

Tees, Esk and Wear Valleys NHS Foundation Trust

Draft Dementia Strategy

2015 – 2020

Consultation Version – August 2015

making a

difference

together

Aim of the Strategy This Dementia Strategy aims to support Tees, Esk and Wear Valleys (TEWV) NHS Foundation Trust to provide excellent and innovative specialist care to support people to live well with dementia who access the range of Trust services, from early symptoms to end of life. This will mean that we - TEWV - will provide the best mental health dementia care services and be the preferred dementia mental health service provider in the North of England and achieve Dementia Friendly Status. We have identified eight key themes which support the Trust strategic goals:

TEWV Strategic Goals	TEWV Key Dementia Strategy Themes
1. To provide excellent services, working with the individual users of our services and their carers to promote recovery and well being	<ul style="list-style-type: none"> • Involvement • Clinical Pathways • Dementia Friendly Action • Dementia Education, Training and Workforce • Estate and environment
2. To continuously improve the quality and value of our work	<ul style="list-style-type: none"> • Involvement • Clinical Pathways • Dementia Friendly Action • Research
3. To recruit, develop and retain a skilled, compassionate and motivated workforce	<ul style="list-style-type: none"> • Involvement • Dementia Education, Training and Workforce
4. To have effective partnerships with local, national and international organisations for the benefit of our communities	<ul style="list-style-type: none"> • Involvement • Risk Reduction • Clinical Pathways • Dementia Friendly Action • Dementia Education, Training and Workforce • Estate and environment • Research
5. To be recognised as an excellent and well governed foundation Trust that makes best use of its resources for the benefit of our communities	<ul style="list-style-type: none"> • Involvement • Governance • Clinical Pathways • Dementia Friendly Action • Dementia Education, Training and Workforce • Estate and environment • Research

This strategy is informed by the views of people with dementia and their carers as required by the National Dementia Declaration.

Carer Involvement

“That’s the most important thing, keeping him at home. I don’t want him to go into a care home.”

“I don’t want him sitting about doing nothing; we can still do everything together.”

“He would have been diagnosed earlier if the man assessing him had let me speak.”

“When they ask him he always says he’s fine, they need to ask me. I can tell them how he asks everything over and over.”

“When he’s been in hospital before they always asked me on my own how I thought he was doing, but the last time they didn’t and I felt they didn’t know what was really going on.”

The Case for Change

The development of a Trust wide all inclusive dementia strategy will:

- Ensure that all people with dementia and their carers receive care, treatment and support from all specialisms and directorates in TEWV based on high quality, evidence based pathways of care.
- Outline our commitment to making a difference to living well with dementia underpinned by the recovery approach.
- Deliver the relevant objectives within the Prime Ministers Challenge on Dementia 2020 (Department of Health 2015).
- Set out our shared purpose, requiring collective action, partnership working and co-production.
- Be aligned to our Trust strategic goals and underpinned by our Trust values.

A Vision for the Future

By delivering the dementia strategy this would mean that people living with dementia in receipt of TEWV services will have the finest dementia care, making best use of all available resources. Where we provide services, we will deliver the best; we will lead by example, encouraging and influencing partners and empowering people with dementia and their carers. We will provide services in line with the NHS Plan, The Care Act, NICE guidelines and CQC compliance against the fundamental standards, whilst also working in harmony with other local Dementia Strategies.

This strategy will focus on the following eight themes and twenty five associated objectives:

- **Governance**

1. We will establish a Senior Dementia Lead across all specialities and directorates with responsibility for horizon scanning and leadership of the Strategy.

- **Involvement**

2. We will involve people with dementia and their carers at individual, operational and strategic levels across all relevant TEWV services.

- **Risk reduction**

3. We will promote and support the healthy aging campaign with people with dementia and their carers and also with staff.

- **Clinical pathways**

4. We will ensure every person involved in TEWV services who are suspected of having dementia or who have a diagnosis of dementia and their carers will receive care and treatment according to an approved dementia care pathway.
5. We will ensure all people with dementia and their carers have access to the full range of relevant TEWV services including crisis services and the recovery college.
6. We will ensure our services for people suspected of having dementia or who have a diagnosis of dementia will be inclusive, needs led and person centred in accordance with their protected characteristics (age, ethnicity, religion or belief, disability, sexual orientation, gender including trans people and marriage and civil partnership status).

- **Dementia Friendly Action**

7. We will make a pledge as part of the “Dementia Friends” campaign.
8. We will sign up to the Dementia Friendly Hospital Charter 2014.
9. We will support existing dementia collaboratives and encourage the development of further dementia collaboratives.
10. We will support existing dementia friendly communities and encourage the development of further dementia friendly communities.
11. We will actively engage with the dementia specific regional groups and organisations e.g. North East Dementia Alliance, Yorkshire and Humber Dementia Action Alliance, The Mental Health, Dementia and Neurological Conditions Strategic Clinical Networks.

- **Dementia Education, Training and Workforce**

12. We will integrate Trust values-based recruitment and dementia values-based recruitment for recruiting TEWV staff who are employed to undertake direct care of people with dementia.
13. We will have dementia friendly policies and practices which enable TEWV staff diagnosed with dementia to continue to work and live well with dementia as far as possible.
14. We will have carer friendly policies and practices which enable TEWV staff who are carers of people with dementia to continue working and caring.
15. We will support people with dementia and their carers who wish to become peer support workers and volunteers in the Trust.

16 We will agree a framework to ensure that all staff will receive training about dementia appropriate to their role in accordance with the Health Education England Framework.

17 We will ensure that all newly appointed health care assistants working with people with dementia and their carers will undertake the requirements of the Care Certificate.

- **Estate and Environment**

18 We will establish agreed Trust standards to apply to all new build and refurbished premises that embrace the key aspects of dementia design identified by Health Building Note 08/02 – Dementia Friendly Health and Social Care Environments and the key findings in the Stirling Standards.

19 We will utilise PLACE audits to ensure the dementia section of the audit reports are completed to factor in future investment if required around the patient environment linked to privacy and dignity, food, cleanliness and general building maintenance.

20 We will develop a standard range of furniture and equipment that meets dementia standards across the range of services.

21 We will ensure our in-patient services will be flexible so that carers of people with dementia are able to stay with them in hospital including at the end of life.

- **Research**

22 We will maintain excellent performance in the governance, management and delivery of dementia related research.

23 We will achieve a research-led improvement in dementia care that is substantial and measurable.

24 We will embed dementia related research participation in all localities and specialties of the Trust's services.

25 We will achieve substantial growth in dementia related research income.

Objective	Suggested strategy measures
4	% of people with a diagnosis of dementia in TEWV who are on a TEWV dementia care pathway
7	% of Dementia Friends in TEWV against the TEWV Dementia Friends agreed pledge
16	Numbers of staff who have completed tier 1 Dementia Awareness Training
16	Numbers of staff who have completed tier 2 Dementia Training knowledge, skills and attitudes for staff that have regular contact with people living with dementia
16	Numbers of staff who have completed tier 3 Dementia Awareness Training including development of knowledge, skills and attitudes for key staff working with people living with dementia designed to support them to play leadership roles
17	Numbers of newly appointed Health Care Assistants who have completed the requirements of the Care Certificate
22	Numbers of people within the Trust who have signed up to Join Dementia Research
23	Numbers of people recruited to dementia related studies
24	Number of dementia related grant applications submitted

Evidence

- Dementia Action Alliance National Dementia Declaration [Online] Available at: <http://www.dementiaaction.org.uk/nationaldementiadeclaration> (Accessed 26 June 2015)
- Dementia Action Alliance (2014) Dementia-Friendly Hospital Charter [Online] Available at: http://www.dementiaaction.org.uk/assets/0001/6992/DAA_Dementia-Friendly_Hospital_Charter_2015.pdf (Accessed 26 June 2015)
- Department of Health (2015) Delivering high quality, effective, compassionate care: Developing the right people with the right skills and the right values A mandate from the Government to Health Education England: April 2015 to 2016 [Online] Available at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/411200/HEE_Mandate.pdf (Accessed 25 June 2015)
- DSDC (2012). Dementia Design Series: Design features to assist patients with dementia in general hospitals and emergency departments. University of Stirling, UK.
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- Department of Health (2013) Improving care for people with dementia
- Department of Health (2009) Living well with dementia: a National Dementia Strategy
- Department of Health (2015) Prime Minister's Challenge on Dementia 2020
- NICE (2006) CG42 Dementia: Supporting people with dementia and their carers in health and social care. London: National Institute for Health and Clinical Excellence and the Social Care Institute for Excellence
- NHS England and Age UK (2015) A Practical Guide to Healthy Ageing
- NHS (2013) Health Check Dementia Leaflet [Online] Available at http://www.healthcheck.nhs.uk/commissioners_and_healthcare_professionals/national_resources_and_training_development_tools/dementia_resources/ (Accessed 26 June 2015)
- North of England Mental Health Development Unit (2013) Working with people with dementia and their carers: Values Based Recruitment [Online] Available at: <http://www.nemhdu.org.uk/publications/> (Accessed 25 June 2015)
- Public Health England and the UK Health Forum (May 2014) Blackfriars Consensus on promoting brain health: reducing risks for dementia in the population. Public Health England
- Prior, P. (2013) Support and Care for People Living with Dementia from Minority Communities [Online] Available at: <https://www.phine.org.uk/social-care-north-east/resources/1842> (Accessed 25 June 2015)
- Royal College of Psychiatrists (2013) English National Memory Services Audit Report. London: Royal College of Psychiatrists

- Smith, Debbie & Otter, Peter (2014) Dementia 2014: A North East Perspective. [Online] Available at: <http://www.ncl.ac.uk/ageing/innovation/engagement/neda.htm> (Accessed 25 June 2015)
- TEWV Mental Health Service Older People Dementia Pathway
- TEWV Learning Disability Dementia Pathway

DRIVERS

- Department of Health (2009) Living well with dementia: a National Dementia Strategy. London: Department of Health (objective 13 – Workforce)
- Department of Health (2013) The NHS constitution
- Great Britain. Health and Social Care Act: Elizabeth II. (2012) London: The Stationery Office
- TEWV Carer Support Strategy
- TEWV Membership and Engagement Strategy (*currently being written*)
- TEWV Patient Experience and Involvement Strategy (*involvement will be in membership & engagement strategy*)
- TEWV Recovery Strategy
- TEWV Research and Development Strategy
- TEWV Strategic Goals