



Dementia Forward is the leading dementia charity for York and North Yorkshire. We provide support, advice and information to anybody affected by dementia and have developed a range of services; with people living with dementia at their heart.

Local Helpline:

03300 578592

www.dementiaforward.org.uk

Can you and your organisation support a team member with dementia?

With good support in place, people living with dementia can continue to work and volunteer and be productive members of the team.

By 2025, it is estimated that dementia will affect around 1 million people in the UK.

It is vital that you and your business can support people with dementia. Dementia Forward is here to help you. This leaflet will provide some basic guidance. Please contact us if you would like more information or training.



Care and Support for Life



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Dementia is counted as a disability by The Equality Act 2010. Employers need to be aware of their legal obligations.

Here are a some ideas on how you can support people within your organisation, but please contact Dementia Forward if you would like further advice:

- Everyone with dementia is different, so have a proactive conversation with your employee or volunteer about the support they need.
- Keep procedures simple and try to make as few changes as possible. If they are unavoidable, take extra time to explain them.
- Don't let tasks become too complex; be ready to break them down into manageable chunks.
- Motivate the team to support their colleague by offering training which will raise confidence.
- The working environment can have an effect on people with dementia. Reducing clutter and background noise, creating good signage, having clear lighting and being aware of trip hazards, are all things that can be addressed without too much disruption. This can be a complicated process, contact us for further advice.
- You may need to reduce an individual's responsibility as their dementia progresses, but if tasks are broken down it is still possible for a person to be purposeful.
- Maintaining good relationships with family members will be useful.

Everyone will experience dementia in their own way. It is important to know that there are no definitive answers.

- Don't be afraid to ask the person what support they need.
- Speaking more slowly and clearly, using less words, and giving people time to process the information and respond can help.
- Listen carefully - don't interrupt.
- Make eye contact and try to use the person's name.
- Having the opportunity to watch and learn by working next to someone else doing the task at hand can be valuable.
- Use notes, calendars and prompts to help someone remember where things are, when things are happening and what is involved in a task.
- Remember, dementia is progressive, so over time the support that an individual needs is likely to change and it is important to provide regular reviews.
- Don't give up! Some things will work and some won't. Keep trying and together you will hopefully find a way.

