



Access & Inclusion (Dementia) Officer

Salary:	£24,000
Hours:	35 hours (full-time)
Location:	Glasgow – with travel across Scotland
Contract Period:	Three years fixed term from 1 st September 2017
Accountable to:	Community Development Manager - Scotland

About the BDA

The BDA currently provides local support to Deaf people through empowerment and advocacy. Our aim is community advocacy, community empowerment and the development of local campaigns to ensure that local public service providers carry out BSL Charter pledges. We also provide support for young Deaf people, children and their families through British Sign Language.

The Transforming the Deaf Dementia Experience Project will be a community interest initiative that supports Deaf people living with dementia, and their carers, in Scotland. Working with a BSL Stakeholder Group and beneficiaries, the Access & Inclusion (Dementia) Officer will support transformational and sustainable improvements in the quality of life and well-being of Deaf people living with dementia and their carers.

The role involves promoting a better understanding of dementia within the Deaf community in order to reduce stigma and prejudice towards those with dementia.

The successful candidate will be an individual who is passionate about ensuring that beneficiaries are empowered and central to the development of a BSL dementia friendly community, has proven research and organisational skills, experience of advocacy work and creation of BSL video resources. The Access & Inclusion (Dementia) Officer will also create and maintain BDA Scotland's collaboration with care homes, charities, organisations and dementia friendly communities.

The Role

The role is to work in conjunction with the Community Development Manager to see that the aims of the project are achieved. The Access & Inclusion (Dementia) Officer

will have a particular focus on building the capacity of our BSL dementia friendly community in Scotland.

Main Duties and Responsibilities

- Produce promotional materials to market and promote the Transforming the Deaf Dementia Experience Project.
- Facilitate the development of a BSL Stakeholder Group with beneficiaries.
- Ensure that the project infrastructure is in place to support beneficiaries to have a significant influence in the planning, delivery and evaluation of the project.
- Set up information and training events for Deaf people living with dementia, their carers and the Deaf community.
- Carry out research to determine the current numbers, diagnosis and provision of dementia support for Deaf BSL users and carers.
- Carry out consultation with Deaf people living with dementia and their carers to identify priorities in creating BSL dementia friendly environments within local communities.
- Facilitate discussion events on current issues of dementia support and aid participants to develop a range of resources and practical support to address their concerns.
- Promote better understanding of dementia within the Deaf community, in order to reduce stigma and discrimination.
- Seek opportunities for involvement and consultation, in particular to encourage Deaf people living with dementia and their carers to contribute to local and national consultations.
- Develop a toolkit for carers to support Deaf people living with dementia.
- Create BSL video resources to support early intervention and prevention, healthy life choices and risk factors.
- Maintain the dedicated dementia webpage with BSL video resources.
- Organise dementia cafes/events at Deaf clubs or organisations, using reminiscence materials (archival films and photographs from the 1930s).
- Organise BSL Dementia Awareness training for care homes, charities, organisations and dementia friendly communities.
- Deliver BSL dementia support provision: collaborate and signpost beneficiaries towards service providers and professionals.
- Establish and develop relationships with service providers and professionals to encourage collaboration and generate referrals.
- Recruit befrienders to support Deaf people living with dementia to maintain their independence and develop the confidence to make positive changes in their lives.
- Identify Deaf people living with dementia who may benefit from engagement with the Transforming the Deaf Dementia Experience Project and work to promote the project to them.
- Maintain the BDA's working relationship with health and social care services and professionals.
- Establish and maintain databases of Deaf people living with dementia and their carers and collate ongoing evaluation of progress and outcomes using established measurable indicators and case studies.

- Establish and implement targets and plans with the Community Development Manager.
- Monitor, review and evaluate the project, reporting any difficulties/delays to the Community Development Manager.
- Report evidence of good practice, case studies, success stories and areas of risk to the Community Development Manager.
- Work with the Community Development Manager to sustain the continued success of the project.
- Raise and maintain the profile and status of the organisation within the local community, amongst current and potential users, the public, charitable and business organisations.
- Ensure that the organisation's obligations under health and safety legislation are fulfilled.
- Actively implement all the organisation's policies.
- Undertake any other tasks as identified by line management.

PERSON SPECIFICATION - Access & Inclusion (Dementia) Officer

REQUIRED KNOWLEDGE

Essential

- Knowledge of British Sign Language and what the British Deaf Association provides/promotes in the Deaf community.
- Knowledge of the Deaf community and Deaf culture.
- An understanding of the issues affecting Deaf people living with dementia and their carers.
- Good knowledge about disability rights, equality issues and responsibilities, and their relevance to Deaf people.
- Knowledge of word processing, databases and spreadsheet packages.
- An understanding and commitment to equal opportunities and protection of vulnerable groups.

Desirable

- Knowledge of health and social services, how they work and what they provide.
- Knowledge of marketing practices and social media.

SKILLS AND ABILITIES

Essential

- Ability to engage with Deaf people living with dementia and their carers.
- Ability to use own initiative and work as part of team, contributing towards the overall work of the BDA in Scotland.
- Highly committed and flexible.
- Ability to identify and solve problems in a resourceful way.
- Good listening skills and the ability to relate to Deaf people living with dementia and their carers.
- Good administration and record keeping skills.
- Activity planning skills: organising and managing events.

Desirable

- Fluency in British Sign Language (BSL), with good communication skills.
- Ability to work as part of a team and contribute towards the overall work of the BDA in Scotland.
- Ability to prioritise workload and meet deadlines.

EXPERIENCE

Essential

- Experience of providing information and training events for Deaf people.
- Experience of establishing/developing relationships in a work environment.

Desirable

- Experience of working with Deaf people living with dementia and their carers.
- Experience of collaboration with health and social services.

OTHER

- Must be available for some overnight stays and flexible working hours, with some weekend or specific event commitment required.
- Willing to undergo a Disclosure Scotland check.
- Willing to use own car (and provide details of insurance) or public transport.
- Willing to undergo relevant training.
- Patient and non-judgemental.
- Respectful of others' beliefs.