

PLAYING THE DIGNITY GAME

Snakes & Ladders - Dignity Do's & Don'ts

“Excellent tool”

“Fun game with useful information on dignity for the elderly”

“It got the group all talking and discussing the questions”

“Interesting, picked up things I never knew before”

Why did we do this?

Ensuring people are treated with Dignity and Respect is a basic Human Right, yet both the Commissioner for Older People In Wales and The Patients Association reports in to “Dignity in Care” highlight there is often a gulf between good and poor practice in Wales. We wanted to develop an informal, easy to use, yet effective, way of generating discussion, challenging stereotypes and raising awareness of the issues around Dignity, Respect and Equalities to assist in the training of front line staff and volunteers.

Who did it?

The project was collaboration between Caerphilly's 50+ Positive Action Partnership, the Local Authorities' Equalities department and Social Services Directorate and Newport City Council's Older People's team.

How did we do it?

Having researched Snakes & Ladders and established there appears to be no formal copyright for the game format. We purchased a range of games in different sizes including giant 3x3 metre floor mat, 1m x by 1m table top version and standard board games. We then set about writing the Snakes and Ladders Challenge cards and a revised set of rules. We also produce a set of stickers to brand the boards and game sets with a set of graphics that used a range of images that reflect positive images of all the equalities strands and used Caerphilly's Age Is Just a Number! images that promote positive images of older and younger people.

We then delivered 5 pilot training sessions with a range of groups across 3 sectors including a Policy advisory group to WAG, a Voluntary Sector charity team development day, a Gwent NHS equalities and dignity training session and 2 Local Authority residential homes with residents and staff.

What problems did we encounter?

The main problem we encountered was the time it took to develop the game and there were 3 main reasons:

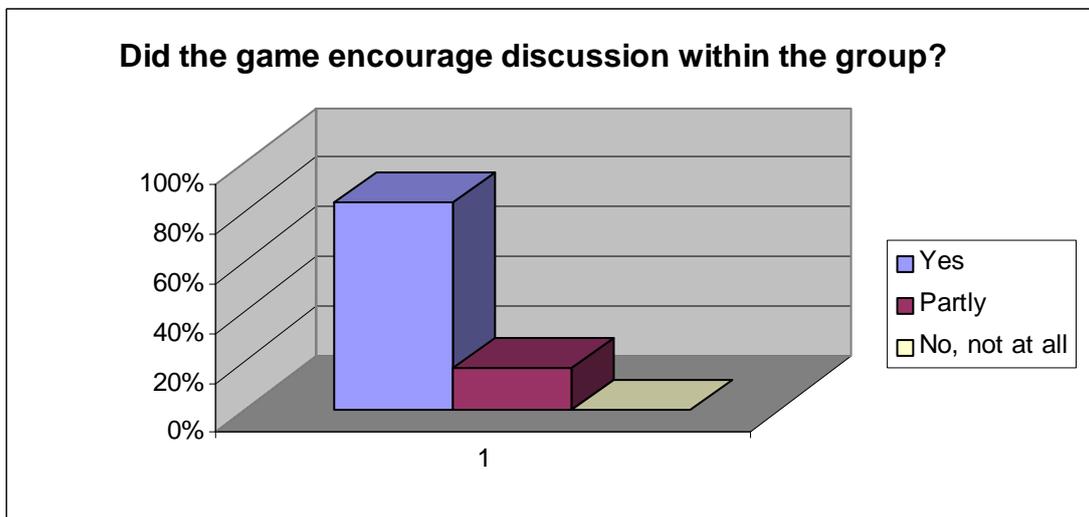
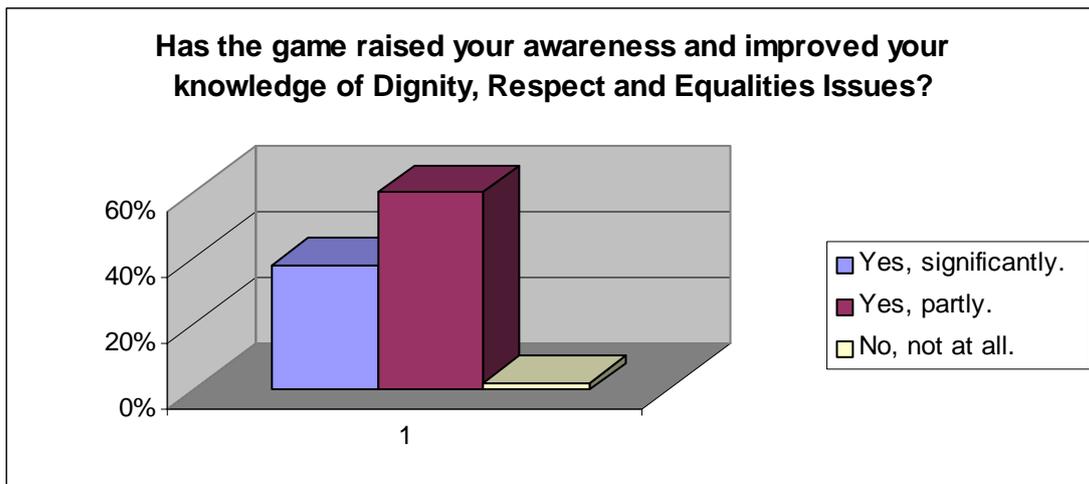
- Capacity of the officers on the project group
- Reorganisation within Caerphilly's design and communications team

- The time it takes to write appropriate questions was much more than anticipated

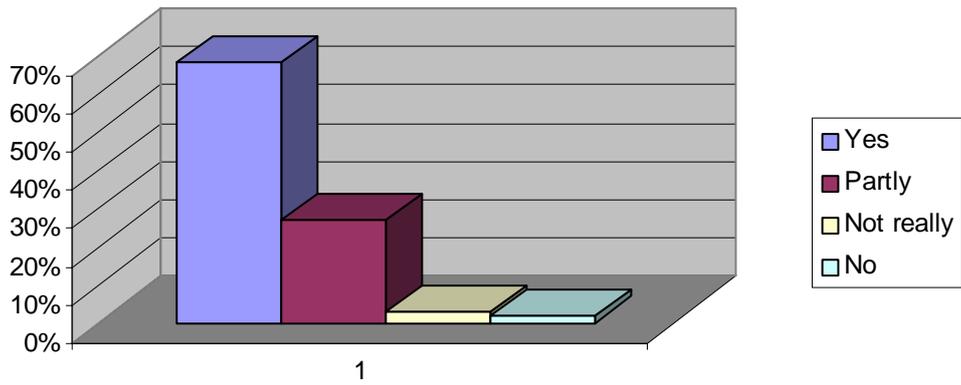
Feedback from Pilots

The feedback from our first pilots enabled us to make some changes to the Challenge cards and way the game is played which improved the game's effectiveness.

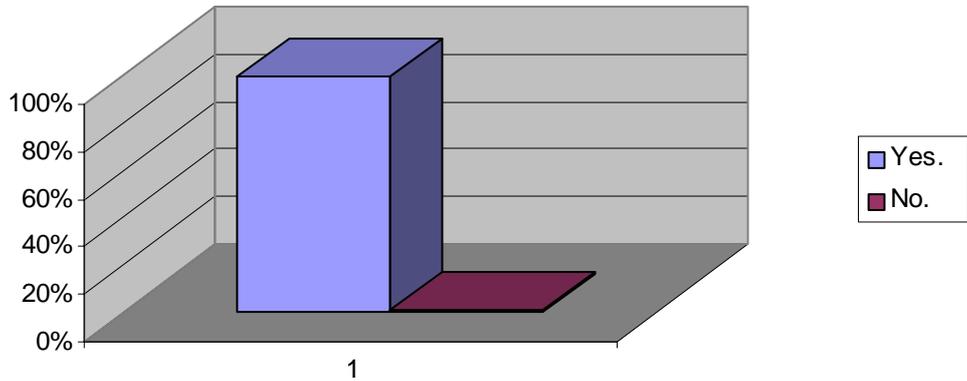
The following results are taken from the 64 feedback forms we received



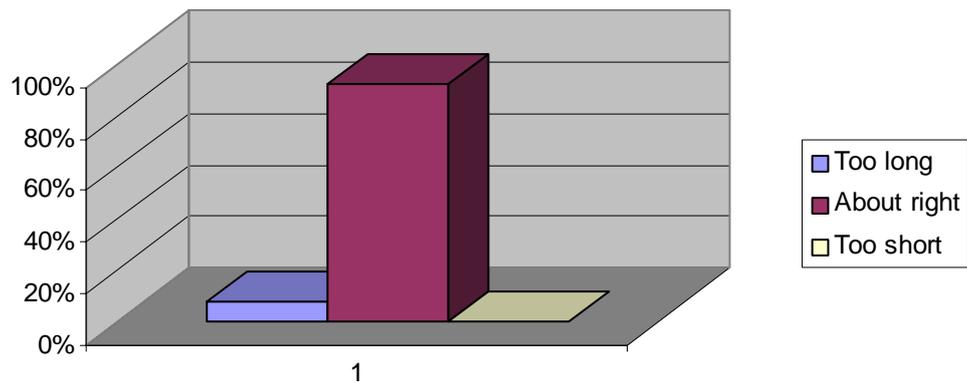
Were the questions on the challenge cards relevant?



Would you encourage others to play the game?



Was the length of the game



What were the Outcomes of the pilot?

- As the feedback charts show this tool engages staff and is good at generating discussion around the issues.
- The free text comments also reflect that the game was well received and effective at raising the issues and generating discussion.
- One unexpected outcome in Newport was that despite being designed for “professional” following one pilot residential home staff realised the value the game can have when staff play with residents and have requested the training resource to use within the home as a “social” activity.
- The pilots have shown that people find this an effective “training” resource and plan to roll it out further within their teams.
- Caerphilly County Borough Councils Social Services Child protection team are planning to develop a child protection version which will be piloted in Caerphilly schools

How can other people use this resource?

To ensure low cost easy access to this training resource for all those interested across Wales, we created a webpage http://www.caerphilly.gov.uk/communityplanning/en/cross_themes/50plus/dignity_games.html for people to download the Trainer notes, Challenge Cards, Rules and even blank templates to allow people to tailor the challenge cards to their work area.

All that is then required is for the work area to purchase either a standard snakes & ladder board which are very low cost or larger 1m or 3x3m Snakes and Ladders mats for larger groups to play with training or events.

We have also provided a full set of 3 standards boards, a 1m table mat and a 3x3m event size mat along with laminated challenge cards etc to be used within Gwent. The Lead Nurse for KSF, Equality, Diversity & Human Rights holds one set at the Conference Centre in Nevill Hall Hospital. Newport City Council's Older People's team training support officer holds another and the final set is held by Caerphilly's Positive Action partnership.