

Core values of care



Belvedere House aims to provide its residents with a secure, relaxed, and homely environment in which their care, wellbeing and comfort is of prime importance.

Staff will strive to preserve and maintain the dignity, individuality and privacy of all residents within a warm and caring atmosphere, and in so doing will be sensitive to the residents' ever-changing needs. Such needs may be medical/therapeutic (for physical and mental welfare), cultural, psychological, spiritual, emotional and social, and residents are encouraged to participate in the development of their individualised plan of care in which the involvement of family and friends may be appropriate and is greatly valued.

This will be achieved through programmes of activities designed to encourage mental alertness, self-esteem and interaction with other residents, and with recognition of the following core values of care which are fundamental to the philosophy of our home.

Our core values of care

Privacy	Dignity	Rights
Independence	Choice	Fulfilment
Security	Respect	Equality

All staff within the home will deliver the highest standards of care. A continuous staff training programme is implemented to ensure that these high standards are maintained in line with the latest initiatives and developments in care practices as may be laid down in appropriate legislation, regulations and Care Quality Commission (CQC) guidelines.



Team worker values

It is important that every member of staff has taken the time to understand the meaning behind the words below and how it translates to the work of the Society both today and in the future.

Staff are expected to live these values and apply them in everything they do with or on behalf of the Society.

Supportive

- Able to take a balanced overview of the needs of the organisation
- Sees a task through to completion
- Responds with a positive frame of mind when asked to do something that they may regard as outside of the normal remit of their role

Respectful

- Loyal and open to their manager and peers
- Always remembers that they are part of a team that includes a wide variety of people doing many roles
- Displays understanding that no matter what role is undertaken everyone should be treated and communicated with openly and honestly and with respect and dignity

Professional

- Demonstrates a high standard of professional work ethics
- Has a good grasp of their own strengths and weaknesses
- Displays a professional attitude with residents, and in their dealings with managers, colleagues, volunteers and other professionals

Takes responsibility

- Understands the trust instilled in them as part of the Royal Alfred team
- Understands, recognises and accepts the responsibility of being answerable to the Society and responsible for their own conduct

A 'can do' attitude

- Actively projects a positive attitude at work and about all aspects of their job, the Society, its future and direction
- Always ready and able to see the positive side of any challenge and act accordingly to achieve Society success