

## **NDA A Recommendations**

### **1. Training and awareness**

- Incorporate training and awareness of LGBT groups in formal training for nursing, care home, care home commissioners and managers. Consult with Terrence Higgins Trust and Stonewall (and other established gay organisations)
- Identify where enhancement to equality training can be made to increase awareness of LGBT issues to people training to become care professionals
- Incorporate LGBT issues into Dementia Training.

### **2. Trans**

- NDA A nationally needs to become better informed about the issues for trans people affected by dementia - further actions will need to be determined by what trans people affected by dementia say for themselves
- Training and awareness sessions need to recognise the existence of trans people affected by dementia, and appreciate that although there may be some overlap, most of the issues are very different than for those who are lesbian, gay or bisexual.

### **3. Conversations and stories**

- Create a 'Dementia LGBT Story' resource, using videos of people sharing their lived experience. This would be useful as a tool for training and also a resource for LGBT people affected by dementia to go to.
- Care providers are to ensure that they create biographies for their clients which are dynamic, and not continue to use an initial assessment biography as the source of their understanding of the client.
- NDA A members to commit to providing a story of LGBT lived experience in their service, assisting to demonstrate that there are many LGBT people out there.

### **4. Networks and partnerships**

- Organisations to create links with local services for the LGBT community, including bringing in external services for talks and advertising their services
- Dementia services and LGBT organisations need to be able to provide information about each other's services and need to ensure that contact details are updated.

### **5. Demonstrating inclusivity**

- Consider a 'Gold Standard' for LGBT care in care home and home support service providers. Need to develop agreed standards and objectives through consultation with accepted and knowledgeable partners/users.
- Organisations to update literature and images used to include the LGBT community, and acknowledge individuals who are LGBT already living in or using their services.
- Organisations to commit to a Policy check, similar to the Dementia Words Matter Call to Action. Re-thinking what Next of Kin may mean and acknowledging less 'traditional' terms or support networks for individuals.
- LGBT+ organisations should be encouraged to become "dementia-friendly" organisations, with awareness-raising and training followed by explicit commitments in information and promotional materials.