Case study

Common Core Principles
Dignity

Prama Care
Background
Prama is a Christian charity employing over 300 staff; supporting older people and those living with disabilities across Dorset. Prama’s vision is of vulnerable adults and older people enjoying the independence of living in their own homes with the ongoing support from family, friends and community. The care and support Prama provides is delivered in people’s own homes and can range from personal care, domestic support or enabling people to access the resources of their local community.

Getting involved
In March 2013, Prama became one of the project sites working with Skills for Care to test out the newly launched common core principles for dignity in practice settings.

Putting the principles into practice
Prama used the common core principles as a framework to deliver dignity training to 280 internal staff – mainly care support workers but also to managers and support staff. Detailed discussions were held on each of the principles and the impact that the principles had on staff practice. This impact was then evaluated through staff feedback and client questionnaires.

Care and support workers particularly liked the principles 1, (value the uniqueness of every individual) 3, (value communicating with people in ways that are meaningful to them) and 4 (recognise and respect how an individual’s dignity may be affected when supported with their personal care) as they could easily relate to their everyday work. There were challenges in delivering the training, mainly around the time constraints.

Making the difference
- Dignity in care will now be a key aspect of staff induction and bi-annual refresher training for all care staff.

Stop! Think dignity
Prama now aims to keep dignity at the front of people’s minds by including it in training for all care and ancillary staff as it touches on everything people need to know.