

JRF JOSEPH
ROUNTREE
FOUNDATION

JRHT JOSEPH
ROUNTREE
HOUSING TRUST

INSPIRING
SOCIAL
CHANGE

Becoming a dementia-friendly organisation – a bottom up approach

A LEARNING EVENT IN DEMENTIA – Mobilising
Community Supports

Katherine Blaker, Community Development Manager

JRHT becoming a dementia-friendly organisation

**Aiming to become an
organisation that recognises
and addresses the impact of
dementia on all of us**

'Conversations about Dementia' roadshow

Visited 17 sites, reached over 250 staff face-to-face



Becoming a dementia-friendly organisation

JRF | JRHT

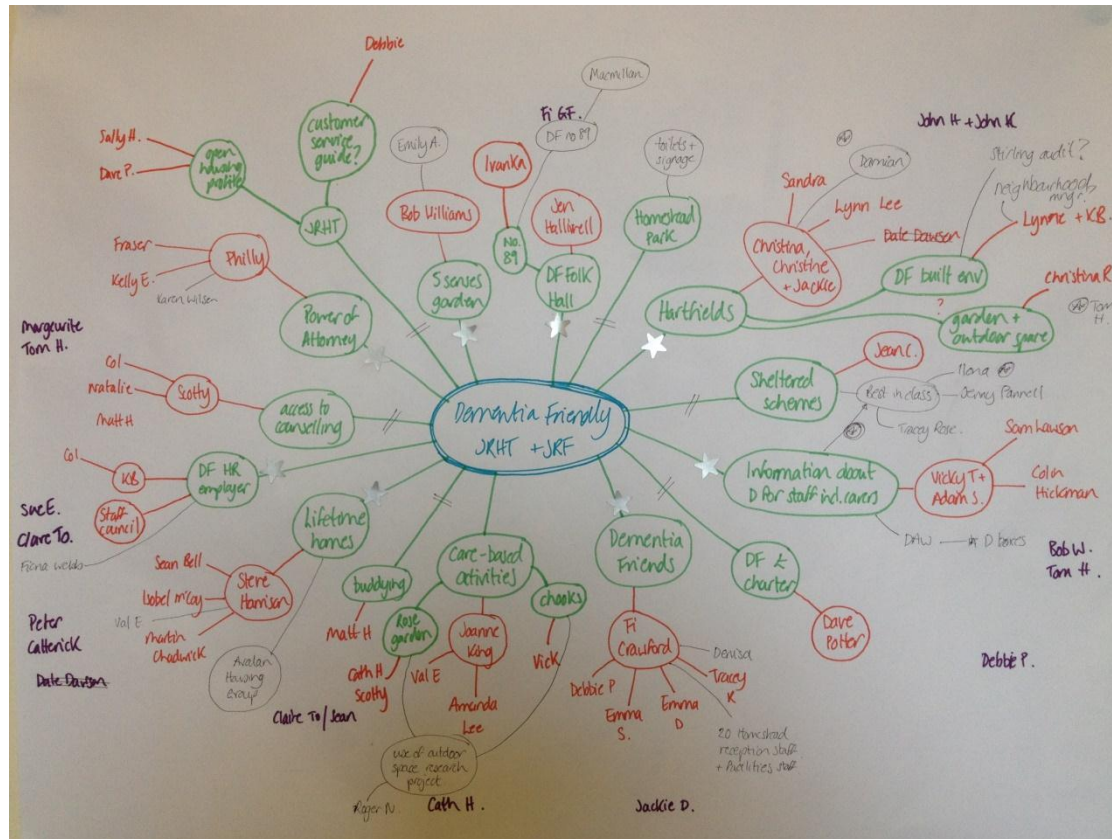
3 dimensions of being dementia-friendly

1. Provision of dementia-friendly **services** to tenants and residents, in care settings, maintaining socially rented properties and in the wider community, e.g. Homestead Park, Folk Hall.
2. Supporting staff with **informal caring** responsibilities outside of work
3. **Supporting employees** who may develop dementia whilst working for JRF & JRHT

Parks and gardens staff prioritising HR projects



21 projects today, but ever increasing!



The Folk Hall, New Earswick

Updating a Grade 2 listed community centre



Becoming a dementia-friendly organisation

JRF | JRHT

Folk Hall actions so far

Audit by University of Stirling, Dementia Services Development Centre

Walk-round by users of the Folk Hall who have dementia and their carers

Initial refurbishment informed by dementia-friendly design principles and feedback from people with dementia

New signage throughout, paint colours, floor surfaces & attention to way-finding prompts, acoustics and lighting

Introductory training session for customer service staff

Providing support to informal carers

- Dementia information boxes distributed to each JRF & JRHT workplace
- Creating a new Carers human resources policy to bring together all entitlements and support for carers
- Disability Friends network providing support to any staff who ask
- Talking about dementia openly – providing role models
- Advertising employee assistance programme support

Supporting employees

- Myth busting poster campaign about dementia
- Raising awareness of early onset dementia
- Exploring what employees would want from JRF & JRHT as an employer

Involving people with dementia – it's lots of fun!



My experiences of involving people with dementia

Be brave – don't be afraid!

Identify opportunities, any opportunities, to involve people

Start small and build everyone's confidence

Take time to build relationships

Food and small talk help – before and after the task in hand

Pay attention to detail – transport preferences, time of day

“It’s important that people with dementia are involved in projects like this one in York.

No-one can understand what it’s like to have dementia unless they’ve got it. I would never have believed how complicated life could be.”

Peter Jones, retired architect

JRF JOSEPH
ROUNTREE
FOUNDATION

JRHT JOSEPH
ROUNTREE
HOUSING TRUST

INSPIRING
SOCIAL
CHANGE