Unit 4222-370 Understand the diversity of individuals with dementia and the importance of inclusion (DEM 310)

Level: **3**
Credit value: **3**
UAN: **Y/601/3544**

Unit aim

This unit is aimed at those who provide care or support to individuals with dementia in a wide range of settings. The unit covers the concepts of equality, diversity and inclusion that are fundamental to person centred care practice.

Learning outcomes

There are **three** learning outcomes to this unit. The learner will:

1 Understand the concept of diversity and its relevance to working with individuals who have dementia
2 Understand that each individual's experience of dementia is unique
3 Understand the importance of working in a person centred way and how this links to inclusion

Guided learning hours

It is recommended that **23** hours should be allocated for this unit, although patterns of delivery are likely to vary.

Details of the relationship between the unit and relevant national standards

This unit is linked to the HSC 21, 31, 41, 24, 35, 45.

Support of the unit by a sector or other appropriate body

This unit is endorsed by Skills for Care and Development.

Assessment

This unit must be assessed in accordance with Skills for Care and Development's QCF assessment principles.

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Assessment Criteria

Outcome 1 Understand the concept of diversity and its relevance to working with individuals who have dementia

The learner can:

1. explain what is meant by the terms
   - diversity
   - anti-discriminatory practice
   - anti-oppressive practice
2. explain why it is important to recognise and respect an **individual's heritage**
3. describe why an individual with dementia may be subjected to discrimination and oppression
4. describe how discrimination and oppressive practice can be challenged

Outcome 2 Understand that each individual's experience of dementia is unique

The learner can:

1. explain why it is important to identify an individual's specific and unique needs
2. compare the experience of dementia for an individual who has acquired it as an older person with the experience of an individual who has acquired it as a younger person
3. describe how the experience of an individual's dementia may impact on **carers**
4. describe how the experience of dementia may be different for individuals
   - who have a learning disability
   - who are from different ethnic backgrounds
   - at the end of life

Outcome 3 Understand the importance of working in a person centred way and how this links to inclusion

The learner can:

1. explain how current legislation and Government policy supports person centred working
2. explain how person centred working can ensure that an individual's specific and unique needs are met
3. describe ways of helping an individual's **carers** or **others** understand the principles of person centred care
4. identify practical ways of helping the individual with dementia maintain their identity

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Additional guidance

- An **individual** is someone requiring care or support
- **Heritage.** This refers to an individual's culture, history and personal experiences and is unique to them
- **Others** may include:
  - Care worker
  - Colleagues
  - Managers
  - Social worker
  - Occupational Therapist
  - GP
  - Speech and Language Therapist
  - Physiotherapist
  - Pharmacist
  - Nurse
  - Specialist nurse
  - Psychologist
  - Psychiatrist
  - Independent Mental Capacity Advocate
  - Independent Mental Health Advocate
  - Advocate
  - Dementia care advisor
  - Support groups