



NATIONAL CARE HOME AWARDS 2023

FRIDAY 17 NOVEMBER 2023

Hilton Hotel

1 WILLIAM STREET
GLASGOW
G3 8HT

#celebratecare #careawards23

National Care Home Awards 2023

AWARDS RUNNING ORDER

ANCILLARY & SUPPORT STAFF AWARD

Sponsored by Strategic Thinking Ltd

NUTRITION & EATING WELL AWARD

Sponsored by Citation

MEANINGFUL ACTIVITY AWARD

Sponsored by Morar Living

TRAINING, LEARNING & STAFF DEVELOPMENT AWARD

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EMERGING TALENT AWARD

Sponsored by Scottish Care

OUTSTANDING ACHIEVEMENT AWARD

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LEADERSHIP AWARD

Sponsored by Meallmore Ltd

PALLIATIVE & END OF LIFE CARE PRACTISE AWARD

Sponsored by Holmes Care Group Ltd

NURSE OF THE YEAR AWARD

Sponsored by Boots Care Services

CARE WORKER OF THE YEAR AWARD

Sponsored by HC-One

SPECIALIST SERVICE/UNIT OF THE YEAR AWARD

Sponsored by Barchester Healthcare

CARE HOME SERVICE OF THE YEAR AWARD

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CARE INNOVATION AWARD

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STRATEGIC CONTRIBUTION AWARD

Sponsored by Virgin Money



National Care Home Awards 2023

JUDGING PANEL



ALISON MOLYNEUX

Independent Dietetic
Consultant



HELEN BLACKWELL

Catering Strategy Dietitian RD
FBDA



LAURA LAMB

Acting Director of Development
and Innovation,
Scottish Social Services Council



DR PAUL BAUGHAN

National Clinical Advisor for
Ageing and Health,
CMO Directorate,
Scottish Government



DR JENNI BURTON

NES/CNO Clinical Lecturer,
Academic Geriatric Medicine

National Care Home Awards 2023

AWARDS HOSTS



MICHELLE MCMANUS
Guest Presenter



DR DONALD MACASKILL
CEO
Scottish Care

National Care Home Awards 2023

RAFFLE PRIZE DRAW

YOU COULD BE A WINNER TONIGHT!



Scottish Care became a charity in October 2021, this now enables us to increase the reach and gravitas of our members as it opens greater opportunity for collaborative work.

During tonight's Awards Ceremony, we will hold a Raffle Prize Draw for attendees. Tickets are priced at £10 per ticket, you can pay via cash or card payment.

Prizes include:

- £350 Cash Prize
- Overnight stay for 2 plus Breakfast at the Hilton Hotel, Glasgow
- Taittinger champagne with chocolates
- Prosecco gift set with glasses and chocolates



The proceeds of this draw will support the diligent work which continues to represent and promote the interests of the members of Scottish Care.

HOTEL STAY PRIZE KINDLY SPONSORED
BY:



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If you wish to support Scottish Care and help change the social care landscape, please consider donating to our charity. You can donate [online here](#).

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**The Nursing
Partnership**



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MEET THE FINALISTS

ANCILLIARY & SUPPORT STAFF AWARD

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Strategic Thinking
YOUR PLATFORM TO SUCCESS

HEATHER BROWN - BURNLEA HOUSE, PEPPERWOOD CARE



With a vibrant personality and infectious enthusiasm, Heather exudes passion and commitment which she has continued to show for the last 13.5 years with Burnlea House Care Home. Heather has the ability to include everyone in the ambience she creates and she always brings a smile to everyone's face – staff, residents, and visitors alike! The activities she creates can be done in group settings in the lounge or on a more one to one basis with residents in their rooms and ensures she caters for individual interests. By embracing change and seizing new initiatives, Heather can make any task achievable and her dedication to her job is apparent to all who know her.

LINDA STEWART - CARRONDALE CARE HOME, AVONDALE CARE SCOTLAND



Linda has been with Carrondale since the beginning of the pandemic and, in that time, she has excelled in her role as Health & Wellbeing Team Lead by co-ordinating activities for residents in the most meaningful way which also benefit families and the wider community. Linda's experience of Talking Mats has opened up a whole new world of communication which has allowed residents to express what matters to them and helps shape care plans. She works closely with local and wider community organisations and believes that there are no barriers, only adaptations and endless alternatives to reach goals.

MAUREEN CAMERON - MANOR GRANGE CARE HOME, CARE CONCERN



As the Wellbeing Lead, Maureen has made major contributions to the health and wellbeing of not only residents at Manor Grange, but also the staff and families by ensuring every day is made meaningful and that everyone feels valued and needed. Maureen has an in-depth knowledge of each resident and uses this information to provide care and support in a very special and individual way. Maureen's initiatives have ensured that Manor Grange is a resident-led environment and recognises the importance of exercise and movement, with this being a daily staple at the care home. Everyone stops to have fun together including visitors and other professionals who happen to be visiting at the time!

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MEET THE FINALISTS

NUTRITIONAL & EATING WELL AWARD

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Citation



MEALLMORE - SCOTLAND WIDE

Meallmore have concentrated on outcomes and ensure that everything they do is of benefit to residents by creating a focus on key areas – creation of nutritious and attractive food; mealtime service; sustainable supply lines; safe food service; development of kitchen ambassadors; and continuing to be sector leaders. Due to significant efforts, Meallmore have evolved into a more effective team which has exceeded expectations and this outcome has delivered a solid foundation that is exceptionally positive for the residents with a hospitality team that delivers across 26 homes in all regions of Scotland.



RODDY MACKINNON - SCOONIE HOUSE, ARIA CARE

Based mainly in the kitchen at Scoonie House, Roddy is still visible to both the staff team and residents with a warm and supportive manner. Food is the highlight for Roddy and he delivers his menu and the food he prepares to an exceptionally high standard. He understands the importance of nutrition and how essential this is to individual wellbeing by ensuring the balance of nutrients and food groups meet the requirements of all residents. Roddy takes great pride in his work and is keen to receive feedback about the food he creates but always ensure people know it is a team effort and is a great role model for fellow chefs and kitchen staff.



LILLYBURN CARE HOME KITCHEN TEAM - PACIFIC CARE

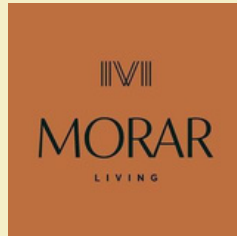
There is a whole home approach to nutrition and hydration within Lillyburn Care Home and the catering team certainly take the lead in this. From relaxed mealtime experiences, residents can choose where they want to eat and all staff are involved in making this a positive experience for all. Menu options are discussed with residents prior to a meal and the activity and care staff have made a playlist for each unit for individual mealtimes. Some physical activity before mealtimes helps increase residents' alertness and energy which has been noted to increase their independence at mealtimes. All staff are involved in supporting residents at mealtimes by either conversing, assisting or serving meals.

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MEANINGFUL ACTIVITY AWARD

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BENORE CARE HOME WELLBEING TEAM, AVONDALE CARE SCOTLAND



The Wellbeing Team at Benore have consistently gone above and beyond in creating enriching experiences, actively engaging residents and promoting holistic wellbeing within the care centre. With a resident-centred approach recognising the importance of a tailor-made activities, the Team have built relationships with residents with an understanding of their individual needs and employ variety and creativity when planning activities. By offering a diverse range of activities they have captured the interest of residents across different age groups and cultural backgrounds which are also deeply meaningful and by recording these sessions in residents' wellbeing folders, ensures they are able to identify which activity has the best outcome.

ACTIVITY CO-ORDINATORS - KIRK LANE NURSING HOME



The Activities Team (Vicky Spencer Hall, Pamela McGurk, Mandy Nicholson, Kourtney Walker) provide high quality support that is right for the individual and they provide an impressive energy and passion to the residents regardless of their capabilities. The Team have an enthusiasm and unique blend of skills which focuses on mental and physical stimulation. There is no fixed activities programme – instead, they ascertain individual wish lists, preferences and changing needs which ensures an ever evolving activity list which is inclusive for residents. They see each person first and then plan activities accordingly with family members extremely positive about what their relative is experiencing on a day to day basis at the home.

ROSIE BRENNAN - COLLISDENE CARE SERVICES



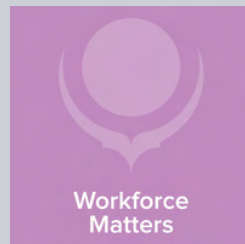
With a diverse person-centred programme of stimulating and innovative activities, Rosie has managed to capture the varying needs, learning differences, physical needs and mental health challenges of the residents. Through collaboration with other agencies in the wider community, Rosie has been able to break down the barriers and misconceptions of people with learning disabilities. By working with the Team, Rosie has enabled residents to experience a multitude of different activities including taekwondo, ice skating, learning a new language – to name but a few! She has made these activities accessible for the residents and is applauded for her achievements on a regular, if not daily, basis.

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TRAINING, LEARNING & STAFF DEVELOPMENT AWARD

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DANIEL TAMS - GLENBERVIE CARE HOME, AVONDALE CARE SCOTLAND

As the Trainer at Glenbervie for the last 3 years, Daniel has been working alongside various companies to offer the best training for staff. Dan is an integral part at the pre-assessment for complex care residents coming into the home and establishing what training staff will need for these situations which means he is involved before an admission which ensures staff and residents have confidence in their ability to carry out complex care. Dan also provides training for SVQ candidates at level 6 and 7 with a high pass rate over the last 3 years and has support 40 staff members during this time by providing weekly meetings with all candidates and identifying where additional support may be needed.



KYLE MANNS - BALHOUSIE CARE GROUP

Kyle is the Regional Learning and Development Facilitator at Balhousie and in less than 8 months his methodology, zest for life, innate warmth and positivity has totally re-energised the training procedures, as well as introducing new methods and modules for learning. Not only has he revolutionised the training systems, but Kyle has also introduced a depth of empathy that allows the teams to easily and quickly connect with residents and has made ongoing learning a fun part of care. Kyle has proved to be a dedicated and committed member of the Team which has provided Balhousie with significant benefits and has inspired a renewed, confident and group wide culture within the Team.



LEARNING AND DEVELOPMENT TEAM - MEALLMORE LTD

By adapting to the changes in workforce demographics and needs of colleagues, the Learning and Development Team have produced a range of resources that can be used at the "time of need" but still maintaining the traditional routes to learning for those who prefer to train that way. These resources include – Care Box Talks; How To videos; Key Cards; Observational Competency Supervision templates. A new induction and mentoring programme has also been introduced which aims to decrease staff turnover, retain staff, improve skill set and embed mentoring of existing staff to custom and practise with all new colleagues attending induction on their first day.

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EMERGING TALENT AWARD

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BROGAN MCKAY - MANOR GRANGE CARE HOME, CARE CONCERN



Since becoming a Team Leader at Manor Grange Care Home, Brogan has demonstrated exemplary professionalism and dedication which has had a huge impact on the home's holistic approach and delivery of care. With ever changing priorities and responsibilities, Brogan has shown that she can handle anything in an upbeat and positive manner which is refreshing to the Team and residents alike. She has demonstrated leadership qualities and a maturity beyond her years and exemplifies the principles and values of care. Her humility, positive outlook and energy are truly contagious! Brogan joined the Team as a carer but quickly demonstrated a mature skillset and she is now one of the Team Leaders who support the nursing staff.

CAMERON HEAD - BALHOUSIE CARE GROUP



As a Senior Carer, Cameron has taken up many training opportunities and is keen to develop and enhance his knowledge and also supports his colleagues by delivering training to them. He is highly regarded by his peers and his credibility as a trainer is renowned. His passion for first aid training has him campaigning in the local community for a First Responder Scheme after identifying significant delay in emergency assistance due to the rural location and aims to work with the Scottish Ambulance Service to achieve this scheme for his community. Cameron is a highly motivated, dedicated and enthusiastic senior carer who is greatly valued within his team and beyond.

LYSETTE INGRAM - BALHOUSIE CARE GROUP



Lysette joined the home as a carer with no prior experience of the care sector but quickly showed an adeptness for care – so much so that she was asked if she would like to study to be a nurse while continuing to work in the care home. She began training in October this year and has shown how one can adapt to a new fulfilling career with little or no experience of the sector. Lysette has a lot of potential and she has grown during her time in the home with a positive approach and her story should be an inspiration for anyone to get motivated to make positive changes in their life and she has inspired her fellow colleagues along the way.

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OUTSTANDING ACHIEVEMENT AWARD

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*To be announced at the
Awards Ceremony!*

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LEADERSHIP AWARD

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Making Care Mean More



NICOLA BROWN - CAMPSIE VIEW CARE HOME, FOUR SEASONS HEALTH CARE GROUP

Nicola started her career at Campsie View Care Home in 2017 as staff nurse before becoming the charge nurse, then Deputy Home Manager and finally Home Manager. She has been an advocate for the residents at the home and has a clear vision of providing person-centred care. Nicola is a great motivator to her staff and possesses empathy and a drive for her staff to support them in their professional development. Since becoming the Manager in 2021, Nicola has improved the standards of care and confidence in the service has improved in the local community. She has achieved this through her dedication, passion, and commitment and has developed close relationships with residents, family and the team.



KIRSTY CARTIN - RASHIELEE CARE HOME, LITTLEINCH

As a strong, compassionate leader, Kirsty utilises her outstanding communication skills to create a healthy work environment that includes the physical, social, and mental health and wellbeing of residents as well as their families and staff. A very humble person, she actively commends her team for the success of the serviced however, the leadership comes from the top in Kirsty. She has helped change the perceptions of social care with her team and is a great mentor who has influenced everyone who she comes in contact with. An active advocate for the residents, she is not afraid to let her voice be heard and through her followers on social media, she is succeeding in changing the vision of social care.



PHIL STUART - THE COWDRAY CLUB, RENAISSANCE CARE

Phil has been the Manager of the Cowdray Club for 3 years and in that time, he has developed the service by putting the residents and their families at the heart of everything he does. His vision was to create a home where people thrived and where residents led fulfilling and happy lives, with full involvement from relatives, and staff who can achieve ambitions and goals. This has been achieved through hard work and determination and outstanding strong leadership. Phil hand picked his staff based on the needs of residents, their personalities and interests and has proven himself to be a great asset to the service.

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MEET THE FINALISTS

PALLIATIVE & END OF LIFE CARE PRACTISE AWARD

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LARKFIELD VIEW TEAM, HOLMES CARE GROUP

After examining the support that staff received following bereavement, the Team worked together to create the Larkfield View Bereavement Charter - pledging to be a bereavement friendly employer. Bereavement training was provided and they also committed to having this as part of their induction training. Understanding the difficulties associated with Palliative and End of Life Care, it was important to find ways to support staff through this process and they created the role of Bereavement Champion, providing a quiet space for staff to talk and receive comfort and to reflect and share stories about the person who had died. Larkfield View are a community who support people to have a good life and a good death and to have lived life as they had wished.



ABBNEYFIELD BALLACHULISH

The Team at Abbeyfield believe that as well as ensuring residents have a good life, a good death is just as important and staff ensure that they are well trained in order to support the resident, as well as their families during this difficult time. By supporting families, this ensures they get to spend as much time with their loved one at the end. The Team joined the Highland Hospice ECHO Knowledge Network and this provides staff with increased knowledge and being able to offer better support to residents and their families and has helped them to have the difficult conversations that need to be had and ensuring that the right care is delivered at the right time.



IONA MCMORRINE - MOSS PARK CARE HOME, HC-ONE

As a Charge Nurse at Moss Park Care Home, Iona has always had an interest in palliative care and practised the gold Standard guidelines. Iona displays a kindness and compassion to clients and their families in a genuinely warm and honest manner. The people she looks after are entirely supported by Iona and her expertise in palliative care has allowed her to guide and support staff through many deaths and she uses this ability as a learning opportunity to teach best practise. Iona can anticipate pain and distress and is proactive in managing this and what the person needs. The relationship she builds with families is inspirational and she is a calming influence to many.

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NURSE OF THE YEAR AWARD

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Boots

Let's feel good



VANY THOMAS - BENORE CARE HOME, AVONDALE CARE SCOTLAND

As a staff nurse, Vany has displayed an unparalleled level of commitment to the nursing profession and her exceptional qualities have transformed her residents' lives and but inspired her colleagues to strive for excellence in the field of nursing. Vany possesses the gift of being able to lead by example as a nurse and together with a strong work ethic, creates a supportive environment and she treats her residents and family members with kindness and empathy. In addition to her excellence in individual care, Vany has also exhibited remarkable leadership qualities and in actively motivating and inspiring her team, she is an excellent role model to others.



CHRISTOPER RAMSAY - HILLVIEW COURT, ARIA CARE

Chris is a highly dedicated and professional nurse whose demonstrable passion for excellence has led him to being promoted to the post of Learning Disability Lead at Hillview Court. Prior to completing his nursing training, Chris joined Hillview as a carer and completed his SVQ as a senior carer and was recently presented with his 5 year service award. Chris has proved to be a leader as well as a clinician within the team and he actively promotes the maximisation of independence and this is balanced with a warm and personable approach. He is a great supporter of his colleagues and promotes an open and honest culture and uses each circumstance as a learning opportunity.



MOIRA HAY - FOUR SEASONS HEALTHCARE

Moira has been a qualified nurse for 30 years and has been in her role within the Quality Team for 2 years. She has also spent time as a college lecturer and uses these skills to help develop her team with achieving their SVQ. Moira has a wonderful mix of leadership, experience, supportiveness and up to date knowledge and embraces the mantra that "every day is a school day." Being a nurse is at the core of who Moira is, is it this that makes her special and in remaining involved in direct care, she has the ability to make a difference and maintain the values of Four Seasons Healthcare.

National Care Home Awards 2023

MEET THE FINALISTS

CARE WORKER OF THE YEAR AWARD

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TRACY LIBBY - FOUR HILLS, BANCHESTER

Tracy has worked at Four Hills as a carer for 27 years and in 2012 took on the additional role of home trainer and when the opportunity of Care Practitioner came up, Tracy was the first to apply and qualified in 2017. She is a hard-working, loyal and committed employee who is highly regarded by residents and colleagues alike and is able to garner confidence and trust from residents' families. Tracy has also inspired residents to get involved in activities and increasing their confidence when first coming into the care home and doing the things they enjoyed previously. Tracy brings so much to the role every day and the gratitude for her dedication is endless



SAM SCANLON - MUIRFIELD NURSING HOME, RANDOLPH HILL GROUP

For Sam, individual care is everything and as someone who has helped care for an elderly relative at a young age so it was second nature for Sam to want to have a career in care and joined Muirfield Nursing Home in 2020. He completed his SVQ and was promoted to Senior Carer one year later. Sam continues to develop and absorb knowledge and he has the ability to identify changes in the residents' health and wellbeing. His high quality care is resident-led and he takes the time to get to know each person, treating them with the utmost respect and dignity delivering a personalised experience that makes their life brighter!



MARGARET ARCHIBALD - CHESTER PARK CARE HOME, OAKMINSTER HEALTHCARE

Maggie has been an instrumental force as the Care and Support Lead at Chester Park's Intermediate Care Unit which is one of the few long-established units of its kind in Scotland. Maggie has sustained a pivotal role in its success due to the devoted care she provides and as the unit team leader, she actively engages in the initial assessment process. Her dedication shines through and she is committed to ensuring clients future placements align with their unique needs and preferences. Maggie takes a pro-active approach to staff support, training and issue resolution which was shown to full effect during the Covid-19 pandemic as she ensured the residents received up to date, high quality care.

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SPECIALIST SERVICE/UNIT OF THE YEAR AWARD

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PHYSIOTHERAPY DEPARTMENT, ERSKINE VETERANS HOME



While continuing to provide individualised core physiotherapy services to the residents in Erskine, there has also been significant work and redevelopment of the gym schedule, with new and additional classes and new equipment to further enhance residents' opportunities to be more active. Other health initiatives have included walking groups within the dementia homes and outdoor bike and trike rides suitable for all, even those in wheelchairs. Continuing with exercise challenges, the biggest happened in April during the Glasgow Kiltwalk, which saw participation from staff, volunteers, residents and families across the home.

DRUMMOND GRANGE CARE HOME, BARCHESTER



Looking after ventilated residents in the complex care unit, staff take care of 5 residents requiring 24 hour care and what has been apparent is that as well as being great clinicians, the staff there are also making a huge difference to the residents wellbeing by offering one to one support, outings, organising important events and time overnight in their own homes. The residents are admitted from a hospital environment receiving a high level of nursing support as well as wellbeing support. In the last 6 months alone, 2 residents have been successfully rehabilitated back into the community which, in no small part, was down to the dedication, support and knowledge of the unit staff.

HUNTINGTON'S UNIT - RUMBLING BRIDGE CARE HOME - BALHOUSIE CARE GROUP



The Huntington's Unit at Rumbling Bridge Care Home is one of the only specialist units in Scotland accommodating up to 18 residents. The unit is one of the most positive units for both residents to live and staff to work in with an exceptionally enthusiastic staff complement and they work hard to achieve a 'home from home' experience for all the residents. The team follow a person-centred approach whereby every resident has their own care plan and are encouraged to make their own decisions over when they get out of bed and eat their meals and what they want to do. The staff spend quality time with the residents, with their own rooms, where they are free to decorate as they wish and are actively encouraged to do just that!

National Care Home Awards 2023

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CARE HOME SERVICE OF THE YEAR AWARD

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BURNLEA HOUSE CARE HOME, PEPPERWOOD CARE

The service has rightly held an excellent reputation for many years with sustained excellent practise and now with new owners and an energising new manager, the past year has brought a new lease of life and a “buzz” in the home. Some new initiatives have been brought into the home which has improved the ambience, wellbeing and positivity across the home and the staff have seized on this with an enthusiasm and desire. The home has a new café where residents can meet with their family members and also a suite where residents can celebrate special occasions and have even hosted a wedding for the granddaughter of one of the residents!



DALMELLINGTON CARE CENTRE, DOON CARE

Situated in the Doon Valley area of East Ayrshire, the care home is the biggest employer in the village and are very much integrated into the community and work closely with various community organisations. It is this partnership with The Zone Initiative which established “Jacks Gardens” – a beach themed garden with its own shipwreck and lighthouse where residents can spend time enjoying the flowers and fresh air! Families can also join them and have a seat in remembrance of loved ones they have lost and there is also space for a summer BBQ and outdoor activities. By continually improving the environment, the home has provided creative and meaningful activities for the residents and families to enjoy.



KIRK LANE NURSING HOME, RANDOLPH HILL GROUP

An impressive 60 bedded home, Kirk Lane Nursing Home have been praised for their quality facilities and the calibre of their staff. The positive culture cascades throughout the home enabling all to feel a sense of self-worth, with a level of involvement in their day to day that motivates and interests the residents. With a garden and sensory space, this allows residents to have an independent open space which can be used all year round bringing wellbeing benefits particularly to those residents with dementia to help ease their distress. The staff and management go above and beyond to ensure a safe, positive attitude which is reflected in the retention of staff which offers continuity for residents and assurance to their families.



RUBISLAW PARK CARE HOME, CARE CONCERN

Rubislaw have engaged in a test of change with the local NHS trust to provide a bespoke service to residents at the end of life and are the only service involved in this project. The priority is to provide care and compassion to residents, and their loved ones and respects the importance of good life being concluded with a good death. The home has prided itself in delivering exceptional end of life care and have been honoured to share the wealth of experience and passion of the staff with the wider community. Rubislaw constantly review their evaluation and have received positive feedback from families and other professionals

National Care Home Awards 2023

MEET THE FINALISTS

CARE INNOVATION AWARD

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HC-ONE COLLECTIVE

The service has been pro-active in its approach to innovation and by using the Quality Improvement Framework around psychoactive medication and review of their use in dementia patients, with the aim to reduce the use of these substances by 40%. Some of the services are using pain as a factor for stress and distress and the use of this medication and looking at the environment as a factor – e.g. changing to a low arousal environment. With these changes, the services have noted a significant change in staff confidence which has resulted in staff retention and job satisfaction amongst the teams. Now working together to make a local protocol which can be piloted across the services. Steps so far have seen a reduction in the use of medication, which can only be beneficial for residents.



CALICO HOUSE RESPITE, BALLIESTON COMMUNITY CARE

After identifying a lack of respite services, which offered a hotel experience for people with complex care needs, Calico House underwent an extensive internal refurbishment that would offer the resident a boutique hotel experience which put them at the heart of the service. By working closely with the Care Technologist and a local company, assistive technology was installed which provided an enhanced resident support system thereby reducing the risk of falls and injuries coupled with a robust plan of care. Furthermore, they have invested in digital care planning allowing carers to access information in real time updates to see how the resident is enjoying their stay.



JODY MARSHALL - DAVIOT CARE HOME, MEALLMORE

Together with the Deputy Chairman, Jody has taken on the role of Chairman of Aberlour Men's Shed and have made such a difference to men's health in Scotland and in the local community. Jody is passionate about and tries to make a difference to his residents and always puts his team members before himself and his mantra is to "develop, train and educate the next generation." Jody looks after the catering and hospitality for the Meallmore Group and is responsible for IPC and nutrition. In the past year, Jody has built a team of dynamic chefs and housekeepers and has developed a career pathway called "The Academy of Care Kitchen Excellence" and is also currently in the process of opening a Men's Shed in a care home.



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STRATEGIC CONTRIBUTION AWARD

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*To be announced at the
Awards Ceremony!*

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