Unit 4222-372 Equality, diversity and inclusion in dementia care practice (DEM 313)

Level: **3**
Credit value: **4**
UAN: **F/601/4686**

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, which are fundamental to person centred approach.

Learning outcomes
There are **four** learning outcomes to this unit. The learner will:
1. Understand that each individual's experience of dementia is unique
2. Understand the importance of diversity, equality and inclusion in dementia care and support
3. Be able to work in a person centred manner to ensure inclusivity of the individual with dementia
4. Be able to work with others to encourage support for diversity and equality

Guided learning hours
It is recommended that **31** 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 needs to be assessed in line with the Skills for Care and Development QCF Assessment Principles
Learning Outcomes 3 and 4 must be assessed in a real work environment

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Assessment Criteria

Outcome 1 Understand that each individual's experience of dementia is unique

The learner can:

1. explain why it is important to recognise and respect an **individual's heritage**
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 dementia may be different for individuals
    a. who have a learning disability
    b. who are from different ethnic backgrounds
    c. who are at the end of life
4. describe how the experience of an individual's dementia may impact on **carers.**

Outcome 2 Understand the importance of diversity, equality and inclusion in dementia care and support

The learner can:

1. describe how current legislation, government policy and agreed ways of working support inclusive practice for dementia care and support
2. describe the ways in which an individual with dementia may be subjected to discrimination and oppression
3. explain the potential impact of discrimination on an individual with dementia
4. analyse how diversity, equality and inclusion are addressed in dementia care and support.

Outcome 3 Be able to work in a person centred manner to ensure inclusivity of the individual with dementia

The learner can:

1. demonstrate how to identify an individual's uniqueness
2. demonstrate how to use life experiences and circumstances of an individual who has dementia to ensure their inclusion
3. demonstrate practical ways of helping an individual with dementia to maintain their dignity
4. demonstrate how to engage and include an individual with dementia in daily life.

Outcome 4 Be able to work with others to encourage support for diversity and equality

Assessment Criteria

The learner can:

1. work with **others** to promote diversity and equality for individuals with dementia
2. demonstrate how to share the individual's preferences and interests with **others**
3. explain how to challenge discrimination and oppressive practice of **others** when working with an individual with dementia.

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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
  - Colleague
  - Manager
  - Social Worker
  - Occupational Therapist
  - GP
  - Speech & Language Therapist
  - Physiotherapist
  - Pharmacist
  - Nurse
  - Psychologist
  - Admiral Nurses
  - Independent Mental Capacity Advocate
  - Community Psychiatric Nurse
  - Dementia Care Advisors
  - Advocate
  - Support groups