Unit 4222-242 Equality, diversity and inclusion in dementia care practice (DEM 209)

Level: **2**
Credit value: **3**
UAN: **Y/601/9277**

Unit aim

This unit provides knowledge, understanding and skills for those who provide care or support to individuals with dementia in a wide range of settings. The unit introduces 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 importance of equality, diversity and inclusion when working with individuals with dementia
2. Be able to apply a person centred approach in the care and support of individuals with dementia
3. Be able to work with a range of individuals who have dementia to ensure diverse needs are met

Guided learning hours

It is recommended that **24** 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 2 and 3 must be assessed in the workplace environment.

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Assessment Criteria

Outcome 1 Understand the importance of equality, diversity and inclusion when working with individuals with dementia

The learner can:

1. explain what is meant by:
   - diversity
   - equality
   - inclusion
2. explain why an individual with dementia has unique needs and preferences
3. describe how an individual with dementia may feel excluded
4. describe why it is important to include an individual with dementia in all aspects of care practice
5. explain how values, beliefs and misunderstandings about dementia can affect attitudes towards an individual.

Outcome 2 Be able to apply a person centred approach in the care and support of individuals with dementia

The learner can:

1. demonstrate how an individual with dementia has been valued, included and able to engage in daily life
2. show how an individual's life history and culture has been taken into consideration to meet their needs
3. demonstrate how the stage of dementia of an individual has been taken into account when meeting their needs and preferences
4. demonstrate ways of helping carers and others to understand that an individual with dementia has unique needs and preferences.

Outcome 3 Be able to work with a range of individuals who have dementia to ensure diverse needs are met

The learner can:

1. demonstrate how to work in ways that ensure that the needs and preferences of individuals with dementia from a diverse range of backgrounds are met
2. describe how the experience of an older individual with dementia may be different from the experience of a younger individual with dementia
3. describe how to use a person centred approach with an individual with a learning disability and dementia

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Additional guidance

- An **individual** is someone requiring care or support
- **Person centred approach**: This is a way of working which aims to put the person at the centre of the care situation taking into account their individuality, wishes and preferences
- **Carers and others** may be:
  - Care worker
  - Family
  - Advocate
  - 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