



Information Sheet 1

Spiritual, Pastoral and Religious Care

SPARC CHARACTERISTICS

The Bradford Model worked with its cross-belief team to define the core characteristics of our work, concentrating our efforts on defining how we *behave* and what we *do* in our encounters. The idea is that although what we *believe* may vary, how we *behave* should be a shared understanding and consistent. Therefore, every SPaRC Practitioner and volunteer should be able to sign up to these characteristics and they are used in training, job descriptions and appraisals. The team focusses each month on its implementation of a different characteristic as part of its ongoing monitoring.

- Appreciative of the diversity in the team, seeing it as a source of knowledge and a toolbox of skills, with you taking responsibility for your part in making it work well by being communicative, enabling and reliable.
- Willing to engage with everyone with friendliness, curiosity and cultural competence, suspending your judgement and conveying your acceptance of their circumstances and life choices.
- An attentive and patient listener who responds to the focus, range and pace of any conversation taking care to ensure that it is led by the other person and only pursued with consent; recognising their realities and lived experience, that they can feel truly heard.
- Able to hold calm space for people as they explore their circumstances and feelings, in a way that inspires self-belief and agency rather than dependency, so that they may feel assured, make their own decisions and reach their own conclusions.

- Responsive to the range of beliefs (religious and non-religious) that you might encounter with no sense of any beliefs having greater worth or value than others; respectful of individual interpretations and expressions of belief, and mindful that beliefs can and do change over time.
- Humble and authentic in what you do, appreciative of the privilege of supporting others, respectful and mindful of their vulnerability, and taking real care with the information that is shared to ensure that it is kept confidential.
- Solid and articulate in your own values, ethics and morals, underpinned by your own religion, belief or worldview and life experiences; but mindful that these are your beliefs, without assumption that others will share or need them.
- Able to offer belief-based care, when this is specifically requested, or by tentative negotiation to ensure that it is wanted. For the religious, this might include prayer, sacrament or ritual, but for others it may be reflections or ceremonies that are more humanist in nature. Able to mobilise others with compatible beliefs to ensure a prompt response to requests for belief-based care.
- Knowledgeable about the factors that impact on behaviour in an acute setting and able to deploy interpersonal skills to calm and deescalate situations.
- An advocate for spiritual needs as part of holistic care and staff wellbeing; ready to contribute to strategy, education and research in this area.
- Open about your practice and its impact on you; conscious of the need for self-care and prepared to review and learn in order to develop your practice. Able to explore any conflicts that arise between your SPaRC practice and your beliefs within your supervision, in order to maintain this non-judgmental approach.
- Upholding of the values, procedures and policies of the Trust in all that you do with due regard for safeguarding and professional boundaries at all times.

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