

Job Title: Dementia Wellbeing Assistant

Primary Location: Guild House

Reports to: Registered Manager

Accountable to: CEO



Job Profile: To enhance the quality of life, wellbeing, independence, and dignity of residents living within a CQC regulated residential care home, with a particular focus on supporting people living with dementia. The Dementia Wellbeing Assistant will provide meaningful person-centred activities, social engagement, and emotional support, helping residents maintain a sense of identity, purpose, and connection.

The role aims to reduce social isolation, promote positive mental wellbeing, support cognitive stimulation, and contribute to outstanding person-centred care in accordance with CQC Fundamental Standards and the home's values.

Key to all posts: All Trust employees must ensure that residents and members are treated with dignity, respect and protected from neglect or abuse. All Trust employees must abide by the terms and conditions of their contract, the Trust's Code of Conduct and this job description.

Job Specific Duties

- 1) In conjunction with the Wellbeing Lead, plan, organise, and deliver individual and group activities tailored to residents' interests, abilities, life histories, and preferences.
- 2) Support residents living with dementia to participate in meaningful occupation and social interaction.
- 3) Encourage independence and maximise residents' abilities through appropriate stimulation and engagement.
- 4) Facilitate reminiscence activities, music sessions, crafts, sensory activities, gardening, exercise, games, and community involvement opportunities.
- 5) Develop therapeutic and dementia-friendly approaches to engagement.
- 6) Support residents who may be reluctant or unable to join group activities by providing one-to-one wellbeing sessions.
- 7) Promote resident choice and control in all aspects of activity provision.
- 8) Support residents with eating, drinking and toileting as required
- 9) Assist residents safely when participating in activities and events.
- 10) Support residents with mobility, sensory impairment, or other physical limitations during activities as required.
- 11) Maintain awareness of residents' care plans and risk assessments relevant to activity participation.
- 12) Report any concerns regarding residents' physical, emotional, mental, or social wellbeing promptly.

- 13) Build positive relationships with residents, relatives, friends, volunteers, and professionals.
- 14) Encourage family involvement in wellbeing and activity programmes.
- 15) Work collaboratively with care staff to ensure activities are integrated into daily life.
- 16) Promote a welcoming and inclusive environment throughout the home.
- 17) Maintain accurate records of activities delivered and residents' participation.
- 18) Document outcomes, preferences, achievements, and wellbeing observations.
- 19) Contribute information to care reviews where relevant.
- 20) Ensure confidentiality is maintained at all times.
- 21) Promote safeguarding and protect residents from abuse, neglect, discrimination or harm
- 22) Attend supervision, appraisal and team meetings and complete all mandatory training

Responsibilities applicable to all post holders across the Trust

You must:

- a) Communicate with residents, club members, colleagues and all who in engage with the Trust in a polite and professional manner.
- b) Work in a way that promotes and respects people's privacy, dignity, choice and keeps them safe.
- c) Communicate all concerns for resident / club member welfare as per policy.
- d) All information relating to Residents, Members and/or the Trust must be used in accordance with Data Protection requirements.
- e) Work as part of a team.
- f) Take reasonable care for your health and safety and for that of others that may be affected by your acts or omissions.
- g) Ensure that you are aware of your responsibilities and actions to take should a fire arise and in the event of a fire that you follow them.
- h) Report any situation which may affect the safety or quality of the Trusts' services.
- i) Ensure you use Trust recording and reporting systems correctly.
- j) Make full and proper use of any system of work provided by the Trust.
- k) Use any equipment provided by the Trust in accordance with its purpose.
- l) Attend any training deemed appropriate for your job title by the Trust.
- m) Attend staff and other meetings as requested.
- n) Adhere to all Trust policies and procedures.
- o) Carry out, when asked, any duty that could reasonably be expected of you.

Please Note:

This Job Description is not meant to be definitive or restrictive and will be modified to meet the changing needs of the Trust.

GCT is committed to safeguarding and promoting the welfare of adults with care and support needs and expects all staff and volunteers are expected to share this commitment.

GCT operates a Safer Recruitment Process which is in line with the Health and Social Care Act 2008 and the Gloucestershire Safeguarding Adults Board guidance.