

# AGE

INCLUSIVE

WORKPLACE



## EARLY STAGE DEMENTIA WORKSHOPS

**Information  
for employers**

*99% of almost 500 workshop attendees said that they would recommend our Dementia Awareness training to others*





**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 customers who use your organisation's products and services will be affected by dementia, directly or as a dementia carer.



## Workshop aim

Our workshops ensure your managers, HR teams and customer facing staff 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.



## Audience

Our dementia awareness courses are designed for HR Managers, people managers, front-line staff and for housing teams.

We have specific courses for staff who regularly visit older peoples' home and for those dealing with older customers.

"Very informative. Information was given in an easy-to-understand manner"

Workshop attendee,  
housing association,  
Edinburgh



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**"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*

## Content

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 empathetically 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.

## Workshop outcomes

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

- Communicate effectively and empathetically 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.

## Workshops and costs

<b>Engaging with people at home living with dementia – 1.5 hours</b>	<b>£350</b>
<b>Dementia awareness for front-line staff - 2.5 hours</b>	<b>£450</b>
<b>Dementia awareness for people managers - 2.5 hours</b>	<b>£450</b>
<b>Dementia awareness for housing teams – 3.5 hours</b>	<b>£595</b>
<b>Dementia, the law &amp; workplace good practice – 3.5 hours</b>	<b>£595</b>

*All prices exclude VAT.*

## Find out more

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.

To discuss hosting your own in-house workshop or for more information, please contact:

**Jonathan Park**  
**07808 024 807**

**[Jonathan.park@agescotland.org.uk](mailto:Jonathan.park@agescotland.org.uk)**

**Causewayside House, 160 Causewayside, Edinburgh, EH9 1PR**

**0333 323 2400**

**[www.age.scot/age-inclusive-workplace](http://www.age.scot/age-inclusive-workplace)**

## Why learn with Age Scotland?

Age Scotland is the national charity for older people. We work to improve the lives of everyone over the age of 50 so that they can love later life.

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

We have impacted over 4,500 people in the workplace and delivered over 250 workshops aimed at making Scotland's workplaces more age inclusive. We provide independent, impartial training and 99% of almost 500 workshop attendees said that they would recommend our Dementia Awareness training to others.

### Our other Age Inclusive Workplace workshops include:

#### Planning For Your Future Workshops

Only 20% of the UK workforce feel that they can openly talk to their employer about their retirement plans. Our one day workshop helps employees within 5 years of retirement plan for their future which also helps organisations with their resourcing and succession planning.

With sessions including Money Matters, Tax and Pensions, Legal issues, Health & Wellbeing and Time & Activities, attendees leave feeling much better informed about their future plans and 98% say they would recommend the workshop to colleagues.

We hold open workshops across key cities in Scotland or we can also run in-house bespoke workshops for organisations which can be tailored to their employees and pension schemes.

#### Age Inclusion In Your Workplace

Managed well, age diverse teams can be extremely beneficial to organisations in terms of experience and skills sharing. Our Age Inclusion workshops increase knowledge of ageism among employees as a personal workplace responsibility and fosters a positive working culture in which staff of all ages feel better supported by both employer and co-workers.

This workshop also helps intergenerational teams and their line managers improve collaboration, communication and effectiveness, enables managers to respond effectively to ageism issues and helps organisations minimise risks associated with age diversity, ensuring legal compliance.

#### Functional Fitness MOT

By 2025 there are estimated to be 1 million more workers over the age of 50 in the UK making health and wellbeing at work a priority in ensuring that people can stay fitter and work for as long as they want or need to. The Functional Fitness MOT is a personal fitness review specifically designed for people aged over 50 years that helps them stay fitter in work and later life.

The review looks at areas such as balance, strength and flexibility and gives staff the opportunity to understand any issues and discuss changes to benefit them now and in later life.

For more information, please email [jonathan.park@agescotland.org.uk](mailto:jonathan.park@agescotland.org.uk)

"Very good and fully engaging course. I loved it!"

Workshop attendee,  
housing association,  
Glasgow

