



**south ayrshire**  
health & social care  
partnership

# Adult Carers Strategy 2019 – 2024

Appendices



# APPENDIX 1

## Policy Context

### Background

Policy at both a national and local level aims to ensure that carers have their rights respected, are treated equally and fairly, and are supported to make their own decisions and to live as independently as they choose.

A focus on outcomes is key to achieving improved health and wellbeing and quality of life for carers. Partnership working and engagement with carers, families, staff, communities and organisations has a crucial role to play in achieving these outcomes, alongside approaches which build on the strengths and assets of carers and their local communities.

### National Policy Context

The national policy context which applies to and informs this strategy is detailed below. Where there is a local equivalent policy, strategy or action plan, this is summarised after the national overview.

### **The Carers (Scotland) Act 2016**

Detailed on page 6 of the Adult Carers Strategy

### **Self-Directed Support**

The [Self-Directed Support \(Scotland\) Act 2013](#) (SDS) provides local authorities with a power to support carers in their caring role. SDS offers greater choice and control to carers who have completed a support plan and have eligible support needs.

Access to the four SDS options is available to carers who are eligible to receive support.

The four options and how they can be used are as follows:

- Option 1: Direct Payment. A carer could employ a personal assistant to accompany the supported person on leisure/short breaks, with or without the carer.
- Option 2: Individual service fund. A carer could work directly a local service provider to design a support plan that enables the carer to have choice and control around how and when any support is delivered.
- Option 3: A carer may prefer to have traditionally arranged services. Support would be arranged by the assessor to support the carer and achieve their outcomes.
- Option 4: Mix and match. A carer may wish a traditional service (Option 3) for one part of their support and Option 1 to achieve a more innovative outcome with support in another area of their life.

Self-Directed Support is designed to provide carers with greater control over services designed to address their care and support needs. It is designed to enable carers to take as much or little control over the services they require.

### **Social Work (Scotland) Act 1968**

Local councils have a duty under the [Social Work \(Scotland\) Act 1968](#) to assess a person's community care needs and decide whether to arrange any services. Any assistance should be based on an assessment of the person's care needs and should take account of their preferences.

### **Community Care and Health (Scotland) Act 2002**

[The Community Care and Health \(Scotland\) Act](#) introduced: free personal care for older people, regardless of income or whether they live at home or in residential care and; the creation of rights for informal or unpaid carers, with the intention of providing adequate support services to ensure the continuation of care-giving in the community.

### **Equality Act 2010**

[The Equality Act 2010](#) requires local authorities and service providers in the statutory, third and independent sectors not to discriminate on the basis of protected characteristics and to make reasonable adjustments in certain situations. The Act brought new legislation to protect carers from direct discrimination or harassment because of their caring responsibilities. It places duties on public bodies to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity; and
- promote good relations between those who share a relevant protected characteristic and those who do not share.

Local Authorities should undertake Equality Impact Assessments (EIA) to identify whether there is a disproportionate impact of a policy on people of a protected characteristic/group compared to those out with that group. An EIA has been undertaken on this Adult Carers Strategy and is included at [Appendix 4](#).

The Government Equalities Office (GEO) has produced a series of guides including [Equality Act 2010: What do I need to know as a carer?](#)

### **Scotland's National Dementia Strategy (2017-2020)**

[The National Dementia Strategy 2017-2020](#) sets out a vision for people with dementia and their carers to have timely access to skilled and well coordinate support that extends from diagnosis to the end of life and supports the achievement of outcomes that matter to them. Further to previous national strategies (which addressed timely diagnosis, quality of care, and post diagnostic support and integrated care) the current strategy focusses on quality of care throughout the life of people with dementia and their carers. It notes that in general, people are living longer, and as consequence are more likely to require support for complex needs or multiple conditions.

The National Strategy identifies three main challenges:

- Continued need for flexible, person centred support for people living with dementia, available consistently across a range of settings
- A requirement for further improvement in the provision of support provided shortly after diagnosis
- An increasing proportion of people developing dementia in later life, in addition to wider needs associated with old age

The National Strategy sets out key outcomes, which are supported by a series of 21 commitments. In summary the key outcomes address the desire for:

- Better control for those with dementia over their care planning
- Access to good post diagnostic support for more people
- Support to live in a homely setting
- Timely access to good palliative and end of life care
- Better recognition of the contributions and needs of carers
- Consistent access to good and dignified care and treatment
- More dementia-friendly and dementia-enabled communities

### **Mental Health (Care and Treatment) (Scotland) Act 2003**

The [Mental Health \(Care and Treatment\) \(Scotland\) Act 2003](#) states that the rights and views of carers must be taken into consideration as much as possible when any decisions about the service user's care and treatment are made. Anyone involved in the care and treatment of the person using mental health services must provide carers with the information they need to provide effective care. A carer may not receive information that the service user does not want to share.

### **Health and Social Care Integration**

[The Public Bodies \(Joint Working\) \(Scotland\) Act 2014](#) sets out the legislative requirements for health and social care integration. The overall aim is to improve the outcomes of people who use support and services by integrating health and social care in Scotland, underpinned by national health and wellbeing outcomes. By focusing on outcomes, integration aims to maximise the impact of the opportunity to shift the focus of performance improvement onto the achievement of individual personal outcomes for those receiving support, and their carers.

### **Adult Support and Protection (Scotland Act 2007)**

The [Adult Support and Protection \(Scotland\) Act 2007](#) requires public bodies to work together to support and protect adults and decide whether someone is an adult at risk of harm. It includes measures to identify and protect individuals who fall into the category of 'adults at risk'. These include:

- placing a duty on councils to make the necessary inquiries and investigations to establish whether or not further action is required to stop or prevent harm occurring;

- a requirement for specified public bodies to co-operate with local councils and each other about adult protection investigations;
- a range of protection orders including assessment orders, removal orders and banning orders; and
- the establishment of multi-disciplinary Adult Protection Committees.

The principles of the Act stipulate that any intervention must: benefit the adult; be the least restrictive option and take into account the views of the adult and their family/carers. The adult must also be involved in any decision, be provided with accessible information, have their background recognised.

### **Local Policy Context**

#### **South Ayrshire Community Planning Partnership Local Outcome Improvement Plan 2017**

The [Local Outcomes Improvement Plan \(LOIP\)](#) has identified Improvement Themes with a particular focus on:

- Improving outcomes for looked after children and care leavers
- Providing support for young people who are carers
- Reducing social isolation and loneliness
- Support for older people living with dementia and their carers

#### **South Ayrshire Integration Joint Board (IJB) Strategic Plan (2018-2021)**

The [Strategic Plan](#) aims to provide a 10-year vision for integrated health and social care services and contains a three-year strategic planning framework for 2018-21 which sets out priorities for the Partnership and how it will use its resources to integrate and transform services in pursuit of National and Local Outcomes. An area of focus in the Strategic Plan is to implement the Adult Carers Strategy and report on progress six monthly to the IJB Performance and Audit Committee.

#### **South Ayrshire Health and Social Care Partnership Strategic Needs Assessment**

[The Strategic Needs Assessment](#) was developed in December 2017 to inform the IJB Strategic Plan. Data was collated across a variety of themes including demographics, general population health, specific health conditions, unscheduled care and community services.

#### **Our People, Our Place - South Ayrshire Council Plan (2018-2022)**

The [Council Plan 2018-2022](#) sets out the Council's vision for the next four years, with a focus on 'Our People, Our Place'. It details the high-level objectives and outcomes the Council want to achieve for the people and places by 2022. The strategic objectives focusing on carers and carers' health in the Council Plan is:

- Health and care systems that meet people's needs;
- Support carers, especially young carers, and give them the help they need to fulfil this important role

### **Adult Community Mental Health Strategy (2017 – 2022)**

[The Community Adult Mental Health Strategy](#) for South Ayrshire sets out key strategic outcomes identified through discussions with service users, carers, staff, and the South Ayrshire Mental Health Strategic Planning Group.

Support will be designed in ways that:

- Offers flexible, tailored and coordinated support to those receiving services.
- Prevents escalation of need and supports people to remain at home.
- Promotes recovery, well-being, and self-management.
- Minimises the potential for social stigma associated with mental health issues.
- Is safe, and ensures the safety of venerable member of society.
- Addresses carers' needs.

### **Adult Learning Disability Strategy 2017 - 2023**

South Ayrshire Health and Social Care Partnership's [Adult Learning Disability Strategy](#) applies to all adults with learning disabilities, including those aged from 16 years onwards who are in transition into adult services. The strategy signals a change in what people can expect and a shift to being supported within the community; and details how communities can support this shift.

### **Ayrshire and Arran Sensory Locality Plan 2014-2024**

[The Ayrshire and Arran Sensory Locality Plan](#) applies to children, young people, adults and older people living with sensory loss. Sensory loss includes varying degrees of hearing loss, sight loss and dual sensory loss. It also includes those with a recognised sensory loss; those at risk of developing a sensory loss and hidden or untreated sensory loss.

### **Dementia Strategy**

The [Dementia Strategy](#) for South Ayrshire covers the period 2018 to 2023. It sets out key strategic outcomes identified through discussions with service users' representatives, carers, staff, and the South Ayrshire Dementia Strategic Planning Group. Support will be designed and delivered in ways that:

- promote preventative activity;
- will ensure that people with dementia get access to appropriate and timely interventions;
- address environmental issues to better support people with dementia;
- examine how care pathways might be adapted to better support those with dementia;
- provide options in the way people can choose to receive support;
- ensure that the needs of carers are fully considered; and
- protect people with dementia from harm.

## APPENDIX 2

### Performance Framework

This high level performance framework identifies the key indicators which will evidence, in conjunction with the actions identified in the measureable tasks section, performance against the Strategic Themes.

#### **I am recognised and valued in my caring role**

- Number of carer awareness training sessions delivered.
- Increase in the number of Carers Champions within South Ayrshire.
- Increase in the number of Carer Identification Cards offered.
- Increase in the number of Community Planning Partners who have been awarded a “Carer Positive” accreditation.
- Number of carers who feel supported to be able to continue in my caring role.
- Percentage of carers surveyed who feel they have been involved in planning services.

#### **I am supported in my caring role**

- Increased uptake of advocacy services for adult carers.
- Number of carers exercising choice and control under SDS policy.
- Increase in the number of adult carers who are offered an Adult Carer Support Plan.
- Number of carers who feel that they have been fully involved in the design of their Adult Carer Support Plan.
- Percentage of carers surveyed that have a say in services provided for the person they look after.
- Number of adult carers supported by commissioned carers service.

#### **I am able to take a break from caring and look after my own health**

- Number of carers accessing planned short breaks / respite via HSCP.
- Number of carers receiving Creative Breaks Funding.
- Proportion of carers surveyed reporting improved outcomes from a break from caring.
- Percentage of carers surveyed who are satisfied with opportunities to maintain or improve their health and wellbeing.
- Number of carers requesting Access to Leisure cards.

#### **I am not defined by my caring role**

- Percentage of carers surveyed that have a good balance between caring and other things in their life.
- Number of employer awareness sessions delivered.

Baseline year for performance comparison purposes: 2018-19.

## APPENDIX 3

### Assessment of Risk

<b>Risk Title</b>	<b>Risk Description</b>	<b>Impact Description</b>	<b>Risk Owner</b>	<b>Risk Manager</b>
Information Availability	The availability of population or service information at partnership or locality level is insufficient to inform commissioning decisions.	Commissioning decisions will need to be based on incomplete information, requiring flexibility (and perhaps cost) when contracts are let.	Director of Health & Social Care	Senior Manager – Planning & Performance
Health Inequalities	Some people's life chances are poorer than others and have a negative impact on their health and wellbeing.	Life expectancy remains below average, prevalence of disease is higher, care needs are greater and there is a greater incidence of substance misuse and excessive consumption.	Director of Health & Social Care	Senior Manager – Planning & Performance
Adult Support and Protection	There is a risk that the Council and the Health and Social Care Partnership fail to provide adequate adult support and protection.	Accident, incident, or crime resulting in harm or abuse to an adult. Legal prosecution / civil litigation. Significant damage to reputation of Health and Social Care Partnership, Council, and other Community Planning Partners. Financial impact of any prosecution or claims made. Impact on resource allocation.	Head of Community Health & Care	Senior Manager – Mental Health Services



<b>Risk Title</b>	<b>Risk Description</b>	<b>Impact Description</b>	<b>Risk Owner</b>	<b>Risk Manager</b>
Financial Constraints/ Resource Allocation	The level of resource provided by the Statutory Partners is insufficient to meet desired outcomes or to deliver Strategy Objectives.	Reputational damage. Risk of dispute arising between partners. Partnership breaks down because it cannot deliver its objectives. Needs are not met in accordance with approved strategies and policies. Risk of annual overspend on Integrated Budget.	Director of Health & Social Care	Chief Finance Officer
Provider Failure	There is a risk that: Providers have insufficient resilience to meet contractual commitments in the event of business interruption or further financial stress in the marketplace; and/or Services have inadequate contingency plans in place in the event of provider failure.	Failure to deliver critical services, risk to service users, reputational damage, financial loss, statutory breach, and litigation.	Director of Health & Social Care	Head of Community Health & Care
Service Commissioning Arrangements	Outdated contracts with third sector providers are not renewed.	Impacts adversely on delivery of front-line services to service users which are not in line with Strategy Objectives. Needs are not met. Resource use is not optimised. Best Value is not delivered for Partnership.	Director of Health & Social Care	Senior Manager – Planning & Performance
Culture Change	Partnership Management & Staff/Provider Organisations do not adopt and/or are not supported to adopt new ways of working required as part of an integrated partnership approach.	Impacts adversely on integration of service and delivery of the Adult Carers Strategic Outcomes. Potential reputational damage.	Director of Health & Social Care	Head of Community Health and Care

<b>Risk Title</b>	<b>Risk Description</b>	<b>Impact Description</b>	<b>Risk Owner</b>	<b>Risk Manager</b>
Effective Communication	The Partnership fails to properly engage with all stakeholders.	Stakeholders are not engaged in the transformation of service planning and delivery with negative implications for the Integration Project and for business efficiency.	Director of Health & Social Care	Senior Manager – Planning & Performance
Information Sharing	Failure to share information sensibly.	Burden of Carers having to repeat information and barriers to effective sharing of information.	Director of Health & Social Care	Senior Manager – Planning & Performance
Staffing Levels	Inadequate staffing levels has a detrimental impact on implementation of Strategy Objectives.	Impacts adversely on front-line service delivery, creates a lack of capacity within organisations within the Partnership and impacts negatively on remaining staff across the sectors.	Director of Health & Social Care	Head of Community Health & Care
Timely support	Carers are not provided with support in a timely manner (this might affect hard to reach groups and carers in transition), who can be at increased risk in relation to late identification and their support needs not being met.	Those affected might be unable to access some forms of support (e.g. ASCP and SDS) in the absence of formal identification.	Director of Health & Social Care	Head of Community Health and Care
Isolation	Carers are at an increased risk of social isolation and poorer health and wellbeing outcomes.	Isolation is linked to poor health and wellbeing.	Director of Health & Social Care	Head of Community Health and Care
Lifestyle	Impact of caring on carers' health and well-being.	Carers unable to continue their caring role.	Director of Health & Social Care	Head of Community Health and Care

<b>Risk Title</b>	<b>Risk Description</b>	<b>Impact Description</b>	<b>Risk Owner</b>	<b>Risk Manager</b>
Safeguarding	Risk to carers who are vulnerable to harm and abuse.	Personal safety affected. Risk of harm to the supported person may also arise because of carer stress, tiredness, or lack of information, skills or support.	Director of Health & Social Care	Adult Support and Protection is everyone's responsibility
Legal	Risk to carers without Power of Attorney or Guardianship arrangements in place for the person they care for.	Impact potentially in hospital discharge context.	Director of Health & Social Care	Partnership Facilitator

# APPENDIX 4

## Equality Impact Assessment

### Equality Impact Assessment Scoping

#### 1. Proposal details

Proposal Title:  <b>South Ayrshire Adult Carers Strategy</b>	Lead Officer:  Bill Gray, Senior Manager – Planning and Performance
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#### 2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		X
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		X
People with disabilities		X
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		X
People who are proposing to undergo, are undergoing or have undergone a process to change sex		X
Pregnant women and new mothers		X
People who are married or in a civil partnership		X

People who share a particular religion or belief		X
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

**3. Do you have evidence or reason to believe that the proposal will support the Partnership to:**

<b>General Duty and other Equality Themes</b>	<b>Level of Negative and/or Positive Impact (high, medium or low)</b>
Eliminate discrimination and harassment faced by particular communities or groups	Positive – Low
Promote equality of opportunity between particular communities or groups	Positive – Medium
Foster good relations between particular communities or groups	Positive – Medium
Promote positive attitudes towards different communities or groups	Positive – Medium
Increase participation of particular communities or groups in public life	Positive – High
Improve the health and wellbeing of particular communities or groups	Positive – High
Promote the human rights of particular communities or groups	Positive - Low
Tackle deprivation faced by particular communities or groups	Positive - Low

**4. Summary Assessment**

<p><b>Is a full Equality Impact Assessment required?</b> (A full EIA must be carried out on all high and medium impact proposals)</p>	<p><input checked="" type="checkbox"/> <input type="checkbox"/></p> <p><b>YES</b></p>
<p><b>Rationale for decision:</b> The Adult Carers Strategy</p>	
<p>Signed Director of Health &amp; Social Care</p>	
<p>Date: 30/04/2019</p>	<p>Copy to <a href="mailto:equalities@south-ayrshire.gov.uk">equalities@south-ayrshire.gov.uk</a></p>

## EQUALITY IMPACT ASSESSMENT

### Section One: Proposal Details\*

Name of Proposal	South Ayrshire Adult Carers Strategy
Lead Officers (Name/Position)	Bill Gray, Senior Manager – Planning and Performance
Proposal Development Team (Names/Positions)	Steven Kelly, Team Leader Self-Directed Support Gabrielle Coyle, Policy and Planning Officer
Critical friend (s)	Billy Fisher, Learning Officer

\*This could include strategy, project or application: see guidance attached.

What are the main <b>aims</b> of the proposal?	<p>Unpaid carers are the largest group of providers of care in Scotland and should be recognised as equal partners in providing vital care and support.</p> <p>The Carers (Scotland) Act 2016, implemented from 1 April 2018 is designed to support carers' health and wellbeing. It puts a duty on South Ayrshire Health and Social Care Partnership to develop Local Carers' Strategies.</p> <p>South Ayrshire's Adult Carers Strategy 2019 - 2024 is the local response to the Carers (Scotland) Act 2016.</p> <p>The Strategy aims to ensure that South Ayrshire delivers on the policy intentions for carers and conforms to legislative requirements. The Strategy is wide-ranging and provides a strategic framework within which support for adult carers will be provided in the community of South Ayrshire. This support will be provided by organisations from across the sectors, including third sector partners.</p>
What are the intended <b>outcomes</b> of the proposal	<p>This Strategy will be supported by a set of four strategic themes:</p> <ul style="list-style-type: none"> <li>• I am recognised and valued in my caring role</li> <li>• I am supported in my caring role</li> <li>• I am able to take a break from caring and look after my own health</li> <li>• I am not defined by my caring role</li> </ul>

Section Two: What are the Likely Impacts of the Proposal?

<p>Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify)</p>	<p>Adult carers - defined in the Carers (Scotland) Act 2016 as a carer who is at least 18 years old and not still at school, who provides or intends to provide unpaid care for another individual (the cared-for person).</p> <p>There may also be an impact on the wider family of adult carers, including any young carers in the family.</p>
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**Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community?**

**List any likely positive and/or negative impacts**

Protected Characteristics	Positive and/or Negative Impacts
<p><b>Race:</b> Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers</p>	<p>This Strategy should be of positive benefit to carers within this protected group.</p> <p>South Ayrshire has a diverse range of people who speak a number of different languages. Information, advice and support must be accessible for this protected group. This may include providing translated information or alternative formats on request.</p> <p>Through the Council of Ethnic Minority Sector Organisations Scotland (CEMVO) work the HSCP has been engaged in a programme of developing models of collaborative working between mainstream and race equality sectors for a more inclusive approach to health and social care implementation. This is funded by the Scottish Government and supported by the CEMVO.</p> <p>When planning to undertake an Adult Carer Support Plan and providing support to carers, if it is identified that English is not the carer's first language, we would offer an interpreting and translation service.</p> <p>Some research suggests that different black and minority ethnic communities have different perspectives on formal support. This has been linked in some research to cultural assumptions about 'family duty' and can extend to issues around the definition of 'carer' itself.</p> <p>This Strategy recognises this as an issue and our any</p>

	<p>related action plan should capture the need to better engage with 'hidden' or 'seldom heard' carers. Targeted awareness raising, engagement and carer support adapted to cultural variations with minority ethnic communities is recognised as a key area of focus within the delivery of this Strategy.</p>
<p><b>Sex:</b> Issues specific to women or men</p>	<p>There is a potential differential impact by gender. 6 in every 10 adult carers in South Ayrshire are female.</p> <p>The proportion of male carers is higher than female carers in people aged 65 and over. 12% of carers aged 65 and over are male and 10.4% of carers aged 65 and over are female.</p> <p>This Strategy should be of positive benefit for both men and women, as across the board it is expected that more carers will benefit from support through targeted awareness raising and engagement with male and female carers.</p>
<p><b>Disability:</b> Issues relating to disabled people</p>	<p>It is recognised that there are many carers who have a long term health condition and/or mental-health condition. Overall 43% of adult carers in South Ayrshire have one or more long term health condition.</p> <p>This Strategy recognises the need to provide targeted support to carers with ill health or long term conditions.</p> <p>A person with this protected characteristic may have specific accessibility needs which require consideration. These specific needs should be discussed and considered by the social worker and carer during the Adult Carer Support Plan process.</p> <p>In the case of carers who have a learning disability, Health and Social Care Partnerships may consider who is best placed to provide advice or support. Again this should be discussed and considered by the social worker and carer during the Adult Carer Support Plan process.</p> <p>Provision of the use of an independent advocate alongside the carer may also help the carer to express their views and opinions on what their needs and personal outcomes are.</p> <p>Where a carer has dual sensory loss or is deafblind, we will ensure an appropriately skilled professional involved in providing advice and support.</p>



<p><b>Age:</b> Issues relating to a particular age group e.g. older people or children and young people</p>	<p>This Strategy will focus on planning and service delivery activities that support adult carers from aged 18 and over. Through our consultation with carers we understand the issues relating to particular age groups.</p> <p>Young adult carers, up to the age of 25, can experience negative outcomes as a result of taking on disproportionate or inappropriate level of care. Some may face challenges trying to transition to, through and beyond further education.</p> <p>Working age carers face particular challenges in accessing flexible working opportunities, lack of transport, multiple caring roles etc.</p> <p>Older carers may have to manage their own long-term conditions and frailty which may impact on their ability to provide care. Other factors to consider are whether or not the carer also requires support via their own Community Care Assessment alongside their Adult Carer Support Plan.</p> <p>The Strategy recognises that the needs of carers within these age groups vary and there are actions within our strategic implementation plan to highlight and address these issues, such as targeted support for young adult carers and making sure carers of all ages are aware of their rights.</p>
<p><b>Religion or Belief:</b> issues relating to a person's religion or belief (including non-belief)</p>	<p>With a diverse population in South Ayrshire, a person's beliefs (religious and non-religious) are likely to impact the type of information and advice and support they require. Particularly where their beliefs play a role in how they access services or the specialist support they may need. This Strategy is fully inclusive to all religions and beliefs.</p> <p>As noted in relation to race, published research indicates cultural differences in the role and expectations of carers from within different faith groups, a lack of awareness of religion and belief and limited outreach on the part of support and service providers.</p> <p>The ongoing work with Council of Ethnic Minority Sector Organisations Scotland (CEMVO) and the HSCP will help build capacity across services and within the workforce through cultural awareness</p> <p>This strategy should be of positive benefit across the board it is expected that more carers will benefit from support through targeted awareness raising and</p>

	engagement with male and female carers.
<b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	<p>No negative impacts have been identified and this Strategy is fully inclusive to all irrespective of a person's sexual orientation.</p> <p>However, it is clear that data and evidence needs to be identified and gathered to help inform how carers from the LGBTQ+ protected groups are better supported. We recognise that the particular issues facing that group (such as the fear of homophobia or discrimination) may imply additional barriers to accessing support.</p> <p>Within the Scottish Government Guidance there is specific advice on implementation for protected groups, including LGBTQ+ and we have acknowledged this within the development of this strategy.</p> <p>This Strategy recognises the need to be recognises the need to deliver carer awareness locally. It will be important to ensure that the delivery plan includes specific actions to ensure that this includes LGBTQ+ carers' needs.</p>
<b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership.	<p>This Strategy is fully inclusive to all irrespective of people's marital status.</p> <p>There is an anticipated positive impact related to general awareness of carer issues.</p>
<b>Gender Reassignment:</b> Issues relating to people who have proposed started or completed a process to change his or her sex.	<p>This Strategy document is fully inclusive to all irrespective of a person's gender.</p> <p>The Strategy recognises a need to specifically address 'hidden' or 'seldom heard' groups – any supporting action plan should ensure that LGBTQ+ people are specifically included in this area of development.</p>
<b>Pregnancy and Maternity:</b> Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.	<p>There is no expected disproportionate impact of the Strategy in relation to pregnancy and maternity.</p> <p>There is an anticipated positive impact related to general awareness of carer issues.</p>

<p><b>Multiple / Cross Cutting Equality</b> Issues relating to multiple protected characteristics.</p>	<p>This Strategy will have no negative issues in terms of all of the above protected characteristics and for a number of them it is anticipated that this strategy will have a positive impact for these protected groups.</p>
<p><b>Equality and Diversity Themes Particularly Relevant to South Ayrshire Council</b></p>	
<p><b>Health</b> Issues and impacts affecting people's health</p>	<p>This is integral to the purpose of the Carers Scotland Act.</p> <p>This Strategy focuses on early identification of carers; the provision of good quality information and advice; the right support provided at the right time; support to maintain health and wellbeing and a life alongside caring.</p> <p>There are actions within our strategic implementation plan which will work to address the negative impact that caring can have on health and wellbeing.</p>
<p><b>Human Rights:</b> Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>The Strategy document respects the dignity and human rights of carers.</p> <p>The right to be treated with dignity is a principle incorporated in the 2014 Public Bodies (Joint Working) (Scotland) Act.</p>
<p><b>Rurality</b> Impacts relating to living and working in a rural community</p>	<p>New commissioning plans to implement the delivery of services and supports to carers in line with the strategic themes set out in this strategy will be designed to ensure appropriate provision of services across all six localities in South Ayrshire.</p>
<p><b>Deprivation</b> Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>The Strategy identifies the link between unpaid caring and financial disadvantage. Taking on a caring role can make maintaining paid employment difficult and, while many carers manage the competing demands of working and caring, many carers often feel they have to leave employment.</p> <p>We will look to consider the impact and constraints to carers through the delivery of this Strategy.</p>

### Section Three: Evidence Used in Developing the Proposal

<p><b>Involvement and Consultation</b></p> <p>In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation?</p> <p><b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	<p>This is detailed on page 11 of the Strategy document.</p>
<p><b>Data and Research</b></p> <p>In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>Information on demographic projections was sought from a number of sources including South Ayrshire Council; NHS Ayrshire and Arran and the Department for Work and Pensions. This is detailed in the strategy document.</p> <p>Other sources: Scottish Government Carers (Scotland) Act 2016 Guidance, Carers UK, Afiya Trust, 2008.</p>
<p><b>Partners data and research</b></p> <p>In assessing the impact set out above what evidence has been provided by partners. Please specify partners.</p>	<p>Ayrshire Equality Partnership, A Fairer Scotland for All: Race Equality Action Plan 2017-21</p> <p>South Ayrshire Carers Centre</p>
<p><b>Gaps and Uncertainties</b></p> <p>Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>Further work needs to be done to determine how future services and support will be provided to adult carers. This will be set out in a commissioning plan(s) and will deliver the strategic themes set out in the strategy document. As detailed in the strategic implementation plan we will engage with carers to develop commissioning plans and services to support carers.</p>

**Section Four: Detailed Action Plan to address identified gaps in:**

a) evidence and

b) to mitigate negative impacts

No	Action	Lead Officer(s)	Timescale
1	It will be necessary to revisit this EQIA to take account of any concerns during the lifespan of this Strategy. As a consequence the EQIA will become a live document requiring regular review and updating.	Senior Manager Planning and Performance	31 December 2020
2	Link with Ayrshire Equality Partnership to explore opportunities to develop an interpreting and translation service for carers.	Senior Manager Planning and Performance	31 December 2020
3	Increase engagement and participation of carers from minority ethnic communities in the implementation of this Strategy.	Senior Manager Planning and Performance	31 December 2020
4	Develop a bank of carer case studies which assist in raising targeted awareness of male carers and carers from minority ethnic communities.	Senior Manager Planning and Performance	31 December 2020
5	Link with Corporate Parenting Officer to look at implications for young adult carers who have experienced Scotland's care system.	Senior Manager Planning and Performance	30 April 2020
6	The implementation plan supporting this Strategy should include actions to engage with hard to reach carers and outreach work to identify and support the needs of specific communities and LGBTI groups locally.	Senior Manager Planning and Performance	31 December 2020
7	The implementation plan supporting this Strategy should include actions to raise awareness with local employers in relation to carers' rights and flexible working policies.	Senior Manager Planning and Performance	31 December 2020

8	This strategy sets out a performance framework to gauge the delivery of the strategy. It will be important to ensure that performance information is reported in terms of breakdown of the protected characteristics.	Planning Coordinator	30 April 2020
9	Deliver carer awareness training to midwifery and health visitors to promote better awareness of carers.	Head of Community Health and Care	30 April 2022
10	Once available the carer data, such as Carers Census will be analysed and used to influence development activity within this strategy.	Planning Coordinator	30 April 2020
11	Ensure all staff, providing support to carers, undertake mandatory Equality and Diversity training.	Senior Manager Planning and Performance	30 April 2022

**Note: Please add more rows as required.**

#### Section Five - Performance monitoring and reporting

**Considering the proposal as a whole, including its equality and diversity implications:**


When is the proposal intended to come into effect?	Following approval by the Integration Joint Board in May 2019.
When will the proposal be reviewed?	The proposal will be reviewed and rolled-on each year. There will be a full mid-point review.
Which Committee will have oversight of the proposal?	South Ayrshire Integration Joint Board.

#### Section Six - Summary Equality Impact Assessment Implications & Mitigating Actions

**Name of Proposal: Adult Carers Strategy 2019-24**

This proposal will assist or inhibit the Partnership's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p><b>Eliminate discrimination</b></p> <p>The Health and Social Care Partnership through this Adult Carers Strategy will support the elimination of discrimination as it applies equally to people across all protected characteristics.</p>
<p><b>Advance equality of opportunity</b></p> <p>The Integration Joint Board will actively promote equality through its plans, policies and procedures and by ensuring that staff within its scope are appropriately trained and knowledgeable in this regard. It has developed and published equality outcomes for 2016-17.</p>
<p><b>Foster good relations</b></p> <p>South Ayrshire HSCP will foster good relations across all protected characteristics by working with its stakeholders on an on-going basis to achieve its strategic outcomes as published.</p>

<b>Summary of Action Plan to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>
Not applicable.	
<p><b>Signed:</b> ..........<b>Director of Health &amp; Social Care</b></p> <p><b>Date:</b> 30th April 2019</p>	

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات ناپینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

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ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

## South Ayrshire Health and Social Care Partnership

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