



## Unleashing the Magic within - to Empower Champions of Care within Bluestones Medical Complex Care.

In the heart of every caregiver lies a unique Magic – an innate strength that, when harnessed, has the power to transform lives. In the nurturing environment of our Children's Residential Homes, this Magic becomes the cornerstone of hope and healing for the young people in our care.

To amplify this impact, within our SEED Care Model, we will create Champions of Care – a cadre of employees who channel their strengths to become Champions of the different sections of our Young People's Care and Personal Plans.

### Identifying the Champions

Our first step is to identify our team's latent talents (Magic). By recognising individual strengths (Magic), we can match employees with the Care and Personal Plan sections that resonate most with their unique abilities.

Within your next Care and Personal Plan Review Meeting, Trish, Alison, and I will support you in assessing the Magic within your team(s). We will cover a spectrum of skills from empathy and creative problem-solving to leadership and advocacy. This process is not just about what our team members can do; it's about what the individuals within your team(s) are passionate about - why they want to work with complex care children - why they want to work here. It must be to use their Magic to make a difference.

### Tailoring Care and Personal Plan Sections to the right Champions of Care

Each section of Nourish's new Care Plan or Personal Plan addresses a crucial aspect of young people's lives and different elements of our SEED Care Model.

**Below are some examples of what we are looking for, from our champions, within each section:**

- **Health (Empower and Enrich):** Champions with a flair for fitness and a passion for healthy living will promote physical and mental health, ensuring that our young people develop robust self-care routines.
- **Education and Employment (Educate & Enhance):** Educators and lifelong learners will become advocates for scholastic achievement and personal growth, inspiring our



- **Family and Friends (E.E.D):** Social butterflies and community champions will guide our Young People in forming lasting relationships, engaging with the world around them – and choosing who they want to be in their world.
- **Independence (Develop and Discharge):** Practical thinkers and problem solvers will empower our Young People with the skills needed to thrive independently as they transition to adulthood.
- **My Voice (S.E.E.D):** Empaths and intuitive listeners will offer a shoulder to lean on, providing compassionate support and therapy to heal emotional wounds and ensure the Young Person's voice is heard – regarding their SEED journey.

## **Training the Champions**

To ensure our Champions are well-prepared, we will offer specialised training aligning with their designated sections. This training will deepen their expertise and equip them with innovative strategies to effectively engage and support our Young People. Champions will become beacons of knowledge, sharing their insights with the rest of the team to foster a collaborative and holistic care environment.

We will also provide training to our Recruitment Team and modify our Search and Selection Process to ensure that we have a sufficient number of skilled professionals within Bluestones Medical Complex Care who can cater to the needs of our young people.

Our Strengths (Magic) based Recruitment approach will allow us to select candidates who possess the necessary Magic to bring success and positive outcomes to your Teams and our SEED Care Model.

## **Celebrating Strengths and Achievements**

Recognition plays a vital role in sustaining the enthusiasm and dedication of our Champions. Regularly celebrating their successes and our Young People's progress will reinforce their work's importance. As we highlight the victories, no matter how small, we cultivate an atmosphere of positivity, possibility, and potential.

## **The Impact of Champion-Led Care**

By aligning our employees' strengths with the critical elements of our Young People's Care and Personal Plans and SEED Care Model, we create a symphony of support tailored to individual needs. Our Champions' Magic will enhance the quality of care and promote a



sense of purpose and fulfilment within our Team(s). This, in turn, will reflect in the thriving of our Young People and your Team(s) as they benefit from a support system that is about personal strengths (Magic).

The journey of empowering our Champions of Care is a commitment to Excellent and Outstanding Care – which our Regulators want to see and you all can achieve. In recognising and utilising the Magic within our employees, we lay the foundation for writing the inspiring Storybooks of our Young People's lives – that we all want to read.

## **Champion of Care**

### **Job Description**

#### **Role Summary**

As a Champion of Care, you will be responsible for leading and championing one or more critical areas of the young people's Care Plans within the SEED Care Model. By harnessing your unique strengths and "Magic", you will empower the young people in our residential services to thrive and reach their full potential.

#### **Key Responsibilities**

- Serve as the subject matter expert and ambassador for your assigned Care/Personal Plan section(s), such as:
  - Health (Empower & Enrich)
  - Education & Employment (Educate & Enhance)
  - Family & Friends (E.E.D) ○ Independence (Develop & Discharge) ○ My Voice (S.E.E.D)
- Develop and implement innovative strategies to engage young people and support their progress in your focus area(s)
- Provide specialised training and guidance to the broader care team to foster a collaborative, holistic approach.
- Advocate for the young people's needs and ensure their voice is heard in the care planning process.
- Monitor and report on the young people's achievements and milestones in your area(s) of focus.
- Participate in regular Care and Personal Plan review meetings to assess progress and identify areas for improvement.



- Collaborate with other Champions of Care to ensure a coordinated, person-centred approach to the young people's support.
- Continuously seek opportunities for professional development to enhance your expertise and leadership abilities.

**Required Skills and Qualifications**

- Demonstrated passion and aptitude for the specific area(s) of focus
- Excellent interpersonal and communication skills to engage effectively with young people, families, and the care team
- Strong problem-solving, critical thinking, and decision-making abilities
- Commitment to ongoing learning and a willingness to share knowledge with others
- Ability to work collaboratively in a team environment and champion a strengths based approach to care
- Relevant professional qualifications and experience in the health, education, social work, or therapeutic field

If you are excited about the prospect of unleashing your "Magic" to empower the young people in our care, we encourage you to apply for this rewarding Champion of Care role at Bluestones Medical Complex Care.