

Greater Manchester Dementia Education and Training for Practitioners

Findings and recommendations from the Dementia
United dementia training project group, May 2024

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Executive Summary

Dementia United is the dementia programme for Greater Manchester NHS, part of Greater Manchester Integrated Care Partnership. Dementia has been declared a priority in Greater Manchester and our shared ambition is to make Greater Manchester the best place to live for all those affected by dementia.

This work is part of the [Dementia and Brain Health Delivery Plan 2023-2025](#)¹ and supports the vision of the [Greater Manchester Dementia and Brain Health Quality Standards](#)².

This document provides information about the National Dementia Training Standards Framework, suggestions on tailoring dementia training for your needs, Greater Manchester mapping work, and available dementia training. It is aimed at all those involved in commissioning, planning, and delivering dementia training, including provider organisations.

Dementia United recommend:

1. Dementia awareness training should be mandatory for all staff across the health and social care system in Greater Manchester. This includes staff working in the NHS, social care, and for VCSE organisations.
2. All staff in Greater Manchester who work directly with people living with dementia should access dementia training that meets Tier 2 requirements of the Dementia Training Standards Framework.

¹ www.dementia-united.org.uk/wp-content/uploads/sites/4/2023/09/Dementia-and-Brain-Health-Delivery-Plan-2023-to-2025.pdf

² www.dementia-united.org.uk/news/2024/05/21/greater-manchester-dementia-and-brain-health-quality-standards-2024

Introduction

What is dementia?

Dementia is an umbrella term for a range of progressive conditions that affect the brain. The brain is made up of nerve cells (neurons) that communicate with each other by sending messages, but dementia damages these nerve cells so messages cannot be sent effectively, which prevents the brain from functioning normally. Dementia can affect a person at any age but it is more commonly diagnosed in people over the age of 65 years, with the risk increasing the older a person gets. However, around 70,800 people in the UK live with young onset dementia, where symptoms develop before the age of 65.³

How many people are living with dementia in Greater Manchester?

In January 2024, there were 30,000 people aged 65 and over estimated to have dementia in Greater Manchester. Of those, 21,897 have been formally diagnosed. You can access a breakdown of the dementia diagnosis rate on the [Greater Manchester Dementia Dashboard](#)⁴.



Currently, the annual cost of dementia care in GREATER MANCHESTER is **£1265m**

Source: Alzheimers Society (July 2021)



It is predicted that the annual cost of dementia care in GREATER MANCHESTER by 2030 will be **£1985m**

Source: Alzheimers Society (July 2021)



Currently there are **832** people under the age of 65 diagnosed with dementia in GREATER MANCHESTER

Source: NHS Digital (December 2023)



By 2030, it is estimated that there will be **28,215** people over 65 living with severe dementia in GREATER MANCHESTER

Source: Alzheimers Society (April 2023)

Why is dementia training so important?

It is estimated that 70 per cent of people in care homes have dementia or severe memory problems, and that 60 per cent of people who draw on support from homecare are people living with dementia⁵.

³ www.dementiauk.org/wp-content/uploads/dementia-uk-what-is-dementia.pdf

⁴ <https://public.tableau.com/app/profile/jason.taylor4751/viz/GMDementiaDashboardDraftWIP/LocalProfile>

⁵ www.alzheimers.org.uk/about-us/news-and-media/facts-media#:~:text=It%20is%20estimated%20that%2070,are%20people%20living%20with%20dementia.

NICE also report that 1 in 4 hospital beds are occupied by people living with dementia. People with dementia often experience longer hospital stays, delays in leaving in hospital and reduced independent living⁶.

A recent study outlines that “care for people with dementia requires highly accomplished care staff with specialised knowledge and skills within dementia care. The care needs of people with dementia varies over time, from day to day and even during the course of a day; consequently, constant adjustments are needed to provide optimal care”⁷.

It is therefore vital that practitioners understand how to effectively support people living with dementia to ensure the best possible outcomes for individuals, their loved ones, and for the wider system. We need to ensure that everyone in Greater Manchester understands dementia, with additional training provided for those in the health and social care system who work directly with people living with dementia.

A recent systematic review found that “care staff experience a distinct increase in knowledge, self-efficacy, and positive attitude towards dementia when participating in educational programs on dementia. Staff change behavior, improve in communication skills, and manage behavioral symptoms of dementia among people with dementia better”⁸.

To achieve our ambition to make Greater Manchester the best place to live for those affected by dementia it’s vital that everyone across our communities can access the right level of education and training. Please note that training for people living with dementia and unpaid carers is explored within Dementia United’s improving the quality and experience of diagnosis work; this work focuses on practitioner training.

With the right skills and knowledge, staff can provide a good quality of life at every stage of the condition, allowing people living with dementia to remain active and engaged, for as long as possible (Skills for Care, 2023)

⁶ www.nice.org.uk/about/what-we-do/into-practice/measuring-the-use-of-nice-guidance/impact-of-our-guidance/niceimpact-dementia/ch3-hospital-care

⁷ Rasmussen, Anderson, Waldorff & Berg-Beckhoff (2023) *Effectiveness of dementia education for professional care staff and factors influencing staff-related outcomes: An overview of systematic reviews*, International Journal of Nursing Studies 142, p. 2

⁸ Rasmussen, Anderson, Waldorff & Berg-Beckhoff (2023) *Effectiveness of dementia education for professional care staff and factors influencing staff-related outcomes: An overview of systematic reviews*, International Journal of Nursing Studies 142, p. 10

National Dementia Training Standards Framework

The Dementia Training Standards Framework⁹ was commissioned and funded by the Department of Health and developed in collaboration by Skills for Health and Health Education England in partnership with Skills for Care. The initial 2015 framework was updated in 2018, but there have been no recent updates.

There are three tiers within the framework:

Tier 1

- Raising dementia awareness, in terms of knowledge, skills and attitudes **for all those working in health and care settings**.
- Relevant to the entire health and care workforce including ancillary staff. This could form part of induction training and also provide a foundation for more advanced practice.
- Matched to social care workforce group 1 i.e. all social care staff including those not providing direct care and support such as catering, maintenance or administration staff.

Tier 2

- Knowledge, skills and attitudes for roles that have regular contact with people living with dementia.
- Relevant to all health and care staff in settings where they are likely to **have regular contact with people affected by dementia**. This also underpins the more specialist skills and knowledge required at tier 3.
- Matched to social care workforce group 2 i.e. social care staff **directly providing care and support** which would include care assistants working in residential or home care and also personal assistants.

Tier 3

- Enhancing the knowledge, skills and attitudes for key staff (experts) working with people living with dementia and designed to support them to play **leadership roles**.
- Relevant to staff working intensively with people affected by dementia including those who take a lead in decision making and developing or disseminating good practice.
- Matched to social care workforce groups 3 and 4 i.e. Registered managers and other social care leaders includes operational managers who have responsibility for services which provide care and support to people with dementia. Social Care practice leaders, managers and a range of key staff including social workers who work intensively with people affected by dementia including those who take a lead in decision making and developing or disseminating good practice.
- Staff in this group will use the framework in conjunction with their relevant professional standards.

⁹ www.skillsforhealth.org.uk/wp-content/uploads/2021/01/Dementia-Core-Skills-Education-and-Training-Framework.pdf

This national framework therefore outlines that all staff working in health and social care systems should access Dementia Awareness training that meets Tier 1, and all staff who work directly with people living with dementia should access dementia training that meets Tier 2 requirements.

In line with this, Dementia United recommend:

1. Dementia awareness training should be mandatory for all staff across the health and social care system in Greater Manchester. This includes staff working in the NHS, social care, and for VCSE organisations.
2. All staff in Greater Manchester who work directly with people living with dementia should access dementia training that meets Tier 2 requirements of the Dementia Training Standards Framework.

Tailoring training to your workforce

Staff working in all health and social care service settings and roles should have Tier 1 knowledge and skills, including understanding the signs and symptoms of dementia and being able to signpost or refer onto diagnostic services. However additional training would be required for staff in specific roles, such as staff working in memory assessment services and those directly supporting people living with dementia.

It is important to assess what subjects and learning outcomes it is relevant for staff to achieve, and it can be useful to do this by staff group as the knowledge and skills required by different staff groups may differ. It may be useful to develop a matrix.

Health Education England developed a resource to guide organisations¹⁰ and more information can be found at www.hee.nhs.uk/.

What to consider when choosing dementia training

When considering external training offers, the Greater Manchester dementia training group suggest asking the following questions to support you in making the correct choice for your organisation:

- Does the training map to the Dementia Training Standards Framework?

¹⁰ www.hee.nhs.uk/sites/default/files/documents/Managing%20Success%20v3.pdf

- Is there space for attendees to reflect on their learning and is there any follow up?
- Who is the training aimed at/designed for?
- Has there been any co-production with people with lived experience/experts by experience?
- Are people with lived experience involved in delivering the training?
- What modes of delivery are used?
- How is equality and diversity considered?
- Consider feedback from your staff on previous training; what are their learning styles and preferred training methods?
- What experience do facilitators have?

Delivery: face to face or e-learning?

Leeds Beckett University completed research on behalf of Health Education England, and The What Works? study found the most effective dementia education and training sessions are likely to be characterised by the following:

- a blended learning approach i.e. face to face, small group delivery using interactive methods, activities and discussion
- focused rather than broad in content
- tailored to the role and service setting of the staff attending
- delivered by an experienced facilitator/clinical expert
- at least 3 hours duration with longer programmes more likely to be effective
- supported by commitment from the top and an organisation-wide culture of person-centred care¹¹

¹¹ www.hee.nhs.uk/our-work/dementia

The pros and cons of each approach are outlined below¹²:

FACE TO FACE TRAINING	E-LEARNING
<p>PROS</p> <ul style="list-style-type: none"> • Social Learning • Opportunity to ask questions • Guaranteed presence in session • Is an effective way to change attitude • Able to evaluate whether learning objectives have been achieved 	<p>PROS</p> <ul style="list-style-type: none"> • Extensive resources available • Can be free • Can be done at learner’s speed • Can be done at any time • Can be done one by one – making it easier to release staff for training
<p>CONS</p> <ul style="list-style-type: none"> • Perceived as more time consuming • Likely to incur a cost • Requires resource (a trainer) • Requires release of more than one member of staff at a time 	<p>CONS</p> <ul style="list-style-type: none"> • Difficult to ensure learning has taken place • No element of social learning • The ability to ask questions may be limited for participants • Participants can be distracted or be doing other tasks simultaneously • Difficult to identify whether participants have understood the training

Are Alzheimer’s Society Dementia Friends sessions equivalent to Tier 1 dementia awareness training?

Dementia Friends sessions are a valuable resource to build awareness and understanding of dementia across society. However, this should be considered as an introduction only and not as an equivalent for dementia awareness training developed to meet the Tier 1 standards of the

¹² www.wecaretogethernw.co.uk/wp-content/uploads/2021/11/NW-Education-and-Training-Framework-for-Dementia-Education.pdf

Dementia Training Standards Framework¹³.

Greater Manchester mapping

Education and training is one of the four strategic pillars in the Dementia United delivery plan 2023-2025 and a project group was developed to support this work. A key focus for this group was to map the training currently available for staff across Greater Manchester and organisations were therefore asked to provide this information. It was agreed to focus on the acute and mental health trusts, adult social care organisations, and commissioned VCSE organisations working in the dementia sector, in recognition of the key role these organisations have in supporting people affected by dementia.

The following organisations provided information:

Bolton Council	Oldham Council	Stockport Council	Trafford Council
Northern Care Alliance NHS Foundation Trust (NCA)	Manchester University NHS Foundation Trust (MFT)	Tameside and Glossop Integrated Care NHS Foundation Trust	Bolton NHS Foundation Trust
North West Ambulance Service (NWAS)	Pennine Care NHS Foundation Trust (Pennine Care)	Alzheimer’s Society (Greater Manchester teams)	Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust (WWL)
Together Dementia Support	Stockport NHS Foundation Trust	Greater Manchester Mental Health NHS Foundation Trust (GMMH)	

Dementia United and the dementia training group extend thanks to those organisations that engaged with this process.

Findings: dementia awareness training for staff (Tier 1)

From the information received as part of this exercise, dementia awareness training is mandatory for all staff in four organisations within Greater Manchester: MFT, NWAS, Stockport NHS Foundation Trust, and WWL.

¹³ www.skillsforhealth.org.uk/wp-content/uploads/2021/01/Dementia-Core-Skills-Education-and-Training-Framework.pdf



MFT use the Be Dementia Aware dementia awareness training that was developed in Greater Manchester, whilst NWS access a specifically developed and approved course for ambulance services, and Stockport and WWL use e-lfh modules on ESR.

Nine of the ten councils in Greater Manchester use the Me Learning platform, which includes a dementia awareness module, though this is not mandatory.

Findings: additional dementia training for staff (Tiers 2 and 3)

Additional dementia training (that meets Tiers 2 and 3 of the Dementia Training Standards Framework) is not mandatory within any organisation who contributed to this mapping exercise.

The nationally developed e-lfh dementia training programme is available to all NHS staff via ESR. This training is also available for staff working in other sectors including social care and VCSE organisations, with the option for organisations to register their staff in one process. Anecdotal feedback suggests organisations may not be aware of this.

Locally developed training is available within acute hospitals including Bolton Hospital, Salford Royal Hospital, Tameside Hospital, and the Manchester WTWA hospitals (Wythenshawe, Trafford, Withington and Altrincham hospitals). This training has been developed by Admiral Nurses and/or specialist Dementia Practitioners and may include simulation training.

GMMH deliver a two day training course for practitioners working in their older adult services covering types of dementia, behaviours that challenge, the Newcastle Model, Communication And Interaction Training (CAIT) skills, and case discussion.

EDUCATE (People with dementia raising awareness), Stockport Council, and Pennine Care NHS Foundation Trust have worked together to develop training dementia training sessions for health and social care in Stockport. This includes a Learning from Living with Dementia course.

Hospices in Greater Manchester provide dementia training for practitioners, including Advance Care Planning training, as well as dementia and end of life care training.

The training project group has now developed into a quarterly meeting to share knowledge and training resources across organisations, to implement best practice, and to drive innovation within Greater Manchester.

Available training

The resources listed below are not intended to be an exhaustive list of all available dementia training resources and are not endorsed by Dementia United. Please note that, while correct at the time of going to press, information can change, and we are unable to guarantee continued availability of included resources. Updates will be published on the Dementia United website www.dementia-united.org.uk/education-and-training/.

Nationally developed e-learning programme

E-Learning for Healthcare (e-lfh) is a NHS England programme in partnership with the NHS and professional bodies. Content within this programme is available to users in health and social care (including care homes and hospices) following registration¹⁴, including via the NHS Electronic Staff Record system (ESR) for NHS staff. See Appendix 1 for information about accessing this programme.

The e-lfh course Introduction to Living with Dementia training aligns with Tier 1 of the Dementia Training Standards Framework.

E-lfh have developed 12 courses to address Tier 2 of the Dementia Training Standards Framework:

- Person-centred Dementia Care
- Dementia Identification, Assessment and Diagnosis
- Dementia Risk, Reduction and Prevention
- Communication, Interaction and Behaviour in Dementia Care
- Health and Well-being in Dementia Care
- Pharmacological Interventions in Dementia Care
- Living Well with Dementia and Promoting Independence
- Families and Carers as Partners in Dementia Care
- Equality, Diversity and Inclusion in Dementia Care
- Law, Ethics and Safeguarding in Dementia Care
- End of Life Dementia Care
- Research and Evidence-Based Practice in Dementia

E-lfh have also developed a Leadership in Transforming Dementia Care course to address Tier 3 of the Dementia Training Standards Framework (to be completed following all other courses).

A Dementia Education and Learning Through Simulation training toolkit has also been developed by Health Education England¹⁵. This is aimed at trainers delivering training to staff working in hospital settings but can also be adapted for different environments such as care

¹⁴ www.e-lfh.org.uk/wp-content/uploads/2018/02/Social-Care-Access-FINAL.pdf

¹⁵ www.hee.nhs.uk/our-work/dementia-awareness/dementia-education-learning-through-simulation-2

homes. An adapted version is also available to deliver online via Teams or Zoom.

Locally developed dementia awareness e-learning

A previous Greater Manchester working group developed a dementia awareness e-learning package called Be Dementia Aware. It was agreed at the time that this would be available for all organisations within Greater Manchester and is currently used within Greater Manchester Mental Health NHS Foundation Trust (GMMH), Manchester University NHS Foundation Trust (MFT), and Northern Care Alliance NHS Foundation Trust (NCA). Information about the e-learning package was shared again with organisations in 2023 and it is hoped this will soon be available on other e-learning platforms.

Nationally and locally available training

This information is available on the Dementia United website and will be regularly updated; please check for the most up to date information. As above, Dementia United are not responsible for the content of any training, other than those resources created by Dementia United, and cannot comment on the quality of training available.

Understanding dementia: training for all

Course name	Format	Cost	Organisation
Understanding dementia	Online 7-week course (intakes for courses in July and November)	Free	University of Tasmania www.utas.edu.au/wicking/understanding-dementia
Introduction to the dementia journey	Online (approx. 1 hour)	Free	Alzheimer's Society www.alzheimers.org.uk/dementia-professionals/external-training/alzheimers-society-learning-hub

Course name	Format	Cost	Organisation
Dementia Information Sessions	Face to face or online (digital option if no face to face sessions are available in local area)	Free	Dementia Friends, An Alzheimer's Society Initiative www.dementiafriends.org.uk/
Don't Stop Me Now! Understanding dementia immersive experience.	Online (audio download & resources) Face to face sessions available in Trafford only	Free audio download and resources (SoundCloud required to listen to audio files)	Made by Mortals www.madebymortals.org/dont-stop-me-now/ www.madebymortals.org/hidden/
Living well with dementia	Face to face	Free (register with Recovery Academy)	Recovery Academy, Greater Manchester Mental Health NHS Foundation Trust www.gmmh.nhs.uk/recovery/
Dementia – understanding brain perspective	Face to face	Free (register with Recovery Academy)	Recovery Academy, Greater Manchester Mental Health NHS Foundation Trust www.gmmh.nhs.uk/recovery/
An introduction to life story work Reconnecting with life experiences and memories, to bring out the person behind the illness.	Face to face	Free (register with Recovery Academy)	Recovery Academy, Greater Manchester Mental Health NHS Foundation Trust www.gmmh.nhs.uk/recovery/
Alzheimer's Society Learning Hub 14 courses on a range of topics	Online (approx. 1 hour)	£24 per course for individuals, quotes provided for organisations	Alzheimer's Society www.alzheimers.org.uk/dementia-professionals/external-training/alzheimers-society-learning-hub

Course name	Format	Cost	Organisation
Hidden Voice Giving a Voice to Dementia film	Film and accompanying support pack	£16.99 per download	Music in Mind www.musicinmind.org.uk/projects
Virtual dementia tour Dementia experience simulator	Face to face (mobile simulator)	£580 + VAT	Training2Care /www.training2care.com/virtual-dementia-tour.htm
50 Shades of Dementia Short courses on range of topics	Online Live sessions	£140 per person, per course	Bradford University www.bradford.ac.uk/dementia/training-consultancy/short-courses/
The Many Faces of Dementia CPD accredited course, covering four less common forms of dementia.	Online (2 hours per week, 4 weeks)	£99 one-off course payment. Monthly subscriptions also available.	University College London www.futurelearn.com/courses/faces-of-dementia

Training for staff working in health and social care

Course name	Format	Cost	Organisation
Introduction to living with dementia	E-learning (at own pace)	Free (registration required)	E-learning for healthcare (elfh) www.e-lfh.org.uk/programmes/dementia/
Enabling people to live well with dementia	E-learning (at own pace)	Free (registration required)	E-learning for healthcare (elfh) www.e-lfh.org.uk/programmes/dementia/
Awareness of Mental Health, Dementia and Learning Disability	E-learning (at own pace)	Free (registration required)	E-learning for healthcare (elfh) www.portal.e-lfh.org.uk/Search

Course name	Format	Cost	Organisation
Stand by me: Dementia Communication and person-centred care	E-learning (approx. 1 hour 35 mins)	Free	Skills Platform www.skillsplatform.org/courses/2310-stand-by-me-dementia
Practical approaches to minimising restraint	Video	Free	Social Care Institute for Excellence www.scie.org.uk/socialcaretv/video-player.asp?v=practical-approaches-to-minimising-restraint
Enhanced Health in Care Homes Dementia and communication module	E-learning (at own pace)	Free (registration required)	E-learning for healthcare (elfh) www.elfh.org.uk/programmes/enhanced-health-in-care-homes-workforce-development
React to Dementia Training for care home staff	Online video, workbook, and trainer guide.	Free	React To www.reactto.co.uk/resources/react-to-dementia/
Norfolk & Suffolk Care Support dementia Training videos on a range of topics	17 You Tube training videos	Free	Norfolk & Suffolk Care Support www.youtube.com/playlist?list=PLMrMISwKkPC3otfifzrRA4EKX1V2p5WvF
Improving access, experience & outcomes for people living with dementia from ethnic minority communities	E-learning (2 hours)	Free for NHS staff – registration required	Royal College of Psychiatrists www.elearninghub.rcpsych.ac.uk/products/NHSE_Dementia
Dementia awareness (Tier 1)	E-learning (at own pace)	£12+VAT per learner (discounts if multiple learners)	Social Care Institute for Excellence (SCIE) www.scie.org.uk/e-learning/dementia
Awareness of dementia (Level 2)		£120-£180	Via Skills for Care www.skillsforcare.org.uk/resources/documents/Funding/Workforce-Development-Fund/23-24/Funded-qualifications/WDF-funded-qualifications-and-learning-2023-24.pdf (page 7)

Course name	Format	Cost	Organisation
Dementia care (Level 3)		£300 - £420	Via Skills for Care www.skillsforcare.org.uk/resources/documents/Funding/Workforce-Development-Fund/23-24/Funded-qualifications/WDF-funded-qualifications-and-learning-2023-24.pdf (page 7)
Dementia training (tailored offers)	E-learning	Cost to organisation (contact for more information)	Dementia Adventure www.dementiaadventure.org/training-and-support/organisations-professionals-volunteers/
Dementia: a person centred approach University accredited unit delivered at Level 6 and Level 7	Online 10- week unit with live weekly seminars	£1350	University of Manchester www.bmh.manchester.ac.uk/study/cpd/courses/nursing-midwifery-social-work-postgraduate-cpd-units/
Activity co-ordinator training courses	E-learning or online activity	£25 - £89	Daily Sparkle www.dailysparkle.co.uk/training/
Empowered conversations for professionals Communication and connection with people with dementia	Online or face to face 3-week course	£65	Empowered Conversations www.empowered-conversations.co.uk/at-work/

Lewy Body dementia

Course name	Format	Cost	Organisation
Lewy Body Bitesize	Online	Free for NHS staff. £15 (incl. VAT) for international healthcare professionals.	Neurology Academy www.neurologyacademy.org/events/course/lewy-body-bitesize
Webinar on hallucination and delusion	Online	Free	Lewy Body Society www.youtube.com/channel/UC2cHAD_mF6rCX8bA8pnoSdw

Young onset dementia

Course name	Format	Cost	Organisation
Young onset dementia Webinars on a range of topics	Online Recorded webinars	Free	Young Dementia Network www.youngdementia.org/news-and-events/our-webinars/our-themed-webinars/
Improving diagnosis experience	Online	Free	Young Dementia Network www.youngdementia.org/news-and-events/our-webinars/improving-diagnosis

Dementia palliative and end of life care

Course name	Format	Cost	Organisation
End of Life Dementia Care	E-learning (at own pace)	Free (registration required)	E-Learning for Health www.e-lfh.org.uk/
Range of courses available including Advance Care Planning and Enhanced Communication Skills	Variable	Contact organisation for costs	Bolton Hospice www.boltonhospice.org.uk/training-and-education
Range of courses are including Communication Skills, Dementia Awareness , and Mayfly Advance Care Planning Programme	Variable	Contact organisation for costs	Dr Kershaw's Hospice www.drkershawshospice.org.uk/training

Course name	Format	Cost	Organisation
Range of courses including Palliative Care for those with a Dementia Diagnosis and Advance Care Planning	Variable	Contact organisation for costs	Springhill Hospice www.springhill.org.uk/helping-you-for-health-and-social-care-professionals/education-and-training
Range of courses including Advance Care Planning and Communication Skills	Variable	Contact organisation for costs	Wigan and Leigh Hospice www.wlh.org.uk/news/free-training-in-end-of-life-care/

Mild cognitive impairment

Course name	Format	Cost	Organisation
Mild cognitive impairment	Virtual course (at own pace)	Free	Neurology Academy www.neurologyacademy.org/events/course/mild-cognitive-impairment-virtual-course-2023

Delirium

Course name	Format	Cost	Organisation
Delirium Toolkit Training Resources Collated information resources on delirium including videos and webinars	Online	Free	Dementia United www.dementia-united.org.uk/delirium-toolkit-training-resources/

Course name	Format	Cost	Organisation
GM Best Practice Delirium Webinar April 2023	Online webinar recording	Free	Dementia United www.dementia-united.org.uk/news/2023/05/11/greater-manchesters-best-practice-delirium-webinar-26th-april-2023/
Raising awareness of delirium	E-learning for staff	Free	E-learning for healthcare (elfh) www.portal.elfh.org.uk/Component/Details/664995

Reviewing existing training: audit and mapping

The National Standards for Dementia Training Framework outline content that should be included to meet the different tiers of dementia training and Health Education England provide guidance on using this framework¹⁶.

Leeds Beckett University completed research on behalf of Health Education England, and The What Works? study generated tools to map outcomes and audit dementia training design¹⁷. The Dementia Training Design and Delivery Audit Tool (DeTDAT) is available for all organisations to use¹⁸. More information can be found on the [Leeds Beckett University dementia education and training website](http://www.leedsbeckett.ac.uk/research/centre-for-dementia-research/dementia-education-and-training/)¹⁹. The DeTDAT manual and audit tool are available to download.

Dementia United therefore recommend that organisations within Greater Manchester audit any current dementia training offers against the national standards, using the tools available. These tools should also be used when developing new dementia training offers. See Appendix 2 for the relevant tools.

¹⁶ www.hee.nhs.uk/sites/default/files/documents/Managing%20Success%20v3.pdf

¹⁷ www.leedsbeckett.ac.uk/research/centre-for-dementia-research/what-works/

¹⁸ www.leedsbeckett.ac.uk/research/centre-for-dementia-research/what-works/

¹⁹ www.leedsbeckett.ac.uk/research/centre-for-dementia-research/dementia-education-and-training/

Conclusions and recommendations

To ensure that Greater Manchester is the best place to live for all those affected by dementia, it is vital to provide training for everyone working across the health and social care system.

Our mapping exercise found that only four of the health and social organisations in Greater Manchester who responded currently include dementia awareness training as mandatory. Additional dementia training, to meet Tier 2 of the national Dementia Training Standards Framework, is not mandatory in any of the organisations that responded.

We also found that several organisations do offer additional dementia training to support their staff. However anecdotal reports, across many settings, describe challenges in staff attendance where training is not mandatory.

These findings indicate that many staff working in health and social care settings across the localities of Greater Manchester have not had any training in how to meaningfully support a person living with dementia.

Given 70% of people living in care homes are estimated to have dementia or a cognitive impairment, and 1 in 4 hospital beds are occupied by a person with a living with dementia, the fact that dementia awareness training, as a minimum, is not mandatory for most organisations is a concern.

Recommendations

1. Dementia awareness training should be mandatory for all staff across the health and social care system in Greater Manchester. This includes staff working in the NHS, social care, and for VCSE organisations.
2. All staff in Greater Manchester who work directly with people living with dementia should access dementia training that meets Tier 2 requirements of the Dementia Training Standards Framework.

Appendix 1: Accessing the national dementia e-learning programme

E-Learning for Health have a range of free courses within their dementia programme, which meet Tiers 1 and 2 of the national Dementia Training Standards Framework²⁰.

General access

Anyone can register for an account with elfh here www.portal.e-lfh.org.uk/Register.

Care home or hospice staff

All staff in these settings can register for the programme with a registration code from their employer. Select the option 'I am a care home or hospice worker' then enter the care home/hospice details and enter the code. Employers can contact the elfh Support Team at support@e-lfh.org.uk to request a registration code.

Social care professionals

All staff whose employers are registered with the Skills for Care National Minimum Data Set for Social Care can access the training. A user registration code is required from employers, to allow staff to self-register for access to the programme.

NHS staff

All NHS staff can access the programme via ESR.

ESR course codes

000Dementia: Dementia Awareness
 000Person-centred Dementia Care
 000Dementia Identification, Assessment and Diagnosis
 000Dementia Risk, Reduction and Prevention
 000Communication, Interaction and Behaviour in Dementia Care
 000Health and Well-being in Dementia Care
 000Pharmacological Interventions in Dementia Care
 000Living Well with Dementia and Promoting Independence
 000Families and Carers as Partners in Dementia Care
 000Equality, Diversity and Inclusion in Dementia Care
 000Law, Ethics and Safeguarding in Dementia Care
 000End of Life Dementia Care
 000Research and Evidence-Based Practice in Dementia

Registering staff

Organisations can contact support@e-lfh.org.uk to register and enrol large numbers of their staff to access the programme. If an organisation does not have access to the free programme, there is an option to license access.

²⁰ www.skillsforhealth.org.uk/wp-content/uploads/2021/01/Dementia-Core-Skills-Education-and-Training-Framework.pdf