

Dementia

Reasonable Adjustments



In the UK, one person develops dementia every three minutes.

In Herefordshire, there were estimated to be around 3,116 older people with dementia in 2019 but it does affect a smaller number of younger people too.

Dementia is caused when the brain is damaged by diseases, such as Alzheimer's disease, Parkinson's disease or a series of strokes. Alzheimer's disease is the most common cause of dementia, but there are over 400 types.



The specific symptoms that someone with dementia experiences will depend on the parts of the brain that are damaged and the disease that is causing the dementia.

The word 'dementia' describes a set of symptoms that may include:

memory loss

problem-solving

difficulties with thinking



spatial awareness (one of the most common).

language (communication)



As the person's dementia progresses, their memory will get worse.

Other common symptoms include:

- difficulties concentrating;
- problems planning and thinking things through;
- struggling with familiar tasks, like following a recipe;
- fatigue;
- issues with language and communication, for example having trouble remembering the right word or keeping up with a conversation;
- problems judging distances even though eyesight is fine;
- mood changes and difficulties controlling emotions. For example, someone might get unusually sad, frightened, angry, easily upset, or lose their self-confidence and become withdrawn; and
- increase in sensitivity to sounds and sudden noises.

Dementia



Work Place Reasonable Adjustments: what you and your colleagues can do

Here are some actions that can help:

1. Talk to me. Don't be worried about talking to me. I'm still me.



2. Listen to me. Take time to listen and involve me in conversation. I can still teach you a thing or two.



3. Include me. Keep on inviting me out. Friends/colleagues still mean the world to me.



4. If I seem confused, ask if I need help. These little things help me stay independent.



5. Be patient. Be patient with me and I'll show you how I can still do things. It just might take me longer than it used to.



6. Ask me about dementia. Don't be afraid to ask me questions.



7. Help my carer too. Support my partner and others who care for me. My dementia affects them too.



8. Distribute easy to understand agendas before meetings. This gives us a chance to prepare and write down our thoughts.



Dementia



Work Place Reasonable Adjustments: what you and your colleagues can do

Here are some actions that can help:

9. Meetings should be short, with only one or two agenda points. We get tired and find it difficult to concentrate after a while.



10. It helps if you give ideas but sometimes we will want to talk about things that are important to us.



11. Slow down the pace of discussion to give people time to say what they want to say. Don't talk too much!



12. It helps to take turns so that everyone can have their say, even if this is not in words.



13. Refreshments are essential. They help people to relax and make their journey worthwhile.



14. Send an easy to understand record of the meeting as soon as possible.



15. Send a reminder just before the next meeting.



16. People with dementia often have conflicting needs and points of view to their carers. Give everyone a chance to express themselves.





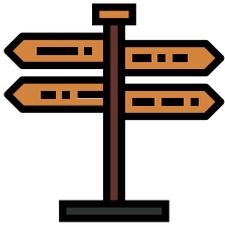
Dementia



Reasonable Adjustments: building or workplace

Elements that can help

1. Good, clear signage.



2. Good lighting, no areas of bright light or deep shadows



3. Suitable flooring that isn't highly reflective or slippery. Don't use patterns



4. Flush floor finishings, not stepped. Steps are a trip hazard.



5. Quiet spaces for those feeling overwhelmed.





Dementia



Reasonable Adjustments: building or workplace

Elements that can help

6. Changing rooms where an opposite sex carer or partner can help out if the person needs help with their clothes.



7. A unisex toilet which would allow someone to have assistance without causing them embarrassment.



8. Toilet seats that are of a contrasting colour to the walls and rest of the toilet. These are easier to see if someone has visual problems.



9. Seating areas that look like a seating area so that they are identifiable.



10. Identifiable land marks throughout the building, e.g. paintings or plants.

