

Because we are human too report

Briefing paper: What the report is seeking to achieve.

This report highlights the importance of high-quality dementia training for the social care workforce and makes the case for this to be mandated nationally. It shows that while there are pockets of good and even outstanding practice, access to quality dementia training is currently uneven and inconsistent. The report's purpose is to set out why this matters and to highlight the benefits of effective dementia training.

The focus of the report is on the quality and impact of training, rather than on any single programme. It explains why dementia training matters not only for people living with dementia, but also for unpaid carers, the workforce, and the wider health and care system. The report sets out recommendations for training that are mapped to the relevant national dementia training frameworks and identifies five key components that should be present to ensure training is impactful.

The report refers to WHELD/iWHELD and NIDUS-Professional as examples of evidence-based dementia training that have been trialled in the UK. These are included as illustrative, costed case studies, to demonstrate what can be achieved when training is well designed, properly supported and based on evidence. They are not presented as preferred or required programmes. For example, evidence from iWHELD is used to show that, after accounting for delivery costs, effective dementia training can be associated with an estimated £2,000 saving per care home per year to the wider health and social care system.

Overall, the report shows that guidance alone has not been sufficient to ensure consistent access to high-quality dementia training. It concludes that national government action, supported by appropriate funding, is needed to ensure people living with dementia receive high-quality social care wherever they live, with a statutory duty seen as the only way to achieve consistency. At the same time, local authorities and care providers are urged to act now by commissioning and delivering high-quality dementia training that meets the standards set out in the report.