LONDON BOROUGH OF HAVERING’S
STATEMENT OF INTENT

OUR VISION
TO BECOME A DEMENTIA FRIENDLY EMPLOYER

A dementia friendly workplace is an environment where both employees with dementia and those that are carers are able to continue to be an important part of the workplace. By developing awareness within the organisation and a culture that understands and supports the issues faced when living with or caring for somebody with dementia, staff will feel valued and enabled to continue working.

Young onset dementia develops under the age of 65 and as the retirement age has risen, there is expected to be an increase in people developing dementia while still employed. This will require employers to put in place, measures to support people diagnosed with dementia and those caring for someone with dementia.

As an employer, the London Borough of Havering will support our staff with dementia diagnosis and work with them, enabling them to continue to work and provide ongoing support and management as their condition develops.

BACKGROUND
According to a survey of over 800 HR professionals by the Centre of Economics and Business Research last year 10 per cent of businesses employ someone with dementia. With the number of people with dementia expected to increase to 1 million by 2025, gaining an understanding of this condition must be a priority for progressive authorities.

In many cases, dementia will be considered a disability under the Equality Act 2010 because it has a ‘physical or mental impairment that has substantial and long term adverse effects on an employee’s ability to carry out normal day to day activities’. Employers have to be aware of their obligations to make reasonable adjustments should any of their staff give any indication that they are living with this condition.

Also, with dementia affecting nearly 700,000 people in England alone, thousands of working relatives end up taking on the role of carer. The government has stated that Businesses must become more dementia-friendly and support employees who care for loved ones with dementia.

Organisations must be committed to improve their understanding the needs and support required by those with dementia and their carers within the workplace.
Society and Government support the phasing out of the retirement age but, as part of this, employers must be prepared to address the needs of people with dementia at work.

THE WAY FORWARD FOR LONDON BOROUGH OF HAVERING COUNCIL

The Department of Health has confirmed that there are currently 1,800 people living in the London Borough of Havering who are registered on the official Dementia Register. However, they have also confirmed that not all people with dementia are currently officially registered, so they estimate the realistic figure at nearer 3,000 people.

This figure does not include those people with dementia that reside in Care Homes.

The Department of Health also confirmed that there are 400 people registered on the official Havering Carers Register that specifically care for someone with Dementia.

These figures confirm that dementia is not only a prominent nationwide issue but also a rapidly increasing one for our Borough.

To develop our Council as a Dementia Friendly Employer, focusing on supporting our employee’s facing the challenges of dementia is essential. We need to create an environment that employee’s with dementia and those that are Carers feel able to seek help and support.

This will ensure the Council remains an inclusive and responsible employer that meets both our legal obligations and commitment to our staff.

OUTCOMES

1. **To ensure our employees are well informed and encouraged how to keep well. Prompting positive lifestyle choices that support prevention or the delay the onset of dementia.**
   - Dementia awareness sessions
   - Health & Wellbeing advice
   - Occupational Health & Employee Assistance advice
   - Ensure dementia health information is advertised in staff news briefs/staff areas.

2. **Engage and involve employee’s with dementia in ensuring we remain a Dementia Friendly Employer**
   - Invite employee’s to Staff sessions regarding dementia to collate their perspectives, experiences and ideas they may have.
   - Staff surveys
3. **Develop clear Policies that support and assist the needs and rights of people with dementia.**
   Work with people with dementia and carers to hear their voice when developing policies. Seek expert guidance to ensure Policies are supportive, concise and open.

4. **Ensure employee’s with dementia or a carer for someone living with dementia, feel included and an active part of the workplace.**
   Management awareness of dementia, allowing flexibility and adjustment where required of duties and working patterns to allow employees and their skills to be valued.
   Staff awareness
   Maintain an inclusive environment

5. **Ensure employees with dementia, their carers and families have access to a wide range of flexible support which is responsive to the person’s needs as their condition develops**
   Ensuring employees know who to contact for advice and support.
   Havering have a designated Dementia Liaison Officer.
   Management support and HR.
   Dementia friendly policies
   Management awareness and support
   Occupational Health advice

6. **Ensure all employees are aware and understand dementia and the challenges that those staff face.**
   Dementia staff awareness sessions/training

7. **Ensure Management are aware of the need to support and review employee’s with dementia as their condition progresses.**
   Provide Management training to enable them to assist and support employee’s with dementia
   Management dementia tool kit

8. **Assist and support employee’s with dementia to continue to work as long as possible by making reasonable adjustments**
   On-going support and review of the employee’s condition
   Liaison with Occupational Health and employee’s GP
   The use of technology
   Adaptations to the working environment

9. **Supporting employee’s with dementia, in conjunction with Occupational Health when they can no longer continue to work.**
   Maintaining regular reviews – conducting open discussion regarding options, such as Ill Health retirement.
   Ensuring employee’s exit is honest and dignified.
Ensure employee has post-employment support in place, signposting to external organisations

RELATED ORGANISATIONS FOR INFORMATION AND ADVICE

Alzheimer’s Society – Creating a dementia-friendly workplace
Tapestry – Dementia Advisory Service
Age UK
CIPD
Local Government Association
Dementia UK
Carers UK