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Innovation in Care:
Stories of Intergenerational Action



Monday, 12th February 2018

SESSION 1- 9:30 AM – 10:55 AM

KEYNOTE:

Some observations on Intergenerational aspects of Ageing

**Alex Murdock, Professor Emeritus
London South Bank University**

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Ageing , Demography and Change

- An initial poem
- Some engagement from you... how similar are our family histories?
- Ageing : Positive or Problem?
- Demography The First and second waves....
- Intergenerational contact
- Multi-generational living
- Three Take Aways....

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GRANDMA, IT'S JUST THAT WHEN I SAID I WANTED
TO GET INTO CLASSIC ROCK, THIS ISN'T
WHAT I HAD IN MIND.

Let the generations connect



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Centuries have rolled,
The generations don't connect
anymore.
They grow as trees in isolation
And don't make a garden anymore.
They are stories divided in
incongruent chapters
But don't make a readable book
anymore
For I don't understand your
language
Nor do you mine.
If my times could be closer to yours
And yours to mine
We can bring the generations
drifting nowhere
A bit nearer.
We can build a bridge together.

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Lets look at demographics, Some questions – I will be an example

Questions

1. How many children in your fathers family?
2. How many siblings do you have (and me)?
3. How many children do you have?
4. Where did your grandparents and parents live almost up to their death (for those who have lost them)
5. What was the main basis of social care when they became in need of this

Answers

1. 6
2. 4
3. 2
4. In the family home (not residential care)
5. Family with increased non-state support in some cases

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Ageing : Positive or Problem?

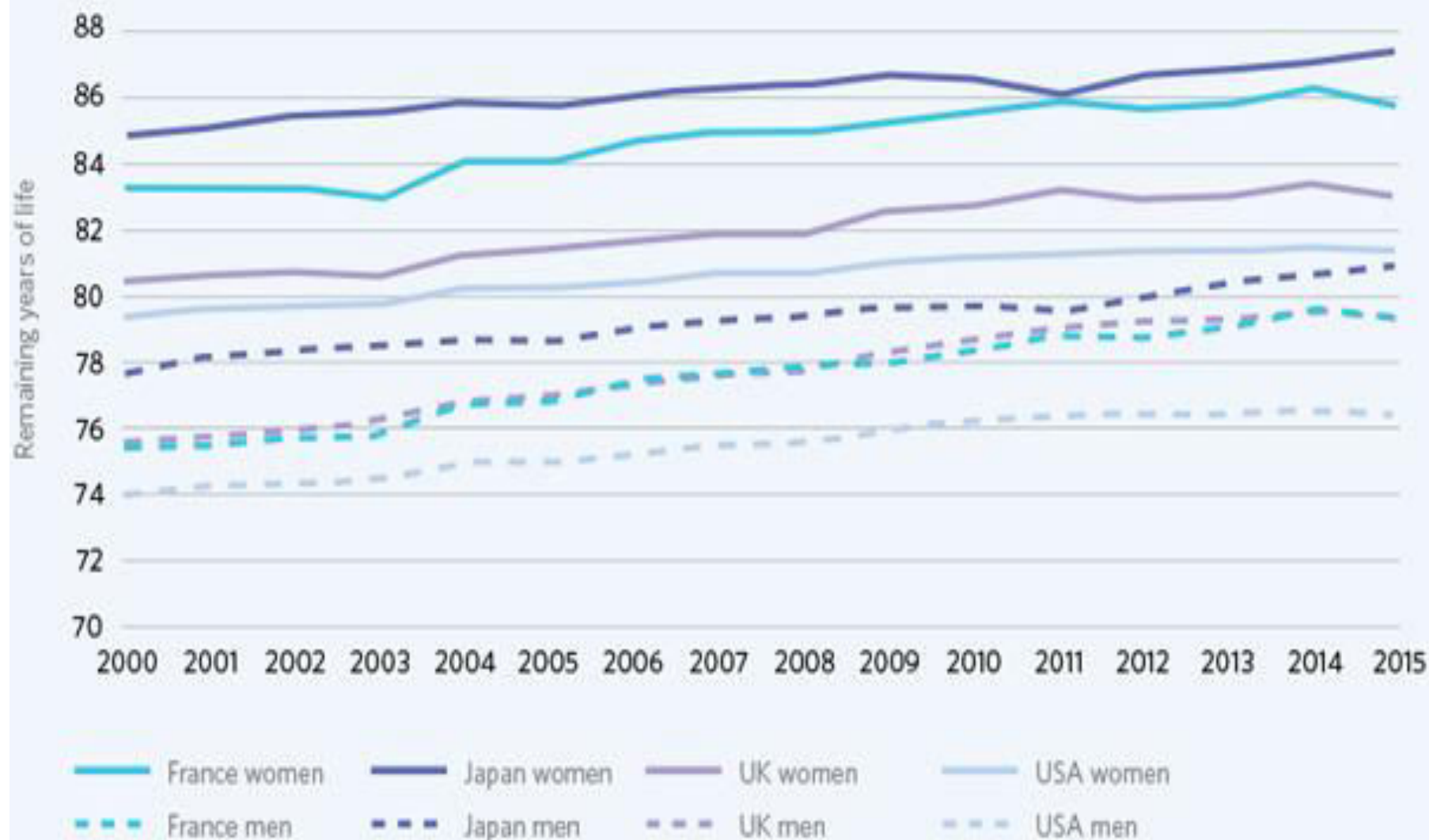
Some Positives

- Increased longevity
- More Active Ageing (travel and leisure)
- More security (financial) at least for current generations
- Increased engagement in work
- Increased engagement in volunteering
- Improvements in health (reduction of infectious disease)

Some Problems

- Concern about 'burden' (especially 'unfunded pensions')
- Impact on social and health care
- Increased morbidity
- Isolation and 'loneliness'
- Population imbalance
- Local community imbalances
- Alzheimers'

FOUR NATIONS HELP ILLUSTRATE UPWARD TREND IN LIFE EXPECTANCY



**PERCENTAGE OF
POPULATION
AGED 60 YEARS
OR OVER IN 2050**



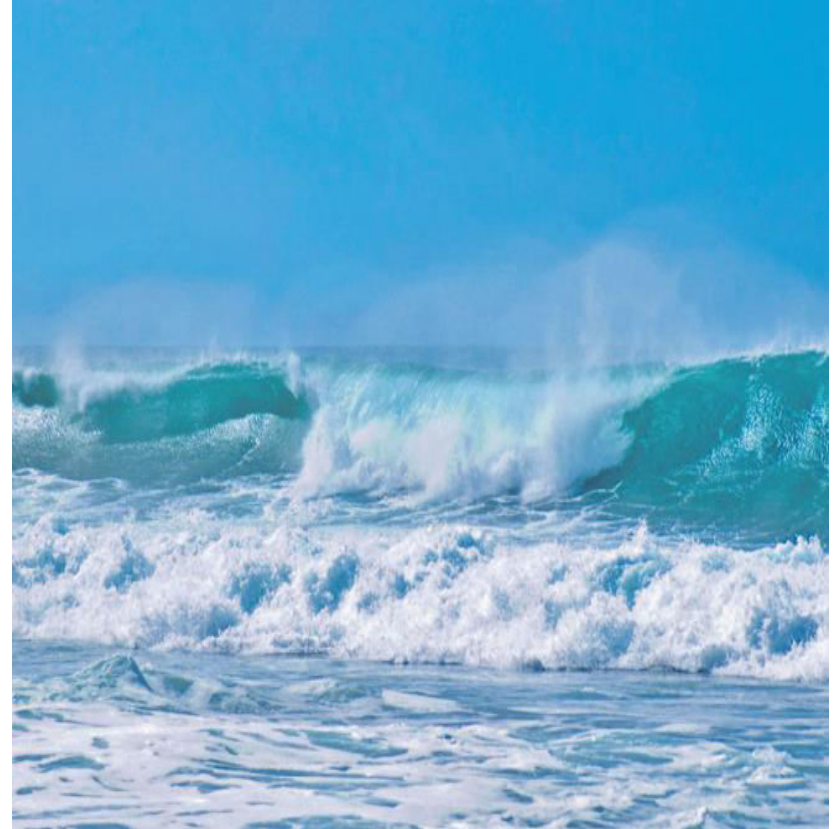
Demography : The First and Second Waves....

The First wave:

- Falling mortality
- Falling Fertility but av. 2 kids per family
- Stationary population
- Life expectancy 70+

The Second Wave

- Not a replacement birth rate
- Disconnect between marriage and children and delayed children
- More autonomy for women (career and income)
- Population not stationary
- Migration effect



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Some green shoot developments in Older lifestyles (UK and other countries)

- Co-Housing (range of forms- some reminiscent of the 'communes of the 1960's and 70's)
- LAT's (Living Apart Together) – Sweden
- Silver Separators (divorce in later life)
- Grey Nomads (Australia) and Snow Birds (Canada)
- Older Entrepreneurs
- Semi- retired

Principles of Effective Intergenerational Contact

- **equal status** between the two groups
- **common goal** or goals (e.g. learning a skill)
- **cooperation** or working together
- **Institutional support**

(Gordon Allport 1954)

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Intergenerational Connections

Making Intergenerational Connections – an Evidence Review

What are they, why do they matter and how to make more of them



- A recent (2017) Evidence Review by Kent University and Age UK
- Useful outline of research and of practice guidelines
- I acknowledge it as a source for some of the tables which follow below

Multi-generational living

- Nothing new... it is as old as humanity
- But the nuclear family etc led to smaller family units (home ownership growth)
- Still very much the pattern in some countries (Italy and Spain)
- An increasing factor with lack of housing affordability (the jilted generation) especially in SE and London
- Range of motivations (see next slide)

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Multigenerational Living

- Care and Support (for older person /for children)
- Financial (share or reduce costs)
- Altruism (social norms)
- Lack of motivation to live independently
- Issues of Privacy
- Issue of perceived 'burden'

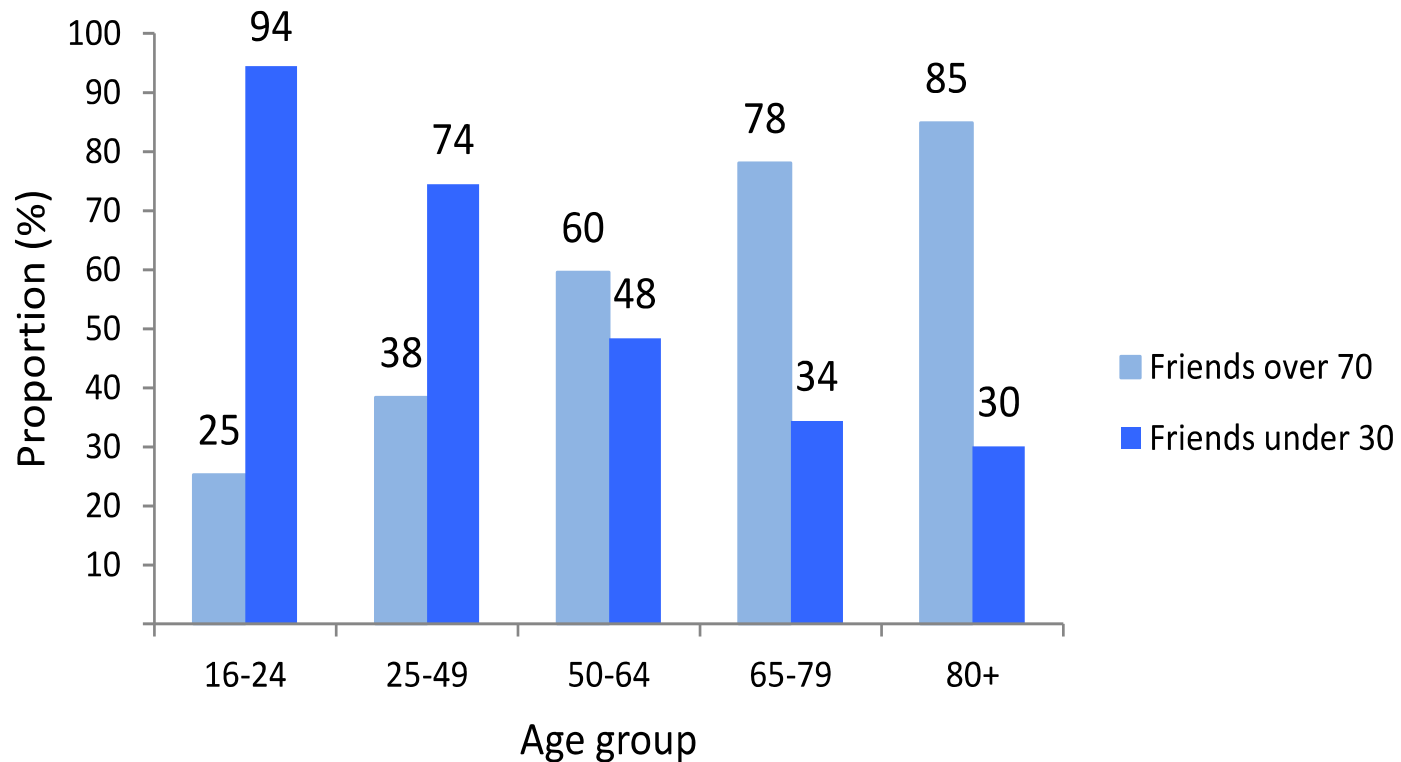
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Table 1. Summary of types of intergroup contact and their relationship with reduced prejudice

Types of contact	When it works best and favourable conditions	How it works	Advantages	Barriers and conditions that affect success
Friendship	Regular, personal contact.	Sharing personal information	The strongest type of contact.	Lack of opportunities for personal contact. Social norms that discourage friendships.
Direct contact	Equal group status, cooperation, institutional support and common goals. Personal contact. Awareness of social identities.	Reduces anxiety about contact. Increases empathy. Increases perspective taking. Increases knowledge of the other group. Allows personal information sharing.	Can lead to friendships. Translates into prejudice reduction programmes / interventions. Can be encouraged in institutional settings e.g. the workplace.	Segregated societies. High vs. low status groups. Large vs. small groups. Superficial contact. Social norms that discourage contact. Anxiety about direct contact.
Extended contact <i>(Having a friend who has a friend in the other social group.)</i>	Awareness of social identities. Less experience of the other social group.	Positively challenges social acceptability of being friends with other social groups. Inclusion of the other in the self. Reduces anxiety about contact.	Useful in segregated societies. Provides a first step to direct contact via reducing anxiety.	Lack of friends. Lack of friends with friends in the other social group. Weaker effects than direct contact.
Imagined contact <i>(Imagining an encounter with a person from the other social group.)</i>	Imagining the encounter in great detail.	Reduces anxiety about contact. Increases empathy. Increases trust.	Useful in segregated societies. Provides a first step to direct contact via reduction of anxiety. Useful when no friends have contact with the other social group. Easily and economically translated into prejudice reduction interventions.	Weaker effects than direct contact.

Importance of 'Friendship' across generations

Figure 5: Percentage of British survey respondents from different age groups who had friendships with people over 70 and under 30



Outcome	Number of studies	Types of outcomes	Types of programmes	Possible factors contributing to outcomes
Positive	27	Attitudes, stereotypes, behavioural intentions, intentions to work with older adults.	Service learning with healthy or dependent older adults. Visits to older adults' day centers. Mentor programmes. Educational/ classroom. Voluntary visits to older adults' homes. Email exchanges. Recreational programmes.	Working on common goals. Cooperation. Learning about ageing (knowledge). Neutral status environments. Structured group exercises, problem-solving tasks, common life experience discussion, self-disclosure exercises. Communication about values. Sharing feedback. Reminiscing groups. Producing and performing arts / crafts shows. Contact partners paired based on common interests. Close contact. Regular contact.
Ineffective	8	Attitudes, stereotypes.	Visits to nursing homes/residential homes/adult services centers.	Unequal status (environment only familiar to one party). Unequal group size. Dependency of older adults. Infrequent contact. Short interventions. Deep-rooted stereotypes may be more difficult to change than attitudes. Lack of opportunity for close contact.
Negative	4	Attitudes, future contact intentions, perceptions of ageing, stereotypes.	School visits by older adults. Health and well-being classes delivered at older adults' centers.	Unequal status (environment only familiar to one party). Unequal group size. Disproportionate interaction between older adults and teachers. Older adults disclosing too much personal information. Lack of opportunity for close contact. Dependency of older adults. Impersonal contact.

The Three Take Aways

- Intergenerational innovation is linked to key changes in demographics
- The concept of post work 'retirement' encompasses a range of life styles
- Both intergenerational friendship and intergenerational living have a variety of dimensions

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Helen Simmons

CEO, Nightingale Hammerson



Overview of Nightingale Hammerson

- *Residential, Nursing and Dementia Care*
- *Nightingale House, Clapham, 180 residents*
- *Hammerson House, Hampstead, 116 residents*
- *CQC Good (with Outstanding for responsiveness)*
- *Beacon status for End of Life Care (Gold Standards Framework)*

Generation Gap

Residents 90 - 110

Children 65 - 85

Grandchild 40 – 60

Gap... 20 – 40

Gap... 0 -20

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Lack of a Tight Schedule



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Relationship Centred Care





Stephen Burke
Director

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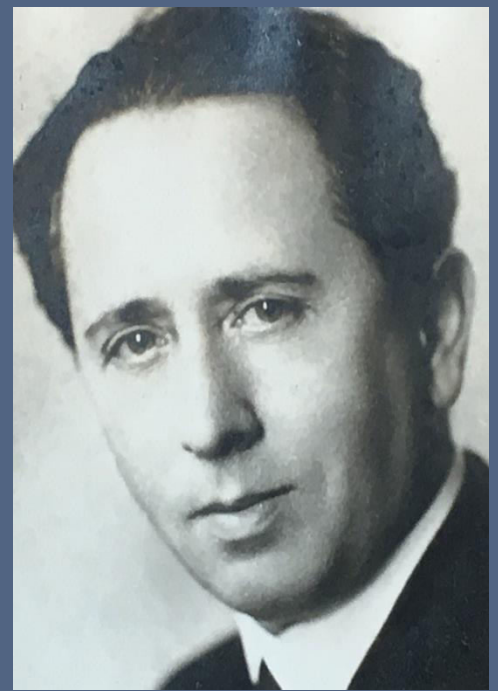
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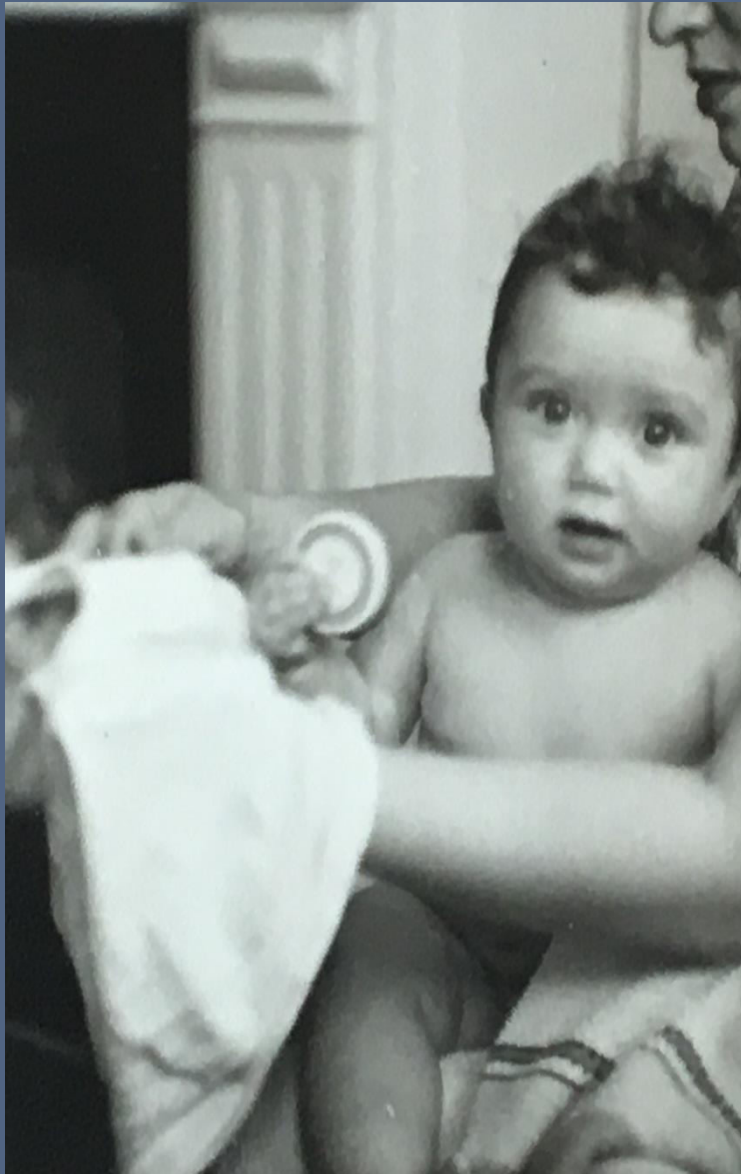
L'Dor Vador - From Generation to Generation:

Judith Ish-Horowicz MBE

Principal and Co-Founder, Apples and Honey CIC,
Nightingale Nursery



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'It's like being reborn': inside the care home opening its doors to toddlers

With benefits for older people's physical and mental health, a new care home-based nursery in London is the

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After



Before

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CO-LOCATION IN PRACTICE



Dementia
unit/
memory
garden

Nurser
y

Playground

Residents' exercise
route



Our Vision:

- To enhance the quality of life of all involved and develop community
- To pioneer 'meaningful play' between elderly and nursery aged children (eg. sensory, verbal and non-verbal communication, fine motor skills)
- To work closely in partnership with the care-providers to create a developmentally appropriate programme across the ages
- Aside from daily activities, we are good neighbours
- We support the care staff of the home
- To give the residents a new sense of purpose and to give the children 'extended family' relationships

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What we offer:

- We are an inclusive Jewish day nursery, and a welcoming space for children from all backgrounds and faiths
- We are a not for profit social enterprise, registered as a community interest company
- We are open 50 weeks in the year
- We run a 38 week programme for those looking for sessional nursery spaces in sync with the academic year
- Parents are able to access the nursery from 7:30am to 6:30pm
- We close early for Shabbat, and on all the Jewish holidays
- We run a developmentally appropriate, therapeutic and challenging intergenerational programme daily

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How we learn together...





Intergenerational Planning with Early Years Foundation Stage Areas of Learning

Mon January 15	15	16	17	18	19
<p>Bo- more plagues, hardened heart Preparations for leaving Egypt</p> <p>Theme: Where we come from - Saying goodbye, packing our bags, maps</p>	<p>Havdala Host - Neriya - PSED</p> <p>10.00 Baby and Toddlers – packing our bags for a journey</p> <p>11.35 Havdalah on OSHA – UTW, CL, EAD, MAT, PSED</p>	<p>Gardening club with Phil and Rose on Ronson - UTW, PSED, CL, PD</p>	<p>Music workshop with Natasha on Sherman - EAD, PSED, CL</p> <p>Animal petting session on Sherman with Jacqui – UTW, PD, PSED, CL</p>	<p>Exercise class on Wine with Michael – PD, PSED, EAD, MAT</p> <p>11.15 – Pottery with Emily in activities centre – painting alphabet tiles – PD, EAD, LIT, CL</p>	<p>Sensory song session on Wohl floor with Ansele - EAD, PSED, CL</p>

PSED - Personal, Social and Emotional

CL - Communication and Language

PD - Physical

MAT - Mathematics

LIT – Literacy

EAD - Expressive Arts and Design

UTW - Understanding the World

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John Rich:

“I find watching the children play very stimulating. I can follow their thinking in their actions, and watching them problem solve and develop is very rewarding. I find it joyful and satisfying.”



“Seeing the children, and having them here, has given me a reason to live, to keep going. I was very depressed before and I just wanted to die. Now that I see them here, I feel it encourages me to keep going, to keep trying.”

Female resident, 92 years old



“What a sheer delight! From the moment we walk in, we feel the vibrant, colourful and joyful atmosphere of a true community and, as we leave, my daughter excitedly says ‘fun, fun, fun!’. Indeed Judith and her special team have created a wonderful utopia for all to enjoy.”

Mother of 3 year old daughter

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When age groups truly mingle,
integrate and meet each other in the
same safe space, everybody wins and
barriers of age, (dis)ability and all the
other things that stop people from
connecting with each, are as
substantial as mist in the morning.
The past meets the future and the
present belongs to all of us. *Ruth*

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