

Lothian Care Academy

Providing education and development advice, support and opportunities within social care in the Lothians through partnership working

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Aim of Lothian Care Academy

The Lothian Care Academy's purpose is two fold:

- The Lothian Care Academy works in partnership with NHS Lothian Clinical Education and other specialist teams to ensure partnership working is at the heart of learning and development design and delivery
- The Lothian Care Academy addresses current operational challenges within Health and Social Care through the creation and facilitation of working groups (e.g. retention action group for Lothian)

Achievements to date

- **Online hub for development resources:** frequently updated to highlight learning opportunities across Lothian; education delivered in collaboration with Clinical Education and specialist teams
- **Recruitment and retention strategies:** to assist with the workforce crisis ensuring an evidence-led approach via Edinburgh Napier University (e.g. career pathways)
- **Stakeholder collaboration:** consistent approach to working collaboratively across Lothian
- **Tailored education programmes:** such as dementia education, leadership, stoma care, and practical person centred care day for new and existing staff in social care



Figure 1: 2024 education figures from Lothian Care Academy, Care Home Support Teams, and Clinical Education Team

Really Helpful, I feel like I can transfer things I have learned to a variety of areas with people living with dementia

"This course would be an excellent resource for all new staff coming to work in a Care setting. The staff providing the course were very enthusiastic and reassuring which is great for staff that are new to providing Care".

Figure 2: Feedback from dementia education (yellow) and practical person centred care day (blue)

Outcomes

- Over **1,600** individuals received a diverse range of education through LCA and partners in 2024 - an increase of **59%** in 2023.
- **Figure 1** shows how education has been accessed across all 4 HSCPs in Lothian
- **85%** improvement in confidence in undertaking stoma care post-education
- **83%** of participants felt fairly or very confident to explain "Person-centred Dementia care" post learning - 26% pre course
- Online booking form and website has seen increased traffic of **381%** from 2023-24

Next steps

We are looking at how we engage with even more care homes and care at home services across Lothian. A second phase of the career pathways work is planned which will look at supporting managers in retention work. This will be codesigned with managers and staff. Continuing to develop our future leaders in health and social care through additional sessions of our leadership programme is a high priority moving forward. Ultimately wanting more staff to feel "valued and invested in" - a direct quote from a leadership cohort member



Contact us

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