



Join The Team at **BENONI** **NURSING HOME**

We are passionate about delivering person-centred care to our residents to the highest possible standard



JOB PERKS

Competitive salary

Flexible hours

Subsidised meals

Mileage

Bonus scheme

Enhanced pensions

Refer a friend scheme

Office dog!



GET IN TOUCH

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ABOUT BENONI NURSING HOME

Benoni is an established nursing home which has been family owned since 1999. The owners live locally and support the business to remain a valued part of the local community.

Benoni has been operating as a care home in the community since before 1960.

We provide accommodation for persons aged over 65 years who require nursing or personal care, treatment of disease, disorder or injury, or who have dementia or physical disabilities. We pride ourselves on our happy, relaxed environment, and our beautiful location near the sea in Cornwall, striving to create a "home from home".

We are incredibly lucky to be in far west Cornwall, just a couple of miles away from the coast and Cape Cornwall. Benoni is nestled in the small mining heritage town of St. Just, a short journey by car or bus from Penzance, enjoying wide ranging views and access to a selection of local services and shops.

We're regulated by CQC. We are pleased that the Care Quality Commission have rated our service "Good" in all key inspection areas. We maintain positive working relationships within the wider professional team, including our regulatory body, demonstrating a passion for continual service development.



"Energy follows thought. I have worked within Benoni for five years now, coming from a background in the NHS and palliative care services. I am passionate about changing some of the negative stereotypes attributed to nursing and care homes. These are places which should enrich the lives of the individuals that live within them whilst offering valid and rewarding opportunities to develop. It is my goal to make this happen and I'm pleased that we are seeming to be well on track.

John, Clinical Matron & Registered Manager



OUR PRINCIPLES AND VALUES

We are committed to supporting all Service Users so that they can continue their lives with dignity and independence and be participating members of their own communities.

Benoni is committed to meeting the needs of those people entrusted to our care, ensuring that residents are able to live the lives they choose.

All people who are supported by and work at Benoni Nursing Home Limited, and those who care for them, will be treated with dignity and respect. We aim to offer skilled care to enable Service Users to achieve their optimum state of health and well-being. We uphold the human and citizenship rights of all those we provide care to and those who work for Benoni Nursing Home Limited. Individual choice and personal decision-making are the right of all Service Users and this right will be supported by all the people who work for Benoni Nursing Home Limited. The right of independence will be respected and encouraged for all Service Users. The individual uniqueness of Service Users will be recognised and valued, and we will reflect this in our Care Plans and how we listen and respond to Service Users. The individual requirement for privacy will be respected always and all information relating to individuals will be treated in a confidential manner. We recognise the individual need for personal fulfilment and aim to support Service Users to identify activities that are meaningful to them.



OUR AIMS, OBJECTIVES, AND PHILOSOPHY OF CARE

To provide high quality care to the local population and beyond, meeting individual needs in a safe, caring, effective and responsive environment by a well-led workforce, with the skills, knowledge, and resource to meet the highest standards.

Our aims are:

- To deliver quality care based on the needs of Service Users
- To treat all Service Users equally whilst valuing their differences and respecting their human rights
- To safeguard Service Users from all forms of abuse whilst respecting their decisions
- To provide access to information through a range of formats and aids, including advocates where required
- To involve Service Users seeking feedback including complaints, compliments, and ideas to improve the service
- To ensure we recruit and retain the right staff and maintain and improve their skills through the right training
- To act immediately to understand, respond to, and learn from incidents through established systems
- To deliver compassionate care that promotes Service User's dignity, respecting their needs, wishes and expectations



OUR ACTIVITIES PROVISION

Here at Benoni, we like to have fun! The happiness and well-being of our residents is our top priority. Our goal is to support and develop positive experiences of care, tailored to reflect the individual needs of our residents, with a whole range of activities to partake in.

We are passionate about supporting our residents to continue enjoying their hobbies whilst receiving support. Our team of Activities Coordinators offer opportunities to engage in a range of well-loved activities: from card games and bingo, to musical movement and sing-alongs.

Recently, our staff hosted the hugely successful "Benoni's Got Talent" show, giving our residents and team the chance to demonstrate a range of skills, from singing to speed knitting! Judged by our management team there were prizes all round.

We have fantastic connections with local community groups and businesses who come into the home for zumba, pet therapy, flower arranging, music, theatre, and more. We also welcome spiritual leaders from a range of faith and belief systems to offer prayer, meditation and healing.

And that's not all - we have regular parties where we invite residents' family and friends, and facilitate shopping trips, gallery visits, and other excursions.



"I like to ask residents: "what would you do if you could do whatever you want for a whole day" and then do my best to facilitate those experiences. It can be as simple as shopping in town, reading a favourite book under a big tree on a sunny day, or an ice cream on the beach."
Emma, Activities & Engagement Lead



HOLISTIC THERAPIES

The holistic therapies we offer include:

- Usui Reiki - hands-on healing (by accredited practitioners in-house)
- Massage
- Manicure
- Pedicure, with Epsom salt baths
- Aromatherapy
- Creative wellbeing workshops
- Guided meditation
- Reminiscence
- Pet therapy



I recently delivered Level 1 Reiki training with several members of the team. The morning flew by, sharing experiences and queries, as well as Reiki background history, gently savouring the Reiki energies, while the afternoon was dedicated to practicing the newly acquired skills on each other. By the time the day came to an end, the eagerness and enthusiasm experienced by each one of them was really palpable. I could feel that they really wanted to put into practice what they had learned and start to make a difference to their lives as well as to the lives of loved one around them. It brings much joy and warmth to my heart to see and feel their motivation, as I know this is a gift of a lifetime which will improve their every day lives beyond any of their expectations."

Miriam, Holistic Therapist & Activities Coordinator

I had heard about others doing the training and didn't think I was capable but I'm so pleased Matron encouraged me. I do daily Reiki on myself, my family, and my dog; it's so natural now. It's good to practice not just on residents but also for your own wellbeing and enlightenment. Anyone and everyone can do it. I'd like to develop to Level 2 or even Level 3.

Alison, Housekeeping Supervisor

I'm really interested in Benoni's move towards holistic therapies. I was offered Reiki training and didn't think I could do it but I'm so glad it was suggested. I took the opportunity as it's a recognised qualification and I use it in the home. It's really moving and rewarding. I think it's the way forward.

Tamsyn, Team Lead



MEET THE TEAM

John Clemens: Clinical Matron/Registered Manager

John has been a clinical manager for approaching 10 years. His background includes: Tissue Viability, care for the elderly, stroke rehabilitation, and palliative care.

John has worked as an associate lecturer for Plymouth University, supporting clinical skills development, and works alongside Truro & Penwith College to promote career pathways in care.

Anne Pickin: Deputy Matron/Deputy Manager

Anne has been nursing for many years. Her background includes: general medicine, Orthopaedics, trauma, and care for the elderly.

Anne is passionate about supporting holistic well-being and works alongside our therapy team to integrate holistic therapy within palliative care.

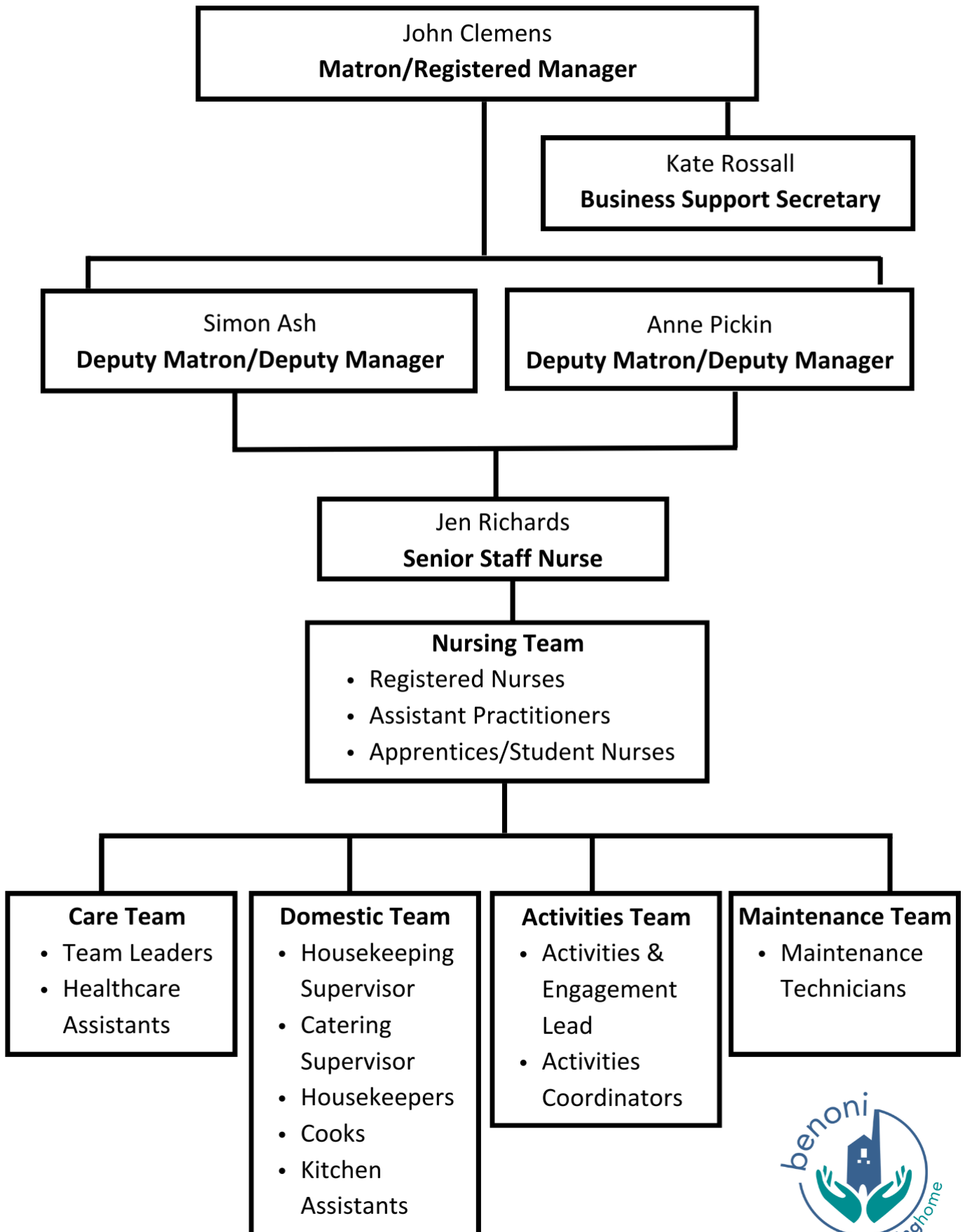
Simon Ash: Deputy Matron/Deputy Manager

Simon has worked within varying clinical environments in a management capacity for many years. His background includes: general medicine in both ward & community settings, and care for the elderly.

Simon has a passion for innovation and has been pivotal to the development of effective care planning systems within our organisation. Simon is currently undertaking development to become a practice assessor.



Organisational tree



TRAINING & DEVELOPMENT

The training and educational development of our staff is critical to enabling us to deliver our objectives and values. It is part of the Benoni philosophy to support the career progression of all of our staff.

We offer a wide range of training and development opportunities. Recent qualifications obtained by our staff include L3 Adult Care Diploma, L3 Healthcare Apprenticeships, L5 Assistant Practitioner Apprenticeship, Registered Nurse Degree Apprenticeships, and L5 Operations Management qualification.

As well as formal qualifications we run training specific to Benoni and regular seminars for staff CPD. We are also very proud of our dedicated off-site training suite, which supports all study. Our training suite has IT equipment for staff to use, as well as a range of specialist equipment to support practical training.

We are extremely proud of our organisation and the team we have assembled to service and promote our business. We believe that our staff are a valuable asset and the key to achieving our goals of high quality, person-centered care, as well as ongoing success.

As part of our team, you will have the opportunity to support all aspects of holistic person-centred care provision, liaising with members of the wider multidisciplinary team to facilitate effective management of care and well-being needs.



WHY WORK WITH US?



It's hard to put into words how much I love working at Benoni. When I left my last job, I was actually planning on not going back into care work, but now I am applying for a nursing degree! This is because Benoni, Matron, and all of the staff have given me that drive and enthusiasm back, reminding me why I'm a carer. I have learned so much in such a short space of time; there are so many training opportunities on a day-to-day basis, and it is a positive place to work. I also, have a really good work-life balance as well, which is great!

Sarah, Team Lead

The job satisfaction; it's rewarding and you're forever learning.

Jo, Activities Coordinator



If you want to advance your career in care, you're supported to do so. If you have learning differences, you're heavily supported in order to achieve.

Whatever your job description, it's interesting, and gives you a feel-good factor at the end of your day. Plus we have stunning views which, like the job, is a joy to be part of.

Liz - Head of Care



To me, it's not like going to work - I enjoy doing it.

Nigel, Maintenance Manager

It's a good working environment, very friendly. There's always an opportunity to develop your career.

Thomas - General Assistant

You're made to feel welcome - we're like a close-knit family - residents and staff.

Alison, Housekeeping Supervisor

