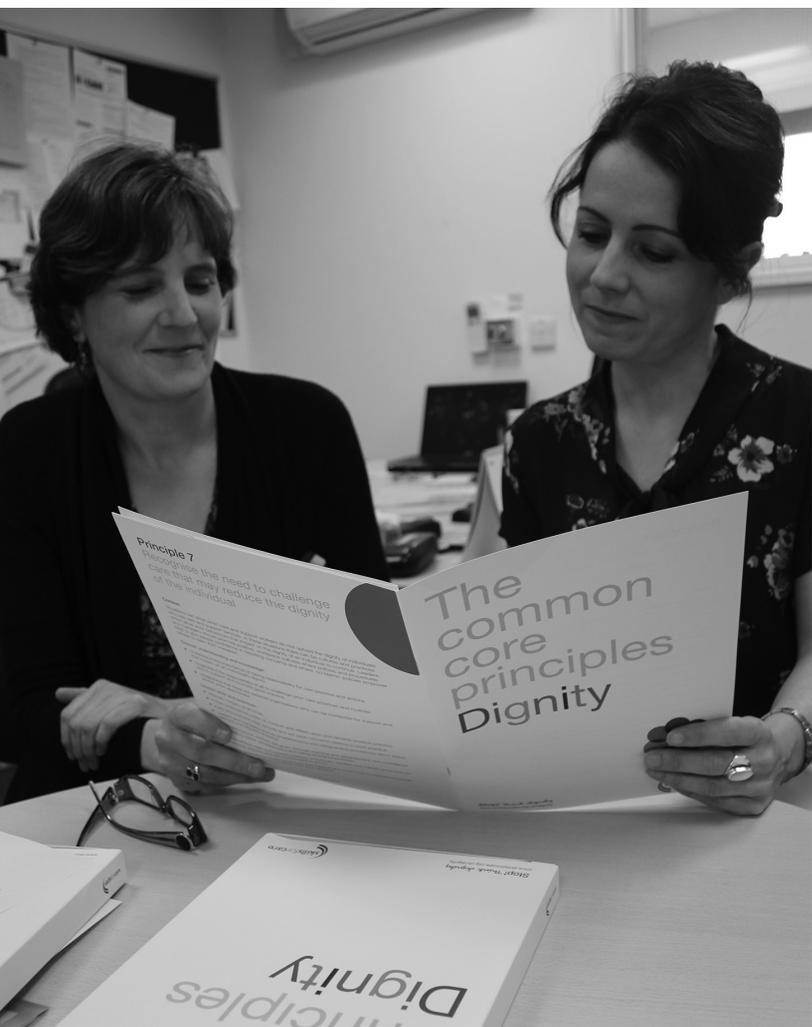


Case study



# Common Core Principles Dignity

*St Monica Trust*



## Background

Founded in 1925, St Monica Trust is a not-for-profit organisation, providing a wide range of services including care at home, dementia care and residential care. We ensure that the wellbeing of people who need care and support is always our priority.

## Getting involved

In March 2013, St Monica Trust became one of the project sites working with Skills for Care to test out the Common core principles for dignity with our staff. Initially we had arranged meetings with managers across the organisations in which they received copies of the *Common core principles for dignity toolkit*. Managers then took these away to use with their teams and develop actions plans based on the resource.

"One of the main impacts of this has been that new staff now make a dignity pledge at induction so all our staff have the understanding and commitment to dignity."

## Putting the principles into practice

The dignity work has involved the whole organisation. For example our marketing team developed ideas for presenting the principles to workers, our volunteer coordinators have ensure that we link with our volunteers and to involve them in any dignity events and our mangers have organised resources and developed ideas as to how dignity can be continually promoted.

### Making the difference

- We linked dignity through all our work with residents i.e moving and handling and giving medication to make sure it was a constant thread running through the organisation.
- We embedded the common core principles successfully as we linked them to our existing processes such as team meetings and handovers.

"We have already started to implement the action plans that the managers have developed with their teams."

## Stop! Think dignity

The dignity packs have been very well received at all levels throughout St Monica. Our senior management team were particularly interested in principle 7 around challenging poor care practice and whistleblowing.

We used this principle as a basis for some 'dignity briefings' for teams, using the scenario provided to encourage discussion in the team and to link to our policies on safeguarding and whistleblowing. Managers found that this principle helped remind staff of how important it is to challenge any poor practice on a daily basis. Obviously time is always an issue in the workplace but due to the bite size nature of the toolkit managers and team leaders were able to plan their sessions in a way that suited them.

We also found the posters really useful as they serve as a reminder as a reminder when people were working through their day-to-day tasks.