

# Dementia in the Workplace

## Conference Programme

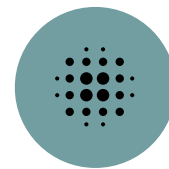


**THURSDAY 25H SEPTEMBER, 2025**  
**10:00am-3:15pm**

Nissan Building, Hunters Boulevard,  
Magna Park, LE17 4XH



# Dementia in the Workplace Conference

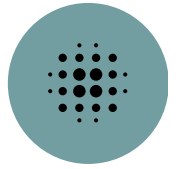


## AGENDA

Thursday 25<sup>th</sup> September, 2025

Time	Activity	Presenter
10.00 - 10.30am	Arrival and Coffee	All
10.30 - 10.40am	Welcome	Professor Jackie Parkes
10.40 - 11.20am	Keynote Lecture	Professor Louise Ritchie
11.20 - 11.30am	Break	All
11.30 - 11.50am	Speaker Session 1	Peter Middleton
11.50 - 12.15pm	Speaker Session 2	Chris Heap
12.15 - 1.00pm	Lunch	All
1.00 - 1.20pm	Research	Claire Davies
1.20 - 1.40pm	Speaker Session 3	Melissa Tricklebank
1.40 - 1.45pm	Pledge Set Up and Break	Kayleigh
1.45 - 2.30pm	Pledge Break Out	All
2.30 - 3.00pm	Panel Session	Professor Louise Richie and Guests
3.00 - 3.05pm	Closing Thoughts	Professor Jackie Parkes
3.05 - 3.15pm	Dementia Choir	

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## PROFESSOR LOUISE RITCHIE

*Director, Alzheimer Scotland Centre for Policy and Practice(ASCPP)  
Network Lead, Working with Dementia Network Plus*

### **Keynote Talk Title:** *Working with dementia*

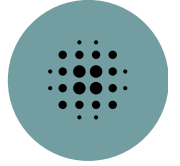
This presentation presents dementia as a workplace issue, particularly in the context of the UK's ageing workforce. As more people remain in employment later in life, the likelihood of developing dementia while still working increases.

The presentation will highlight the complex challenges faced by employees with dementia, including stigma, lack of understanding, and limited workplace support. Case studies will illustrate the contrasting experiences of individuals post-diagnosis, highlighting the potential for continued employment post-diagnosis of dementia.

The presentation will also report on employers responses to dementia in the workplace, highlighting gaps in awareness, legal understanding, and preparedness to support affected employees. Despite existing legislation like the Equality Act 2010 and international frameworks such as the UN Convention on the Rights of Persons with Disabilities, many employers struggle to implement inclusive practices or reasonable adjustments.

The presentation concludes by exploring how we can create a positive shift to recognise the value and potential of employees with dementia and emphasising the importance of purpose, identity, and meaningful engagement in work. Creating inclusive, flexible, and supportive workplaces is essential for individual wellbeing and also for broader social and economic benefit.

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## PETER MIDDLETON

*Dementia Experts for Involvement Network (DEfIN) Representative*

### Talk Title:

***The Courage to Retain: Why Employers Win with Dementia Inclusivity.***

Peter Middleton is a passionate advocate, blogger, and volunteer living with young-onset dementia. Diagnosed in 2018 at the age of 64, he has turned his journey into a mission to raise awareness, support research, and challenge misconceptions about dementia.

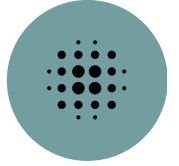
Before his diagnosis, Peter worked as a Police Community Support Officer in Northamptonshire for 12 years, following a career in IT consultancy and as an Aircraft Engineer in the RAF. This background, combined with lived experience, gives him a unique perspective he shares through his blog *Living with Dementia*, where he writes about daily life, advice, and broader social issues.

Peter is active in national dementia initiatives, including the Alzheimer's Society, Young Dementia Network, and Dementia Voice, helping shape projects and services. In 2023, his dedication was honoured when he was named a Coronation Volunteer Champion by the Royal Voluntary Service.

Locally, Peter volunteers at the Burton Latimer Heritage Centre, facilitates a dementia support group, and runs comedy workshops. He also contributes to research through Join Dementia Research, taking part in studies that aim to improve diagnosis and understanding.

Through his writing, volunteering, and public speaking, Peter continues to demonstrate resilience, inspire others, and make a meaningful impact in the dementia community.

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## CHRIS HEAP & ALISON STEWART

*Chris is a Carer and Alison ADRE Director*

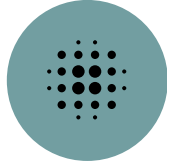
### Talk title:

***The impact of a dementia diagnosis while still working:  
A carers perspective***

Chris and Alison's presentation will explore the often-overlooked challenges faced when a dementia diagnosis intersects with working life. Drawing on Chris's personal experience as a carer, they will highlight the emotional and practical realities of supporting a loved one while balancing employment, the strain this places on family life, and the financial consequences that can follow.

Alison will bring her personal and professional expertise to frame these personal experiences within the wider context of research and policy, offering insight into how workplaces and systems can better support carers.

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## CLAIRE DAVIES

*PhD Student at the University of Northampton*

### **Talk Title:**

#### ***Dementia in the Workplace Research***

Following a 35-year career in the banking sector, most recently as a Senior Colleague Experience Manager specialising in vulnerability, Claire pursued a new direction into academic research, driven by her interest in dementia, specifically exploring the challenges faced by working age carers.

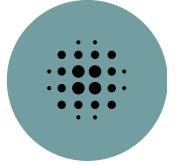
Claire's research project (funded by public health in North Northamptonshire Council as part of the Orchard Project) forms part of a unique community-based partnership project between a regional UK (North Northants) County Council and the University of Northampton's (UK) Dementia Research and Innovation Centre. The study aims to explore the impact of a dementia diagnosis upon couples by examining the experience of people transitioning into an unpaid carer role for their partner.

By raising awareness and reducing stigma related to dementia, the insight from this study will inform future services, support and education for unpaid dementia carers and towards the maintenance of positive health and wellbeing.

At today's Dementia in the Workplace conference, Claire will be sharing her findings from a recent dementia in the workplace survey conducted with local organisations and the pre-conference survey results.



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## MELISSA TRICKLEBANK

*DHL HSE Business Partner – Manufacturing Logistics*

### Talk Title:

***Dementia in the Workplace***

Melissa Tricklebank is a seasoned Health and Safety professional with over two decades of experience in the logistics sector. Having worked with DHL for 24 years, Melissa currently serves as a Multi-Site HSE Business Partner within the Manufacturing Logistics Division, overseeing safety operations across diverse and high-risk environments including aerospace and defence, technology, and chemicals. Her previous portfolio includes critical sectors such as prisons, airports, and police uniform distribution.

Melissa is also a passionate advocate for inclusive workplace practices and played a key role in creating DHL's Dementia in the Workplace Toolkit. She was driven by a deep personal and professional commitment to ensuring that employees affected by dementia, whether directly or through loved ones feel seen, supported, and empowered at work. Her initiative aimed to raise awareness, reduce stigma, and provide practical guidance for managers and teams navigating the challenges dementia can bring into the workplace.

She brings a wealth of practical insight into managing health and safety in complex, sensitive environments, and is committed to fostering safer, more compassionate workplaces for all.

**Thank you** to all the organisations and businesses whose support has made this conference possible.

**Together, we can create positive change and lasting impact.**

