

## Section 4 Integrated Impact Assessment

### Summary Report Template

Each of the numbered sections below must be completed

Interim report		Final report	x
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#### 1. Title of plan, policy or strategy being assessed

Implementation of the Carers (Scotland) Act 2016

#### 2. What will change as a result of this proposal?

The main aspects which will change as a result of the Act are:

- a change in the **definition of carer** so that it encompasses a greater number of carers
- placing a **duty** on local authorities to prepare an adult carer support plan (ACSP) or young carer statement (YCS) for anyone they identify as a carer, or for any carer who requests one
- giving local authorities a **duty to provide support** to carers that meet local eligibility criteria
- requiring local authorities and NHS boards to involve carers in carers' services
- giving local authorities a **duty** to prepare a carers strategy for their area
- requiring local authorities to establish and maintain advice and information services for carers.

The changes will be implemented in a pilot project in the North West Locality which will run for 6 months and test new ways of working across partners, team communication, the proposed eligibility criteria, assessment of young and adult carers and allocation of services and funding.

#### 3. Briefly describe public involvement in this proposal to date and planned

The work on implementing the new legislation has been taken forward through 4 workstreams, membership of which has included stakeholders from the Council,

NHS Lothian, the Health and Social Care Partnership, third sector organisations and representatives of young and adult carers.

Consultation Events Held

Carers Act consultation: Drop In Event, Monday 25 September 2017 - Gathered views and opinions on the proposals to meet the requirements of the legislation.

Various events were held by third sector organisations both for adult and young carers. The Young Carers Forum was attended 3 times over a three month period.

An online version of the consultation was available through the City of Edinburgh Council Consultation Hub and this is open to every citizen.

**4. Date of IIA**

21 February 2018

**5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

Name	Job Title	Date of IIA training
Sarah Bryson (Facilitator and report writer)	Planning and Commissioning Officer, Strategic Planning, H&SCP	21 Nov 2018
Emma Quinn (scribe)	Administrative Assistant, Carers Support Team	
Kirsten Adamson	Planning & Commissioning Officer, Safer and Stronger Communities	
Christine Farquhar	Carer, Director of VOCAL and member of EIJB	
Margaret Murphy	Young Carer Coordinator	
Madeleine Martin,	Carer Support Team	

**6. Evidence available at the time of the IIA**

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	2013 Scottish Household Survey	Established partnerships in Edinburgh provide support to 65,084 carers per year or 13.7% of the population in

Evidence	Available?	Comments: what does the evidence tell you?
		Edinburgh.
Data on service uptake/access	Joint strategic Needs Assessment <a href="#">Joint Strategic Needs Assessment</a> Topic Paper 7.6 Carers <a href="#">Topic Paper 7.6: Carers</a>	Overview of current and forecasted needs (2015).  Breakdown of carers needs, uptake of carer support and distribution of carers across Edinburgh  Further work was ongoing re the JSNA and this should be reviewed when available.
Data on equality outcomes	<a href="#">Topic Paper 7.10: LGBT Community</a>	Outlines particular issues which LGBT carers face
Research/literature evidence		
Public/patient/client experience information		Vocal survey, feedback through service reviews and ongoing communication with carers.
Evidence of inclusive engagement of service users and involvement findings	Carers Act Consultation: Drop In Event, Monday 25 September 2017	Gathered views and opinions on the proposals to meet the requirements of the legislation.
Evidence of unmet need		
Good practice guidelines		
Environmental data		
Risk from cumulative impacts	Funding	Additional funding identified to carry out assessments however no additional funding for provision of support
Other (please specify)	<a href="#">Carers (Scotland) Act 2016</a>	Advice, guidance and further information on the implementation of the Carers (Scotland) Act.

Evidence	Available?	Comments: what does the evidence tell you?
	Guidance	Draft advice and guidance on the Carers (Scotland) Act 2016
Additional evidence required		

**7. In summary, what impacts were identified and which groups will they affect?**

<p><b>Positive:</b>  The implementation of the Act will enhance carer support through the identification of “hidden” unpaid carers. The identification of unpaid carers earlier will allow for preventative interventions and the preparation of Adult Carers Support Plan (ACSP) and Young Carers Statements (YCS). The ACSP and YCS will be outcome focused and will be developed through good conversations. The proposals will therefore provide better outcomes and have a positive impact for all carers including those from protected characteristic groups. This in turn will impact positively on all people being cared for.</p> <p>There is a tendency for carers to be female, many of whom give up work to provide care. Once their role as a carer is no longer required, they sometimes have difficulty in getting back into the workplace. The Act will identify carers earlier and provide support/advice/guidance at an early stage which will help them stay on at work. Conversations and sign posting can also take place, as appropriate, re return to work and help in this transition. Discussions can help the carer recognise the additional skills which they have developed as a carer and help increase their confidence. For children, aftercare for 3 to 6 months is provided.</p> <p>The implementation of the Act will be particularly positive for young carers as it will help identify 1000s of “hidden carers” and provide support. The YCS will also identify a responsible person. The Act will help children who care,</p>	<p><b>Affected populations</b>  All groups</p> <p>All groups but more so female</p> <p>Young people</p>
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<p>be children. Act will reflect that as part of the YCS and Eligibility Criteria.</p> <p>The implementation of the Act will also help disabled carers as the ACSP will consider the most convenient times for hospital appointments etc and use a person centred/flexible approach.</p> <p>The communication plan will help ensure that awareness of the Act and support available will be communicated to all groups and work will be developed in partnership with organisations such as MECOPP. Contacts in minority ethnic groups will be used to raise awareness to all sections of the population. Communications will be developed with translation and advocacy services</p> <p>Awareness of LGBT issues will be included in training, for example, recognition of LGBT partners as partners (occasionally not regarded as partners) A view regarding any issues will be sought from LGBT Youth.</p> <p>The new services will also have a positive impact on those with communication difficulties as a talking mat has been developed to assist in the process.</p> <p>The pilot project will identify clear processes, after which a review will be conducted post Act implementation. An Evaluation working group has been set-up.</p> <p>The carers assessments and authorisation of payments, where appropriate, can now be done in 10 days rather than the 6 months to 2 years which it previously took (social care direct). This means that payments can be with the carer much sooner than previously.</p> <p><b>Negative:</b> Further advice is required re refugees and asylum seekers. There may be raised expectations of support available for carers following assessments however no additional funding has been allocated</p>	<p>People with physical disabilities</p> <p>Minority ethnic</p> <p>LGBT</p> <p>Disabled people</p> <p>Those in poverty or vulnerable to falling into poverty</p> <p>Refugees/asylum seekers All</p>
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<p><b>Environment and Sustainability</b> <b>Positive</b></p> <p>The implementation of the Act will not have a significant effect on environmental issues.</p>	<p><b>Affected populations</b></p> <p>All</p>
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<p>There may be a reduced need to travel as services are provided locally.</p> <p>The implementation of the act will help protect vulnerable children and adults.</p> <p><b>Negative</b></p> <p>There is a risk that as service provision moves to localities there will be geographic variations in the extent of services available. To mitigate against this, the ongoing pilot will identify the need for services and this will be reviewed alongside the grants review and the joint carer strategy review.</p>	
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<p><b>Economic</b></p> <p><b>Positive</b></p> <p>The YCS will help identify measures which will help young people gain skills which will help them move into positive destinations when the time comes e.g. support which will allow them to attend/concentrate at school better, extra curricula activities, social time, confidence building etc all of which will help improve future prospects.</p> <p>A pilot is also being run looking at providing education in libraries in cases where young people cannot attend school.</p> <p>The ACSP Support may help enable carers to work locally and/or start up own businesses including working at home</p> <p>Early intervention through the ACSP will help people access/retain jobs.</p> <p>The Act will raise awareness of carer issues in the workplace and make services and businesses more carer aware and help promote flexible/improved working conditions for carers.</p> <p>There will be increased support to attend local services and increase opportunities for work/volunteering</p> <p><b>Negative</b></p> <p>None</p>	<p><b>Affected populations</b></p> <p>Young people</p> <p>All groups</p>
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- 8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children's rights , environmental and sustainability issues be addressed?**

Unknown at this time as all require to be reviewed.

- 9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by hearing loss, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

The communication plan is to be developed and shared widely across Edinburgh, including with people with protected characteristics. The plan will ensure due consideration is given to advancing equality of opportunity for those from protected characteristic groups and to the issues raised above.

- 10. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005? (see Section 4)**

No

#### **11. Additional Information and Evidence Required**

Further advice will be sought re refugees and asylum seekers through discussions with colleagues.

A view regarding any issues will be sought from LGBT Youth.

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

#### **12. Recommendations (these should be drawn from 6 – 11 above)**

- Communication plan to be developed and shared widely.
- Further advice will be sought re refugees and asylum seekers through discussions with colleagues.
- A view regarding any issues for LGBT young carers will be sought from LGBT Youth.
- Awareness of issues facing LGBT carers and cared for will be included in training.
- Evaluation of pilot project will be used to identify any issues for protected characteristic groups.

- To mitigate geographic availability of services, the ongoing pilot will identify the need for services and this will be reviewed alongside the grants review and the joint carer strategy review.
- Review the JSNA and the ongoing further work of the JSNA, once available, to check for any implications for carers which can be addressed through the project.
- Managing expectations to be included in training

**13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:**

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and contact details)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Further advice will be sought re refugees and asylum seekers through discussions with colleagues.	Sarah Bryson	1 May 2018	4 Feb 2019
A view regarding any issues will be sought from LGBT Youth	Kirsten Adamson	July 2018	September 2018
Awareness of issues facing LGBT carers and cared for will be included in training. (see JSNA Topic paper 7.10)	Madeleine Martin	28 <sup>th</sup> June 2018	December 2018
The extent of service provision required will be identified through the ongoing pilot project and this will be reviewed alongside the grants review and the joint carer strategy review	Kirsten Adamson	1 <sup>st</sup> April 2018	1 <sup>st</sup> December 2018
Review the ongoing further work of the JSNA, once available, to check for any implications for carers and take action as appropriate.	Kirsten Adamson	1 <sup>st</sup> April 2018	1 <sup>st</sup> December 2018



Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Training to cover managing expectations	Madeleine Martin	28 <sup>th</sup> June 2018	December 2018

**14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?**

An evaluation working group has been set up and will have responsibility for evaluating the pilot project and using the findings for continuous improvement.

**15. Sign off by Head of Service**



**Name: Colin Briggs**

**Date: 27<sup>th</sup> June 2018**

**16. Publication**

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.

## Section 5 Contacts

- **East Lothian Council**

Please send a completed copy of the IIA to [equalities@eastlothian.gov.uk](mailto:equalities@eastlothian.gov.uk) and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via

[http://www.eastlothian.gov.uk/info/751/equality\\_diversity\\_and\\_citizenship/835/equality\\_and\\_diversity](http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity)

- **Midlothian Council**

Please send a completed copy of the IIA to [zoe.graham@midlothian.gov.uk](mailto:zoe.graham@midlothian.gov.uk) and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via

[http://www.midlothian.gov.uk/downloads/751/equality\\_and\\_diversity](http://www.midlothian.gov.uk/downloads/751/equality_and_diversity)

- **NHS Lothian**

Completed IIAs should be forwarded to [impactassessments@nhslothian.scot.nhs.uk](mailto:impactassessments@nhslothian.scot.nhs.uk) to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.

- **City of Edinburgh**

Complete impact assessments should be forwarded to the Equalities Officer.

- **West Lothian Council**

Complete impact assessments should be forwarded to the Equalities Officer.