiration.

We are pleased to bring you the latest news from across the Social Care sector in Cornwall and send a huge thank you to everyone for their contributions.

If you have anything to celebrate or offer and would like to be part of May's publication, please send your ideas and comments to us at proudtocare@cornwall.gov.uk.

Apprenticeship Levy Transfers – supporting the social care sector

The apprenticeship levy is a government initiative which supports employers to take on more apprentices by returning some of the levy larger organisations pay to them, to fund apprenticeship training programmes. Organisations paying the levy are able to pass up to 25% of this levy on to other non-levy paying employers.

Cornwall Council used the whole of its Apprenticeship Levy Transfer for 2019/2020 to support the adult social sector supporting 91 apprenticeships in 16 care business, and is committed to continuing this support in future years. And, more good news for the sector, RCHT are also using their levy transfer to support the sector recently approving applications for 22 new apprentices in 5 Care Homes.

Information on levy transfer is available from [Cornwall Council](#) and also [RCHT](#).

Need help navigating the apprenticeship levy transfer route?

Dynamo Healthcare Training is supporting all Non-Levy employers (less than 3 million annual wage bill) in Cornwall to access the Government Digital Account Service (previously only for Levy Employers) and gain funding to pay 100% of their training costs for new and existing staff, when they link with a Levy employer who can transfer their funds. Further details on this [flier](#).

Coming Soon... A Guide to Apprenticeships for Health and Social Care Employers in Cornwall and Isles of Scilly. Following requests from the sector this is in its final stages of production, and we will share with you once completed.

Social Care Recruitment Campaign

As we highlighted in the last newsletter, Proud to Care was successful in securing funding to run a local pilot recruitment campaign that links to the national campaign 'When you care, every day makes a difference.'

We had a huge response to our request for budding film stars in the sector and thank you all. Filming for our cinema advertising campaign and social media films has finished; we are really pleased with the results and can't wait to share them all with you. By the time you read this some of you may already have seen the adverts at Merlin Cinemas or on our social media.

How can you benefit from the campaign? All our material signposts people to the Proud to Care Cornwall website. So, make sure your [vacancies are advertised](#) on there for people to apply. Based on evidence, including the Care Friends App pilot, we will be developing this function further to facilitate conversations between businesses and applicants – further information in future newsletters.

Care Friends App pilot. The [Care Friends App](#) is an employee referral app developed by Neil Eastwood, Author of Saving Social Care, whose research has found that 36% of successful recruitment into social care was through referral by an existing employee. Care Friends worked with CAHSC to successfully pilot the app in Cornwall and we are expecting wider roll-out in the very near future.

Resources for recruitment. The national recruitment campaign aims to change perceptions of what it means to work in social care and has a number of great resources for businesses. Of particular interest would be the [Campaign Partner Toolkit](#) full of information and tips to support your business' recruitment.

There is also a full range of resources available on the [Every Day is Different Campaign website](#)

Cornwall Council Volunteering Scheme – could it help your business?

Did you know that Cornwall Council has an Employee Volunteering Scheme enabling all staff to spend 2 working days, pro rata, per year to volunteer? Since 2011, over 900 staff have volunteered on over 168 different projects totalling over 6,600 hours of volunteer time.

CRCC facilitates and organises the scheme throughout Cornwall and are always looking for new opportunities to promote to Cornwall Council employees; see their [FAQs](#) for further information.

Opportunities could be for individuals or teams and either one-off or regular volunteering. Examples of current opportunities include Alexa installers; PAT (Pets As Therapy) Animals, Meals on Wheels, Foodbanks; Painting community spaces.

Do you have a project or piece of work that volunteers could help with? If so please contact Colum Taylor, Corporate Volunteering Officer, e-mail: Colum.Taylor@cornwallrcc.org.uk; Telephone: 01872 243550.

EU Settled Status

European citizens living in Cornwall who don't hold British citizenship may need to apply for settled or pre-settled status to continue living and working in the UK from 30 June 2021, or the earlier date of December 31 2020 if the UK leaves the EU with no deal.

However, help in applying is available from Cornwall Council's Registration Service.

Since last June, 201 people have used the [ID scanning service](#). David Murthwaite, a council registration officer who provides the ID scanning service, said: "The service that we provide is simply to confirm your identity to the Home Office, and that way, you won't have to send your passport off, or any residency permit cards."

To book an appointment, contact Cornwall Registration Service on 0300 1234 181, between 9am-5pm on Monday to Friday for an appointment at Truro Registration Office, Dalvenie House, New County Hall, Truro TR1 3AY.

Attracting your future workforce

Opportunities to become involved in delivery of Paid Internships, Work Experience and Placements.

We know that there are many different routes for people into the sector. Could your business host a work experience or intern placement, providing a positive experience for people and helping to build your future workforce? There are several opportunities available...

Paid Internships

Kernow Health CIC Cornwall Training Hub working with Cornwall Council have secured funding to support 60 young people to work for up to 72 hrs over 6-10 weeks within Care Homes as part of a paid internship. We are seeking care homes which have Good or Outstanding CQC inspection ratings to be a part of and shape this exciting initiative, which is the first of its kind in Cornwall.

Support will be available to Care Homes taking part to help facilitate a successful internship. To find out more or to sign up please email your contact details to kernowhealthcic.workforce@nhs.net

Placements for students

Truro and Penwith College are looking for placements for Year 1 students on the BTEC Level 3 Health and Care course. Students need to complete 100 placement hours in year 1 and are available on a Tuesday or Wednesday.

If you are able to offer a placement opportunity and promote the sector to students, please contact Tamzin Irvin - tamzini@truro-penwith.ac.uk.

Work Experience in partnership with local job centres

Social Care and Health providers, through the Health and Social Care Academy, are working with DWP Job Centres to develop a work experience programme with a single point of entry to the sectors for people not currently in work. People on the programme will undertake two weeks of training prior to placement ensuring theory elements of the Care Certificate are covered before starting with a host employer to gain experience and complete the certificate. This could be an ideal opportunity for a different route to recruitment for your business. For more information contact proudtocare@cornwall.gov.uk – we will pass your details on to programme coordinators.



BEACON

Creating a good place to work

A really important part of creating a good place to work is how you manage staff wellbeing. Some 83% of people with a disability acquire it while at work, and that can create challenges for the employee and the employer. The UK workforce is getting older and there's no escaping the fact that our health can change.

In the UK around £100 billion is lost to the economy every year due to 400,000 people leaving work because of a disability or health condition. Many of those staff will be long-serving, and when they leave work a huge amount of experience, knowledge and skill leaves with them.

The challenge is to help more people with a disability or long-term health condition to start or stay in work. That's why the Local Enterprise Partnership has been working with the business community through the Beacon Project, to develop an innovative new digital platform that offers businesses the right advice and information when they need it.

Beacon aims to support businesses through the process of creating a good place to work, accessing the widest pool of talent, and managing health and wellbeing, to ensure your staff are happy and work effectively.

Beacon has been designed by business for business and after 12 months in development with Cornwall-based Evident Agency, it will shortly go live. If you want to be an early adopter, please register at www.cornwallbeacon.co.uk, and we'll be in touch soon.

Help us help the sector

Encouraging more people into social care careers is something that that we can all do and here are a few simple ways you can help...

Talk about social care and help people see the rewarding side of the work even discussions with colleagues, family and friends helps change perceptions.

Become a Proud to Care Cornwall Ambassador and take those conversation to jobs and careers fairs and school assemblies. Contact proudtocare@cornwall.gov.uk for more information.

Link to our Proud to Care Cornwall website by advertising your jobs and creating a link from your website to ours – www.proudtocarecornwall.org.uk

Follow us, like and share our messages on social media including Facebook, Instagram and Twitter @ProudToCareCorn

Use Hashtags #ProudtoCareCornwall #EveryDayMakesADifference #WorkInCare



Linking Cornwall – Cornwall and The Isles of Scilly Age UK

Cornwall Link is a website run by Cornwall and The Isles of Scilly Age UK with information which aims to provide individuals, families, carers, volunteers and social care and health professionals with access to services and community-based activities that will reduce social isolation and improve health and wellbeing.

In addition, there is the **Community Helpline - 01872 266383**.

Some examples of the support services that are detailed are...

Gardening Services – A gardening team will make sure your garden is kept in line with your needs and wishes. We can help with grass cutting and general soft landscaping, shed painting and tidying, autumnal and winter tasks. Our gardeners are friendly, professional and knowledgeable. All our gardeners are DBS checked and will be carrying ID to give you peace of mind

Electric Vehicle Transport Service – A new fleet of 6 electric vehicles are ready to be used by local groups and individuals as part of Age UK Cornwall membership scheme. For details of how to join please visit the [Electric Vehicle Transport Service page](#) or contact the transport office on 01872 266388.

Future Nurse: standards for registered nurses survey

If you're a registered manager in a nursing home, Health Education England (HEE) needs your help. As part of the work being undertaken by the Future Nurse Oversight Board, HEE is conducting a survey to support the development of resources for providers of nursing services to implement the standards. By completing this survey, you will help to ensure that these resources are useful to providers. The survey takes less than 15 minutes to complete and only asks for your views on the challenges. **It must be completed no later than Friday 6 March 2020**. Take the [survey](#).



Congratulations

We love sharing success stories from the sector – a huge congratulations to Caroline Sommerville of Bluebird Care (Mid and West Cornwall) who won 'Registered Manager of the Year Award' at the Bluebird National Awards 2019 Ceremony in London. Well done Caroline! (Caroline shown here with her award and colleagues, Nicola and Emma)

News & Opportunities

Workforce Development Fund Update

As you will probably already know, to claim from the Workforce Development Fund your business needs to be showing as compliant on ASC-WDS by **31 March 2020**.

To start claiming you will need to complete and return a declaration form by **28 February 2020**. The good news is that in this WDF 2019-20 claims period, certificates dated April or May 2020 will be accepted as evidence in support of WDF 2019-20 claims.

Further information on WDF is available on the [CAHSC website](#) or please contact Elaine Dyer at CAHSC – Elaine.Dyer@cahsc-cornwall.org.uk

Managing Malnutrition in Care Homes – Start with 1, 2, 3

Rachel Baker and Karen Garvican are Care Home Support Dietitians with NHS Kernow CCG who are providing FREE training and resources to support care homes across Cornwall in identifying and treating malnutrition risk. The resource pack, 'Managing Malnutrition in Care Homes' offers supporting information for nutritional care planning for those at risk of malnutrition, to enable care homes to carry out their own nutritional assessments and to use ordinary food and drink to increase nutrient intake. Resources and training promote 'food first' treatment with a structured '1, 2, 3' approach, recommending that the following is offered daily to residents at risk of malnutrition:

- 1 pint of fortified milk a day**
- 2 nourishing snacks a day**
- 3 fortified two-course meals**

For more information contact Rachel and Karen on kccg.carehomemedics@nhs.net or 01726 627953. In addition, a leaflet summarising the '1 2 3 Approach' can be accessed here: ['Start with 1, 2, 3...'](#)

Technology Enabled Care (TEC) – New Interactive Guide

TEC can play an important and useful role in helping to meet care needs. The new [TEC Solutions Interactive Guide](#) identifies some of the more common issues that people may be dealing with and how TEC solutions could help with these care needs, as well as suggestions on how to purchase or rent equipment.

A Social Care Listicle – what would you include?

We have probably all at some point read a listicle! In simple terms, it's a way of condensing any subject matter into a manageable number of bullet points – for example – 10 best walks in Cornwall; 5 things you should know about dementia, 7 Habits of Highly Effective People, 20 best Christmas presents under £20 etc etc..

We want to create our own adult social care listicle(s) – starting with the most surprising things and we need your help, so

'When you first started working in adult social care, what did you find most pleasantly surprising?'

Please email your response to us at proudtocare@cornwall.gov.uk

Nursing Associate Conference

6th March 2020 at the Atlantic Hotel, Newquay

A nursing associate is a new member of the nursing team in England. The role is designed to help bridge the gap between health and care assistants and registered nurses. However, it is also a standalone role with a progression route into graduate level nursing. Nursing associates work with people of all ages and in a variety of settings in health and social care. This conference will provide the opportunity to find out more about nursing associates and how they could help deliver care in your social care or health team in the future!

Sponsored by Health Education England, the conference is free to attend but a £25 fee will be charged for non-attendance or short notice cancellation. Full programme to follow. To book places please email: rcht.landadmin@nhs.net