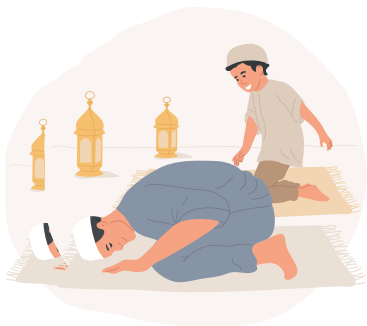
People Pathway: High Level
Cultural and Religious Competence

Calderdale Council



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Referral Received

Is the person open to Adult Services & Wellbeing (ASW)?

Yes → **Allocated Worker to clarify if person has a specific religion, culture, or belief**

- Identified Religion, culture, or belief?
- Are they practising?
- Do they identify with a community?
- Previous wishes also to be taken into account.

No → **Do they require a Care Act assessment?**

Yes → **Follow practice for Care Act assessments and Support Plans** → **Allocated Worker to clarify if person has a specific religion, culture, or belief**

No → **Share relevant information on voluntary sector agencies** → **Inform person, if situation changes then refer back in**

No → **Does the person want to identify with a religion, culture, or belief?**

Yes → **Establish what is important to them**

- Food; Access to a place of worship; type of clothing; body hair etc.?
- These should be threaded throughout all assessment and support plan documentation.
- All practicable steps taken to support them with meeting their belief system, religious, or cultural needs.

Yes → **Is there reason to query Mental Capacity regarding adhering to a specific religious culture, or belief?**

If there is reason to query Mental Capacity regarding religious observances, a Mental Capacity Act assessment to be undertaken in relation to whether the person has the capacity to understand information relevant to the specific element. Evidence MUST be clearly documented and potentially consider a Best Interest decision (if the person is deemed to lack capacity) made with a referral to an independent advocate to support decision making.

No → **Support planning and service commissioning**

Services being commissioned must evidence how they will support individual beliefs, religious and cultural needs of the person drawing on them.

Allocated worker to advocate and challenge funding decisions to ensure the persons beliefs, religious, and cultural needs are met regardless of how the services are provided – domiciliary care, residential, supported living etc. Allocated Worker to assess this in reviews.

Yes → **Carry out Mental Capacity Act Assessment**

- Some considerations for Mental Capacity assessment will be required looking at specific decisions.
- The assessor to ensure they are knowledgeable on the decision and the context of why it is important for that religion.
- Is an Interpreter needed?
- Religious celebrations - It may not be in keeping with Principle 2 of The Mental Capacity Act 2005 to assess someone's capacity during Ramadan, Diwali etc.
- If considering a Best Interest decision, the persons previous wishes and feelings must be paramount – i.e. prior to their dementia progressing, what sexuality did they identify with; did they eat halal food; did they wear a hijab; did they attend a Synagogue etc.?
- Utilise the resources on the Mental Capacity Act Teams Channel
- If in doubt, ask – the person, the family, the provider, a colleague!
- Be curious, be open and listen to people.
- Don't be embarrassed to ask questions.
- Avoid being risk averse.

Outcome

- has capacity → **Support planning and service commissioning**
- lacks capacity → **Best Interest Meeting to be held**