

Early Stage Dementia in your workplace

Age Scotland offer bespoke workshops to raise awareness of Early Stage Dementia. Choose from our existing workshops or build your own bespoke session from the outcomes detailed below.

Existing workshops

1.5 hr - suitable for staff who engage with tenants or other people living with dementia in their home

2.5 hr - an awareness session suitable for staff who manage teams including older workers

2.5hr - an awareness session suitable for customer facing staff

3.5hr - designed for senior managers and HR teams

3.5hr - designed for housing officers

Outcomes	Existing workshops				
	Awareness of dementia in the home	ESD awareness for people managers	ESD awareness for customer facing staff	Dementia, the law and workplace good practice	ESD Awareness for housing staff
	1.5hr	2.5hr	2.5hr	3.5hr	3.5hr
1 I can explain what dementia is	y	y	y	y	Y
2 I am aware of its early signs and symptoms	y	y	y	y	Y
3 I am more able to communicate with and include someone who is living with dementia	y	y	y	y	y
4 I know about support for people who are living with dementia or who are carers of people living with dementia	y	y	y	y	y
5 I am aware of what constitutes a dementia friendly environment	y	y	y	y	y
6 I am aware of how personal safety in the home can be promoted where dementia is a factor	y				y
7 I am aware of changes that could be made to the home which may make it more dementia friendly	y				y
8 I am aware how I can modify my behaviour to help meet the needs of customers with ESD wither face to face or on the phone.			y		
9 I understand how people with dementia can be financially exploited, and how risks can be reduced (* covered in greater detail)		y	y	y	y*
10 I know what can be done to reduce the risk of dementia (for others and on a personal level)		y	y	y	
11 I am aware of reasonable adjustments I can make to help staff with ESD to remain in work whilst contributing effectively		y		y	
12 I know about sources of support and information for employees living with dementia and their employer (and carers)		y		y	
13 I am aware of legal obligations of employers toward employees who have dementia (or are carers)				y	
14 I can identify ways an employee with dementia, or carer, may be supported to stay in work				y	
15 I am aware of issues around mental capacity and have explored scenarios relating this to dementia					y

Early Stage Dementia in your workplace

Training and support for employers

Why is dementia an issue in your workplace?

Around 90,000 people in Scotland live with dementia, a number expected to DOUBLE in the next 25 years. As changes to retirement and state pension rules make working beyond age 65 common, more people will experience early symptoms of dementia while in employment.

Many workers are also unpaid carers for someone who has dementia and a growing number of people who use your organisation's products and services will be affected by dementia, directly or as a dementia carer.

How do our workshops help your organisation?

Age Scotland are experts in the whole spectrum of age related issues and are uniquely positioned to provide you with practical, informed and legislatively accurate information.

After attending one of our workshops your staff are more likely to:-

- Communicate effectively and empathically with someone living with dementia, whether a customer or co-worker
- Seek medical advice for worries about their thinking, memory or communication abilities
- Tell their employer if they have problems with thinking, memory or communication, or if they have a diagnosis of dementia
- Adopt healthy working lifestyles that reduce the risk of dementia

Our workshops ensure your managers and HR team are better informed and prepared to:-

- Respond effectively should dementia become a 'live' workplace issue
- Minimise risks associated with dementia in the workplace, including legal compliance and safety
- Foster a positive working culture in which staff with dementia, or who are caring for someone with dementia, feel supported by both their employer and co-workers

Early Stage Dementia & the workplace workshops

Our workshops are all about interactive learning including a combination of practical activities, video clips and small group discussion. The content is aimed at specific employee groups. Typical topics your team will learn include:-

- Dementia; what it is and why it's relevant to the workplace
- How to communicate effectively and empathically with someone who has dementia
- The symptoms and risk factors of dementia
- Employers' legal obligations when someone has dementia, or is a carer
- How those with dementia, or a carer, may be supported to continue in employment
- Support available to employers and employees with regard to dementia

"All our staff learned and benefited from the excellent dementia awareness training. I would recommend it to other organisations"

Euan Cameron, Founder and CEO at Cohesion Medical Ltd

Our training team will run your early stage dementia awareness workshop at your premises. Workshops are designed to be highly interactive so we limit numbers to a maximum of 16.

Engaging with people at home living with dementia – 1.5 hours	£300
Dementia awareness for front-line staff - 2.5 hours	£400
Dementia awareness for people managers - 2.5 hours	£400
Dementia awareness for housing teams – 3.5 hours	£550
Dementia, the law & workplace good practice – 3.5 hours	£550

All prices are quoted excluding VAT and travel costs

**For further information
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