

Introduction to the Dignity through Action Workshop

BACKGROUND TO DIGNITY THROUGH ACTION

To encourage improved care delivery, in relation to '**Dignity**', to **older people** in a **variety of care situations**.

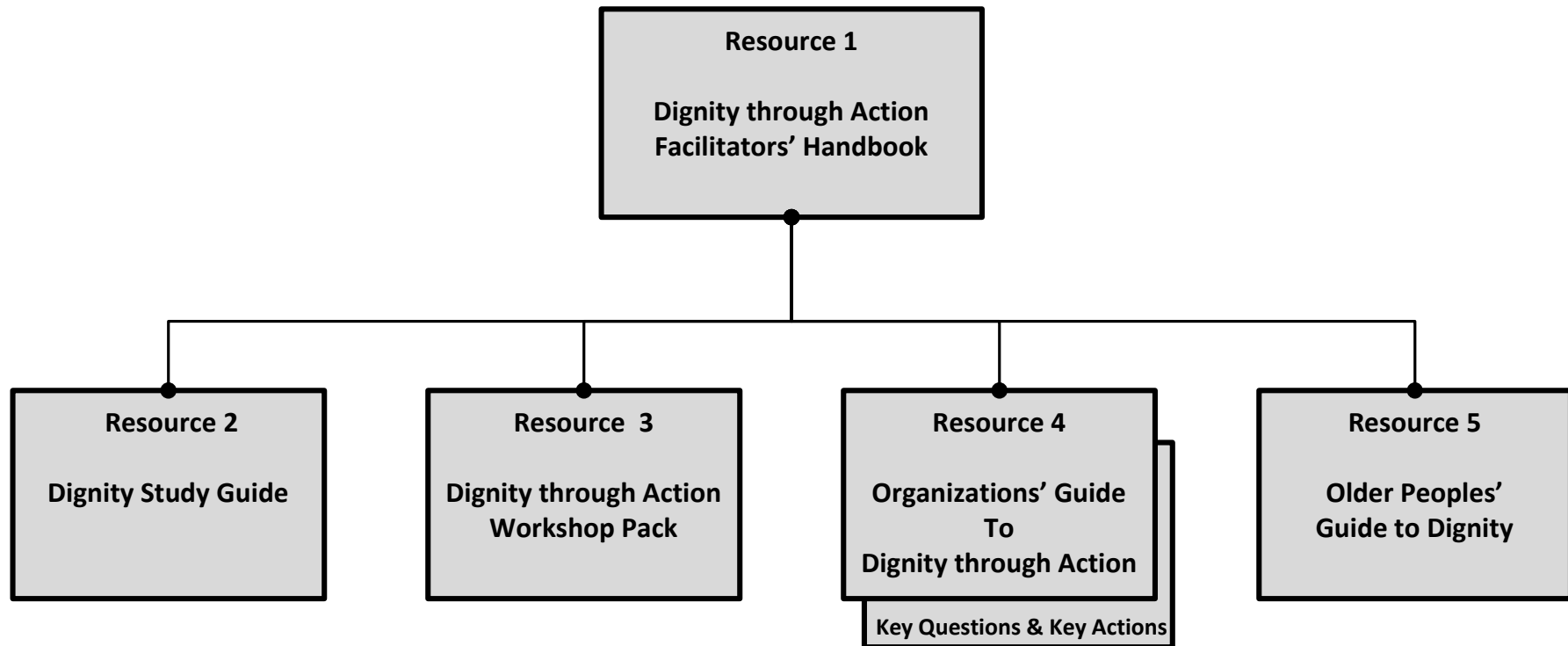
In summary the **goals of this work** are to:

Challenge values, beliefs and attitudes

Provide an **educational approach** through a **resources package** for qualified and unqualified healthcare workers.

Deliver a positive **action orientated programme** as the basis for sustainable changes in the work place.

DIGNITY THROUGH ACTION (*OLDER PEOPLE*) RESOURCES



Timetable

Work Type	Topic
Presentation and Case Study Activity	Introduction to the Dignity Workshop The Meanings of Dignity
Presentation and Case Study Activity	Dignity Challenges
Presentation	Action Planning
Presentation	Action Planning - Worked Example
Activity	Producing a Personal Action Plan

DIGNITY THROUGH ACTION WORKSHOP

PART 1

The Meanings of Dignity

The Meanings of Dignity

‘Dignity’ is a term which is used in two major ways.

1. Dignity is a quality of the way we treat others as human beings.

2. Dignity is quality of an older person’s ‘inner self’.
Personal dignity and self image (*self-esteem/self-respect*)

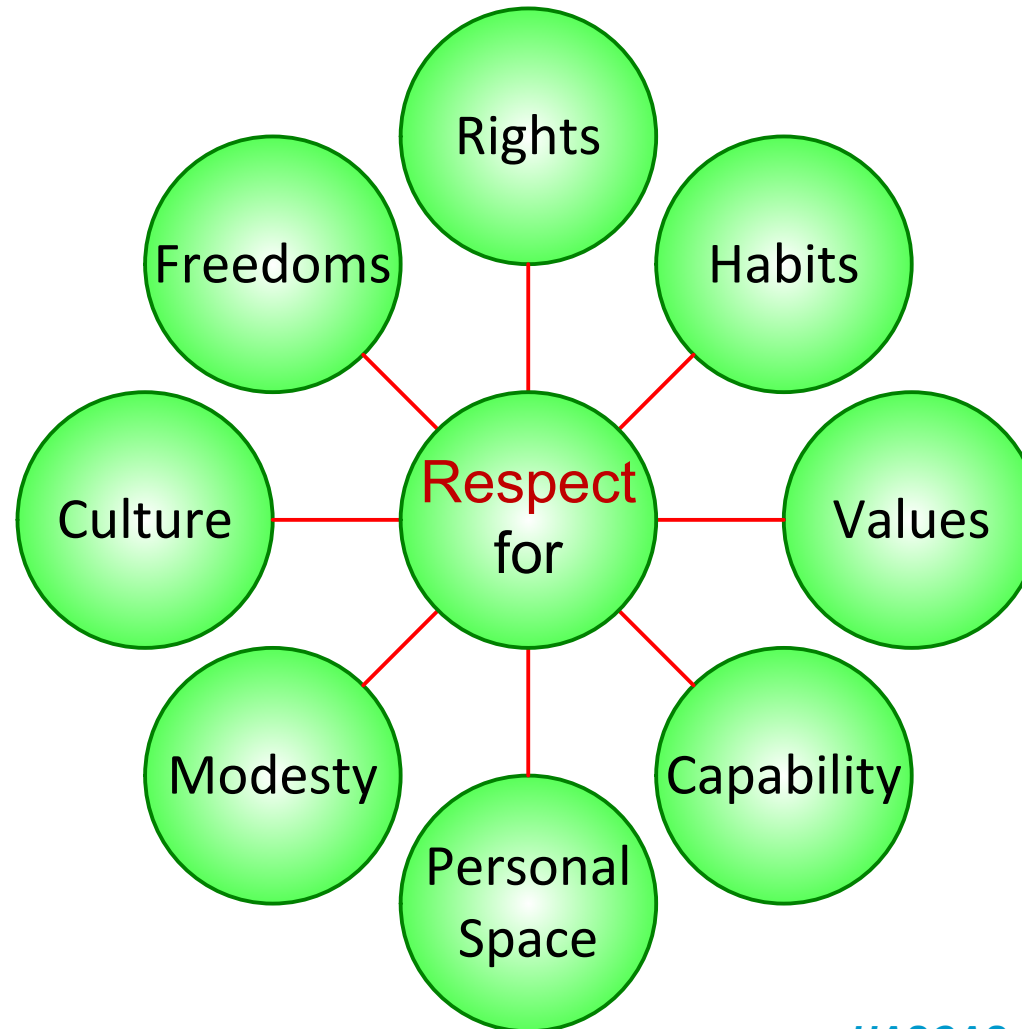
Expectations of being treated with dignity

Appearing dignified (*looking and acting dignified*)

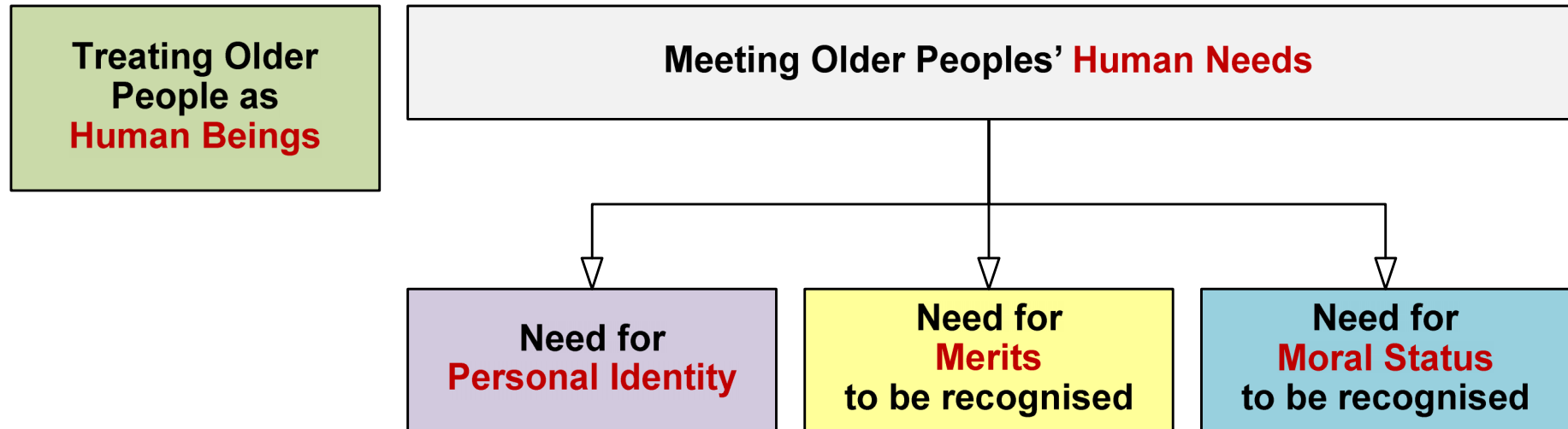
Meaning of Respect

‘Respect’ is a term which is intimately related to **‘dignity’**

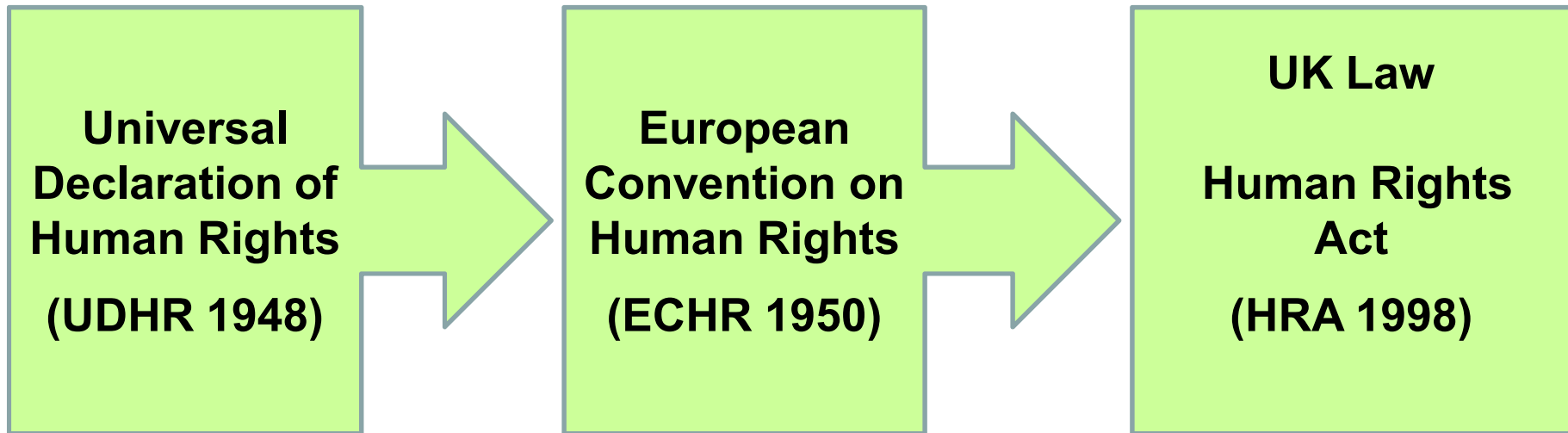
‘Respect’ is a **verb** (*action or doing word*).



Types of Dignity



Treating People as Human Beings 1



‘all human beings, *endowed with reason and conscience . . . are born free and equal in dignity and rights . . . and should act towards one another in a spirit of brotherhood . . . and to be protected against the random misfortunes of life whatever their origins*’.

Underpinning values:

- Life and freedom from abuse.
- Justice.
- Privacy.
- Freedoms (*thought, conscience, religion, expression, association*).
- Prohibition of discrimination.

Treating People as Human Beings 2

UK Human Rights Act (1998)	
Article 2	Right to life
Article 3	Prohibition of torture (Abuse)
Article 4	Prohibition of slavery and forced labour
Article 5	Right to liberty and security
Article 6	Right to a fair trial
Article 7	No punishment without law
Article 8	Right to respect for private and family life
Article 9	Freedom of thought, conscience and religion
Article 10	Freedom of expression
Article 11	Freedom of assembly and association
Article 12	Right to marry
Article 14	Prohibition of discrimination
Article 16	Restrictions on political activity of aliens
Article 17	Prohibition of abuse of rights (<i>unless objective reasons</i>)
Article 18	Limitation on use of restrictions on rights
Protocol 1	Protection of property
Protocol	Right to education
Protocol	Right to free elections
Protocol	Abolition of the death penalty

Treating People as Human Beings 3 – Some Examples

Some Examples of Possible Breaches		
Article 2	Right to life	No proper assessment of needs
Article 3	Prohibition of torture (Abuse) or degrading treatment	Not being given enough fluids
Article 5	Right to liberty and security	Older people in care homes given sedatives, tranquillisers and restrained physically
Article 8	Right to respect for private and family life	Going through someones belongings without permission
Article 9	Freedom of thought, conscience and religion	Restricting access to place of worship
Article 10	Freedom of expression	Frightened to complain
Article 11	Freedom of assembly and association	
Article 14	Prohibition of discrimination	Access to health services or age related rationed healthcare
Protocol	Protection of property	Disposal of personal property

Treating People as Human Beings 3A – Further Examples

Article 2: Right to Life

Some older people go into long-term care without receiving a comprehensive assessment of their needs.

Older people with certain conditions may be left untreated until crises arise, as it is perceived that they are in a place of safety.

Reversible mental health conditions such as depression are not diagnosed and are not treated.

Nearly half of care homes are failing to meet national minimum standards for how they give persons their medication, prescribed by their doctors, to treat their medical conditions.

Geriatrics Society (2007)

Treating People as Human Beings 3B – Further Examples

Article 2: Right to Life (*Neglect - Wide ranging term*).

(Help the Aged (2007)). Not enough given fluids, food, clothing or personal care (necessities for daily living). Neglect could include not being changed out of dirty or wet clothes, not being given the right medication or not being given enough time to eat a full meal

(Age Concern (2006))

60% of older people at risk of malnutrition (or situation getting worse).

40% of older people are malnourished on admission to hospital

Patients over 80 yrs admitted to hospital have 5 time prevalence of malnutrition than those less than 50 yrs

Malnourished people stay in hospital longer and are 3 times more likely to develop complications and infections.

50% of older people in general hospitals have mental health needs.

Cost of malnutrition on health care costs is £7.4bn pa (more than obesity). Half of this cost is spent on people over 60 yrs.

Of those who said they needed help to eat their food, 18% said they got no help and 21% said help was only given sometimes.

Treating People as Human Beings 3C – Further Examples

Article 3: Prohibition of torture (Abuse)

500,000 older people are believed to be abused at any one time in the UK (*Ogg and Bennett 1992 on behalf of the Royal London Trust*)

Two thirds of abuse is committed at home by someone in a position of trust
and

Those aged between 80 and 89 are the most vulnerable to abuse
(*Based on analysis of calls to the Action on Elder Abuse helpline*)

Older persons can be given the wrong medication, someone else's medication, medication in the wrong doses or no medication at all (*Geriatrics Society (2007)*)

Treating People as Human Beings 3D – Further Examples

Article 5: Right to liberty and security

Older people in care homes may be given sedatives, tranquillisers and restrained physically. This can arise as a result of inadequate levels of staff, skills and training
(*Geriatrics Society, (2007)*)

Article 8: Right to respect for private and family life

Theft. Items of value that are stolen such as money or jewellery. It can insignificant to an outsider, but valuable to an older person. Theft can also be where people in position of trust use money or possessions in ways that the owner is ie not happy with or keep it for themselves (*Help the Aged (2007)*)

Article 14: Prohibition of discrimination

Availability of resources
Resuscitation issues
Access to services
Health service rationing
Age related targets

Treating as Human Beings People – Supporting Laws

Other UK Laws uphold (*older*) people's rights and direct how people should be treated by others:

Q. WHAT ARE THESE UK LAWS?

Treating People as Human Beings – Supporting Laws

Other UK Laws uphold (*older*) people's rights and direct how people should be treated by others – for example:

- Sex Discrimination Act (1975).
- Race Relations Act (1976).
- Data Protection Act (1998).
- Sexual Offences Act (2003).
- Discrimination Acts (1995) & (2005).
- Race Relations Act (2000).
- Freedom of Information Act (2000).
- Employment Equality (*Sexual Orientation*) Regulations (2003).
- Employment Equality (*Religion or Belief*) Regulations (2003).
- Mental Capacity Act (2005).
- Safeguarding Vulnerable Groups Act (2006).
- Employment Equality (*Age*) Regulations 2006.
- Mental Health Act 2007.
- Health and Social Care Act 2008

Types of Dignity

Dignity of the Human Being

- Conventions and Laws
- Right to Life
- No Abuse
- Justice
- Privacy
- No discrimination
- Freedoms/Respect

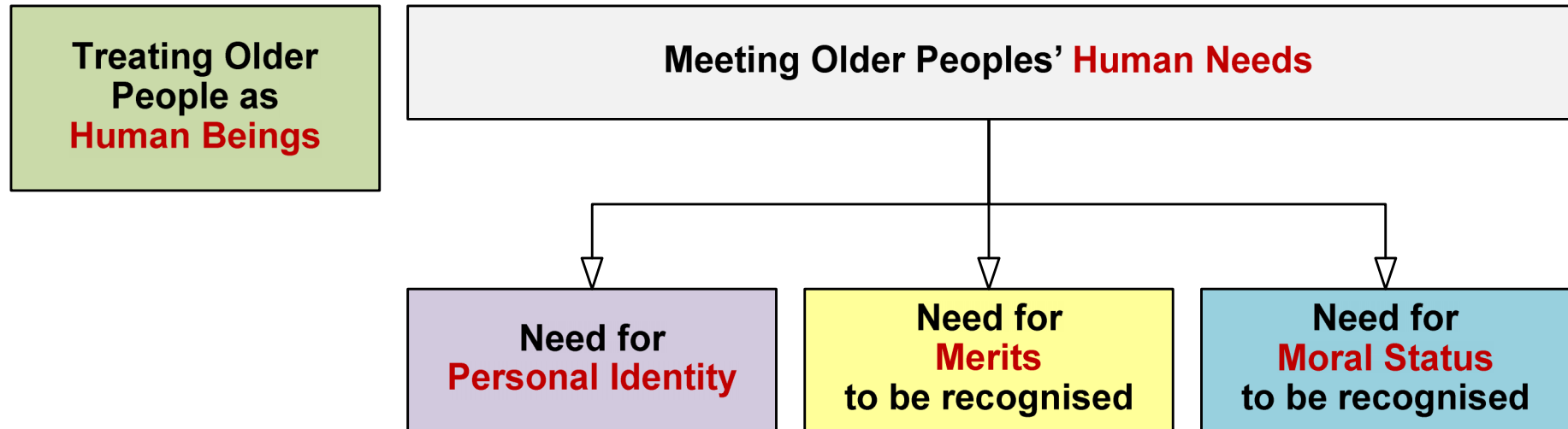
Conscience

Religion

Expression

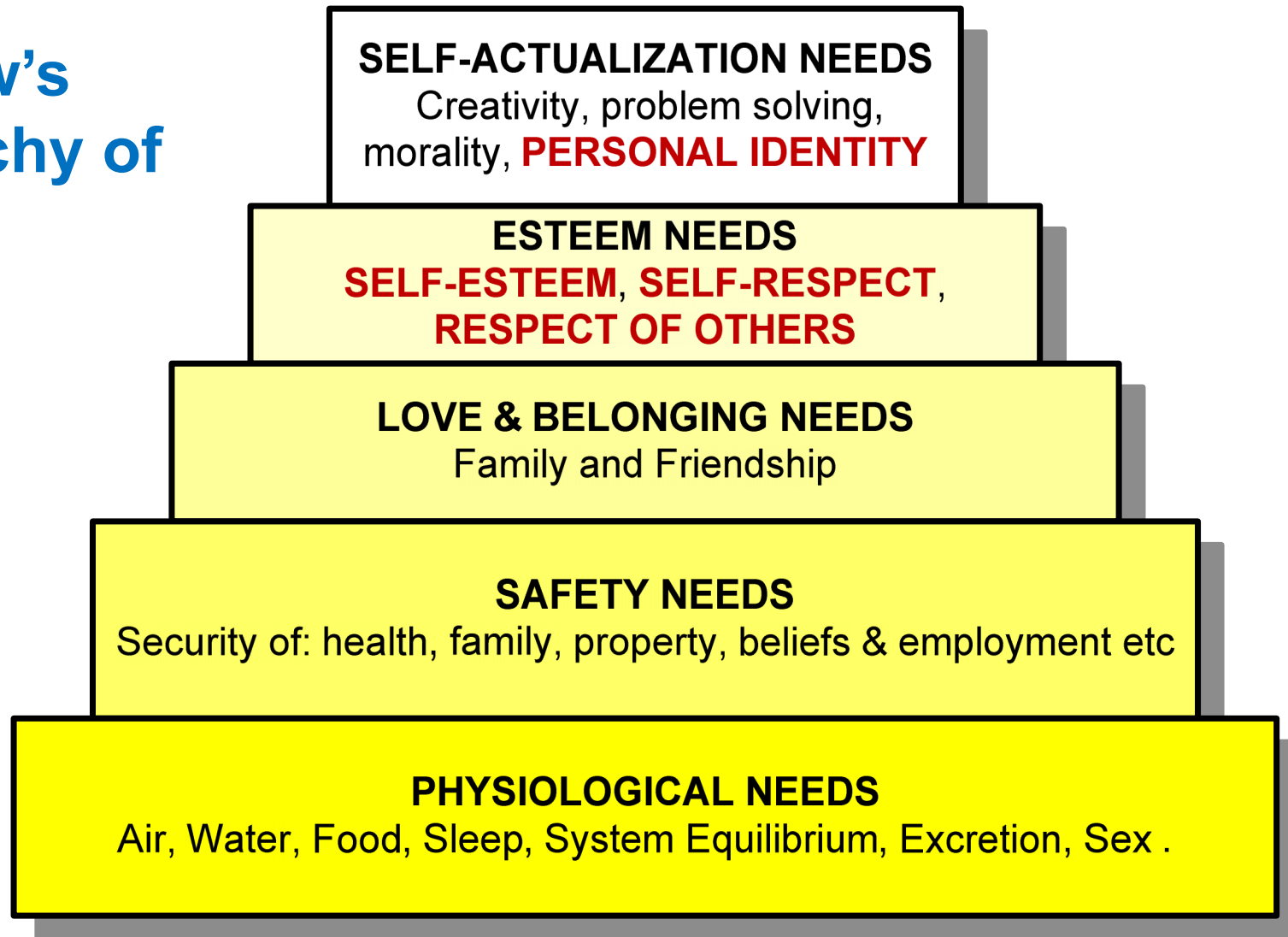
Association

Types of Dignity



Older Peoples' Personal Needs

Maslow's Hierarchy of Needs



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Dignity of Personal Identity

- Personal Identity
- Self Respect
- Self-esteem
- Resilience
- Personal Relationships

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Dignity of Merit

- Achievements
- Rank and Seniority
- Place in Society
- Honours awarded
- Employment
- Knowledge & Skills
- Experience
- Qualifications
- Financial Worth
- Success in Life
- Independence

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Dignity of Moral Status

- Peoples' Moral Principles
- Religious Faith
- Community Membership
- Leadership
- Recognised roles

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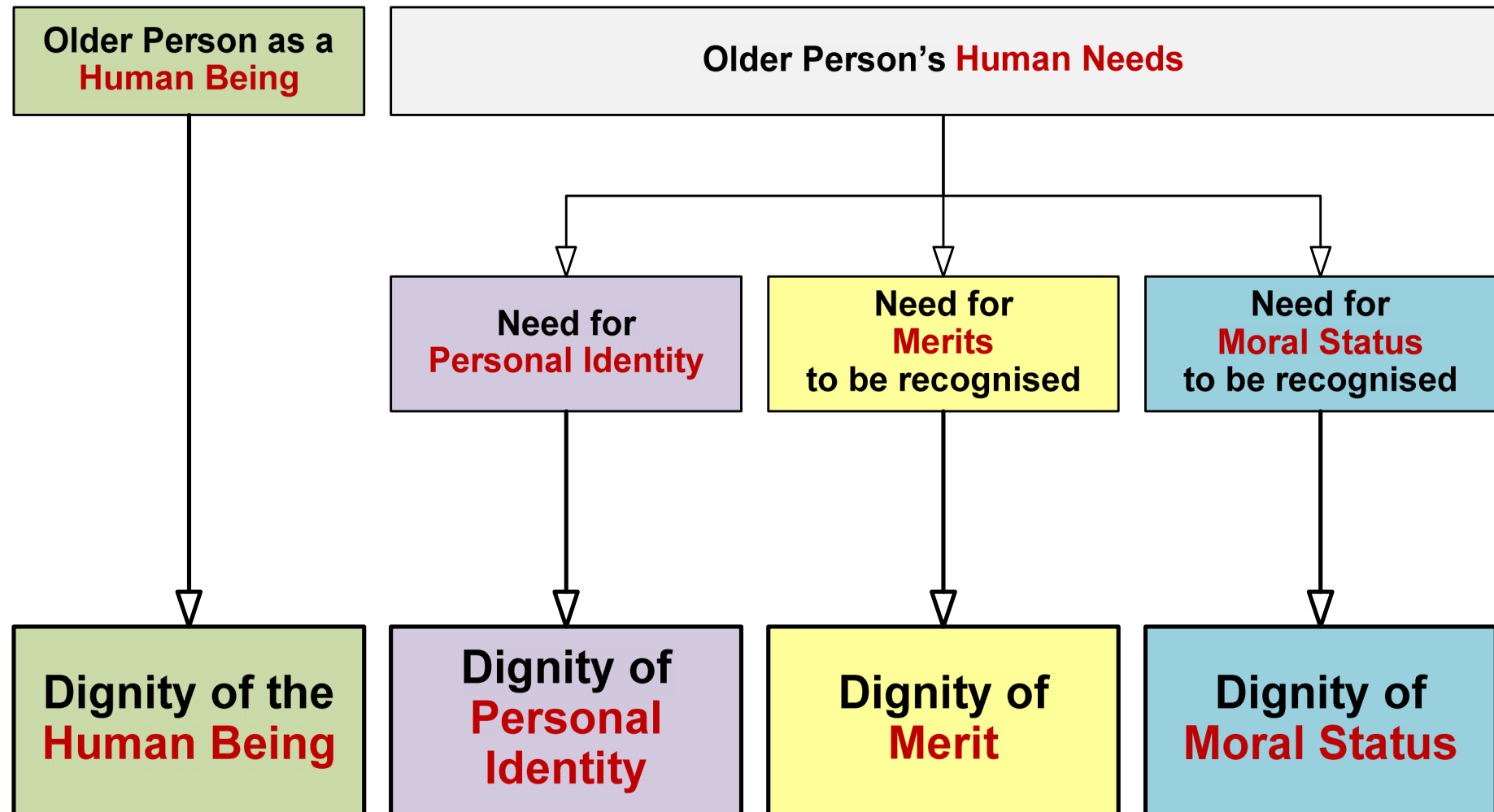
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Types of Dignity



The Dignity and Older Europeans (DOE) Project Study 2001-2004
University of Cardiff

HASCAS: Dignity through Action

Activity 1

The Aged War Hero

DIGNITY CASE STUDY A: TYPES OF DIGNITY

ACTIVITY 1

See the real newspaper article opposite taken from the *Daily Telegraph*. You see stories like this in the media and they can be upsetting.

This exercise requires you to take a step back from the emotions and think about how this man was treated.

There are 4 types of dignity:

Dignity of the Human Being.

Dignity of Personal Identity.

Dignity of Merit.

Dignity of Moral Status.

From this real life case study find one or more examples where each type of dignity has been affected.

You should put your notes onto the Activity 1 Worksheet.

Do not become distracted by speculating about possible details which have not been reported.

Just keep to the 'big picture'.

Hospital 'degraded' hero then sent him home to die

101-YEAR-OLD WAR VETERAN PUT IN A TAXI WITH A BAG FULL OF SOILED CLOTHING

By John Bingham

A war hero aged 101 was sent home to die by a hospital while wearing only a nappy and a set of ill fitting pyjamas.

The family of Brigadier XXXXX, who won the Distinguished Service Order, for his leadership in one of the fiercest battles of the Italian Campaign in the Second World War, said he was discharged when unable to feed himself and clutching a bag of soiled clothing.

They said he was in a confused state and incontinent after a stay which left him "degraded and humiliated". During his five-day spell in a mixed-sex observation ward at in XXXXXXXXXX District Hospital, his hearing aid was crushed, his false teeth went missing and soiled pyjamas were piled up unwashed in a locker by his bedside.

Knowing he was dying after losing his ability to swallow food, he asked to go home. But no ambulance was available so he was sent in a taxi on an hour-long journey to a care home where he died a few days later.

When his family complained about the hygiene issues involving the pyjamas, the hospital wrote back to say that it was unfortunate that he had been unable to avail himself of its laundry service. It has since apologised to Brigadier John's family for the "unacceptable" nature of his discharge in late 2006.

His case came to light as Nial Dickson, chief executive of the King's Fund, warned of a deterioration of compassion among staff in NHS hospitals.

The Brigadier's daughter-in law, Amanda, said his case highlighted a "disgraceful" lack of care. "All that he had at the end of his 101 years was his dignity and they took that away from him," she said.

In May 1944, Brigadier XXXXX, then a Lieutenant Colonel, led men of the 2nd Battalion, the Somerset Light Infantry, in the assault across the Garigliano River. He was wounded twice during the operation and later received the Distinguished Service Order for bravery.

"They packed him off in the back of a taxi, with somebody else's pyjamas on and a nappy so tight that he could hardly breathe and two cotton blankets on his shoulders," said his daughter-in-law. "They had lost his false teeth ... and somebody had stood on his deaf aid, which was crushed."

She added: "I just can't believe that any hospital would keep excrement-covered clothing in a locker for five days. I got the impression this lack of attention must be endemic because it was so lightly treated."

In a statement, the hospital said: "Some aspects of Brigadier XXXXX's discharge from hospital in 2006 were unacceptable and the trust apologise for any distress that this has caused."

Daily Telegraph
Wednesday 31st December, 2008

Activity 1

There is a worksheet in the Workshop Pack

ACTIVITY 1 WORKSHEET: IDENTIFYING TYPES OF DIGNITY	
TYPES OF DIGNITY <i>(Slide from the Presentation)</i>	
Dignity of the Human Being <ul style="list-style-type: none">• Conventions and Laws• Right to Life• No Abuse• Justice• Privacy• No discrimination• Freedoms/Respect• Conscience• Religion• Expression• Association	Dignity of Personal Identity <ul style="list-style-type: none">• Personal Identity• Self Respect• Self-esteem• Resilience• Personal Relationships
Dignity of Merit <ul style="list-style-type: none">• Achievements• Rank and Seniority• Place in Society• Honours awarded• Employment• Knowledge & Skills• Experience• Qualifications• Financial Worth• Success in Life• Independence	Dignity of Moral Status <ul style="list-style-type: none">• Peoples' Moral Principles• Religious Faith• Community Membership• Leadership• Recognised roles
<i>In Case Study A identify how each type of the 101 year old war veteran's dignity was affected. Write brief notes on this worksheet,</i>	
Dignity of the Human Being.	
Dignity of Personal Identity	
Dignity of Merit	
Dignity of Moral Status	

As a reminder there is a copy of the types of dignity slide.

Activity 1

The Aged War Hero

Activity 1: The Meanings of Dignity (Some Ideas)

Dignity of the Human Being.	Dignity of Personal Identity	Dignity of Merit	Dignity of Moral Status
<p>Private property Loss of and damage</p> <p>Confusion/incontinence.</p> <p>Humiliation - clothing Neglect ? Hygiene issues Eating Mixed sex ward issue</p> <p>Going home - choices? Ageism ? Assessment issues Dying with <u>dignity</u></p>	<p>Self-esteem</p> <p>Failing body - frustration</p> <p>Need for respectful treatment.</p>	<p>Senior Army Officer decorated in war.</p> <p>Served country - his expectations to be treated with some dignity that reflects his rank status, previous achievements and contribution to society.</p>	<p>He was responsible for the lives and welfare of many hundreds of people.</p> <p>Honoured and respected by the people he would have been in charge of.</p> <p>Leader</p> <p>Expectations of being worthy of respect for his contribution.</p>

HASCAS: Dignity through Action