

AssessmentNo	975	Owner	ldavin
Resource	HSCP		Service/Establishment Joint
	First Name	Surname	Job title
Head Officer	John	Burns	Strategy and Transformation Officer
	(include job titles/organisation)		
Members	John Burns, Strategy and Transformation Manager, West Dunbartonshire HSCP Lorraine Davin, Service Manager, Development and Involvement, Learning Disability Service, WD HSCP Joanne McGinley, Manager, Carers of West Dunbartonshire Barbara Barnes, Carer Representative Gillian Kirkwood, Manager, Y-sort-it Youth Services West Dunbartonshire		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Improving Lives with Carers in West Dunbartonshire: West Dunbartonshire HSCP Local Carers Strategy 2024-2026		
	The aim, objective, purpose and intended out come of policy		
	Aim (ultimate goal): People of West Dunbartonshire who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and well-being. Purpose (necessity of the activity): To provide a local carers' strategy that supports unpaid carers caring for someone living in West Dunbartonshire. Objective (strategic goal): 'Improving Lives with Carers' draws on a number of national and local strategies and priorities as well as focusing on what matters to carers regarding what they want to achieve and how the Health and Social Care Partnership and partner organisations can work with them to support their individual outcomes.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Carers Development Group (including people with lived experience) West Dunbartonshire Health and Social Care Partnership (all services) Carers of West Dunbartonshire (including people with lived experience) Y-Sort It West Dunbartonshire Community Volunteering Service West Dunbartonshire Education West Dunbartonshire Council Working 4 U Service Scottish Families Affected by Alcohol and Drugs Service Users		
Does the proposals involve the procurement of any goods or services?		Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
The strategy (Improving Lives with Carers in West Dunbartonshire) has been written with a focus to improve the lives of carers and hence will affect all carers of various age groups and			

demographics, cared for people, West Dunbartonshire HSCP Services, staff, delivery partners and the strategic landscape which facilitate its implementation.

Who will be/has been involved in the consultation process?

Carers Development Group (including people with lived experience) West Dunbartonshire citizens via online survey offer West Dunbartonshire HSCP staff via survey and focus group offers Carers of West Dunbartonshire and carers open to the service (over 1000 carers received invite to survey) Y-Sort It and young carers West Dunbartonshire Community Volunteering Service Third sector partners via focus group offer Patient groups (including Lomond Patient Group)

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	<p>People are most likely to become carers in their later working years. Potential impacts of this include a carer facing difficulties entering and remaining in employment. Significant numbers of older people either rely on the support of unpaid carers or are carers themselves. Young carers are more likely to report instances of isolation as they may be deprived of social activities and other opportunities their peers without caring responsibilities can enjoy. The local carers strategy needs to reflect the specific needs of all age groups including young people and older people.</p>	<p>Caring affects people across all age groups but local and national evidence highlights that people aged 40 to 50 are more disproportionately affected. 17% of people aged 50 to 64 provide unpaid care to a relative, friend or neighbour. This compares to 2% of under-25s, 10% of 25-49 year olds and 11% of over-65s. https://www.gov.scot/Publications/2015/03/1081 Improving Lives with Carers in West Dunbartonshire To reference once document is complete and web link Carer demographics - Percentage of unpaid carers by age and gender https://www.gov.scot/publications/careers-census-scotland-2021-22/WDStrategicNeedsAssessment: http://www.wdhscp.org.uk/media/2521/sna-aop-june-2022.pdf National</p>	<p>Positive – Improving Lives with Carers in West Dunbartonshire, WD HSCP Local Carers Strategy reflects the needs of carers of all ages. Alongside its more general focus on personalisation, the Strategy also includes actions to address challenges related to caring role and age. Publication of the strategy locally will raise awareness of the support available for carers of all ages. The action/delivery plan will ensure no age group is disproportionately negatively impacted. Actions include a focus on young carers at a transitional stage of their life and carers of working age. If carers are not eligible for HSCP services they can be supported to access commissioned services including Carers of West Dunbartonshire and Y-Sort-It and universal support</p>

		Carers Strategy https://www.gov.scot/publications/national-carers-strategy/	services.
Cross Cutting	There is considerable cross-over between equality and socio-economic issues, as many of the disadvantages faced by particular equality groups are underpinned or made worse by low income. Therefore any and all approaches to tackling inequalities must pay attention not only to locality but the different challenges which tend to be faced by people because of ethnicity, disability or sex or any combination of these.		The strategy is sensitive to both protected characteristics as individual characteristics but also to intersectionality: more assertive and inequalities sensitive approaches will be taken through the development and implementation of the strategy when supporting people experiencing one or more of the issues identified above in order to undertake personalised assessments and develop tailored support.
Disability	The council has a duty in terms of ensuring accessibility of information for people with disabilities. To ensure that the Local Carers Strategy does not have any negative disproportional impact on people with a disability.	The Equality Act 2010 - General Duty Foster good relations between people who share a characteristic and those who don't. This means tackling prejudice and promoting understanding The Equality Act 2010 – Due Regard Removing or minimising disadvantages experienced by people due to their protected characteristics. Taking steps to meet the needs of people from protected	Positive - The Local Carers Strategy will be produced in Easy read and be available in paper documents where required. Alternative formats (e.g. large print, braille etc.) can be made available. Positive – During the assessment of carers, any specific needs relating to disability will be discussed and addressed (for example, the carer might be eligible for carer support as well as adult social care support for

		<p>groups where these are different from the needs of other people. Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low. Carers - 16% of people who provide unpaid care to a relative, friend or neighbour are deaf or have partial hearing loss; 16% have a physical disability; 11% have a mental health condition.</p> <p>https://www.gov.scot/Publications/2015/03/1081</p>	<p>themselves).</p>	
<p>Social & Economic Impact</p>	<p>The Fairer Scotland Duty, places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socio economic disadvantage, when making strategic decisions. Carers are impacted negatively financially and socially.</p>	<p>As evidenced by reports, surveys and publications, many carers are impacted negatively socially and economically.</p> <p>Percentage of Unpaid Carers by Deprivation - Young Carers were more likely to live in the most deprived SIMD deciles in 2020-21.</p> <p>https://www.gov.scot/publications/careers-census-scotland-2019-20-2020-21/documents/Mainstreaming-Report-and-Equalities-Outcomes-2021/25-The-Scottish-Health-Survey-2018-Digital-Exclusion</p>	<p>Positive – The strategy outlines the support available to carers – promoting relevant services and how to access all the support and benefits to which they are entitled.</p> <p>Positive - This supports West Dunbartonshire council and HSCP objectives to improve support equality for people who are socio economically disadvantaged.</p> <p>Positive – the strategy emphasises the need to identify more carers in West Dunbartonshire, including those experiencing deprivation.</p>	

			Particular initiatives will be developed and deployed during the lifetime of the strategy to better support people experiencing multiple disadvantage including, for example, a Welfare Rights Officer working exclusively with carers and the CWD project aimed at identifying and supporting carers from deprived areas.
Sex	More women than men are carers in West Dunbartonshire. As there is a higher proportion of female carers, they are more likely to be disproportionately affected emotionally, financially and physically due to their caring role.	The proportion of female carers in West Dunbartonshire is 59.5%, marginally greater than the national figure of 59.2% https://www.gov.scot/Publications/2015/03/1081	The strategy acknowledges that women are over-represented in unpaid caring roles. The strategy highlights that all unpaid carers, regardless of demographic, are entitled to an Adult Carers Assessment and support Plan/Young Carer Assessment to identify individual needs. Women are over-represented in the sex of people accessing services. For example, while data suggests approx. 60% of carers in West Dunbartonshire are female, of the over 1600 carers accessing support from Carers of West Dunbartonshire (2022-23), 75% were female. The strategy will work to identify carers generally and males

			in particular.
Gender Reassign	<p>People who identify as transgender are no more likely to be disproportionately affected by caring. However it is acknowledged that their experience in accessing services could be negative.</p>	No evidence of specific impact	<p>There are no identified negative impacts on people who identify as transgender.</p>
Health	<p>Health inequalities for carers need to be addressed within West Dunbartonshire and working practices put in place to provide information, support and resources.</p>	<p>The Scottish Index of Multiple Deprivation (SIMD) which provides an analysis of deprivation across Scotland, states that West Dunbartonshire has 48 data zones in the 20% most deprived, which equates to a local share of 40% of all data zones within West Dunbartonshire falling within the most deprived category (Scottish Government, 2020) 41% of carers, compared to 29% of non-carers have a long-term health condition.[5] https://www.ons.gov.uk/census/2011census The impact of caring reported through the ACASP 1st April 2022 – 31 March 2023 reflects moderate across all seven life areas. With a notable increased impact on a carers emotional well-being.</p>	<p>Positive: The strategy acknowledges the significant impact that caring responsibilities can have on carers' physical and mental well-being. Through our strategy we aim to gain a deeper understanding of the challenges faced by carers and develop targeted support programs to address these issues. We will collaborate with relevant agencies and initiatives, such as Dementia, autism, Learning Disabilities and Neurological Care strategies, as well as GIRFEC and the outputs of the Whole Family Wellbeing Funding, to provide comprehensive and holistic support.</p>
Human Rights	<p>Carers have the right to access information and support that respects their</p>	<p>Human Rights Act 1998 Human Rights Act 1988 imbeds the European Convention Human</p>	<p>Positive – The strategy takes steps to advance the rights of carers in various areas including, for</p>

	dignity and autonomy. They also have the right to participate in decisions that affect their lives, and to be protected from violence, abuse and neglect.	Rights in UK law. The policies we have and how these are operated must be in line with the convention (ECHR) http://www.legislation.gov.uk/ukpga/1998/42/contents	example: the right to information and support (including broadening access to support services to various groups); ensuring carers are better involved in decisions which affect them and the people they care for including, but not limited to, decision making forum re policies and in more practical settings such as when a cared for person is being discharged from hospital.
Marriage & Civil Partnership	No needs identified	No evidence of specific impact	
Pregnancy & Maternity	No needs identified	No evidence of specific impact	
Race	Black, Asian and ethnic minority carers, including carers from the gypsy/travellers community are less likely to be aware of support services available and also less likely to seek help. The Local Carers Strategy therefore aims to create awareness in these communities about the various initiatives and encourage these groups to engage, including with national carer organisations, to mitigate any disproportionate negative impacts.	Minority ethnic adults living in Scotland represented 4.6% in 2018 <a 03="" 1081="" 2015="" a="" background.="" british="" ethnic="" href="https://www.gov.scot/publications/scottish-surveys-core-questions-2019/#:~:text=The%20Scottish%20Surveys%20Core%20Questions%20in%202019%20reports%20on%20the,caring%20and%20local%20government%20satisfaction. Carers - 96% of people who provide unpaid care to a relative, friend or neighbour are from a " https:="" irish"="" is<="" publications="" scottish="" this="" white="" www.gov.scot="">	Positive Impact: The strategy will be made available in different formats and languages on request. Positive Impact: The strategy reflects the need to engage more effectively with ethnic minority groups including the Gypsy/Traveller community. Positive Impact: Carer of West Dunbartonshire use MECOPP.

		<p>similar to the demographics in West Dunbartonshire. 1,270 Gypsies/Travellers living in West Dunbartonshire were identified in 2007 and represented 0.29% of the total Council population; the highest concentration of any local authority in the West of Scotland.</p> <p>https://www.west-dunbarton.gov.uk/media/722939/gypsy_traveller_update_2009.pdf</p>	
Religion and Belief	No needs identified	Information is not currently available	
Sexual Orientation	Sources of evidence pointing to LGBT+ people being much more likely than others to feel isolated and/or lonely.	<p>Concern about lack of LGBT+ inclusiveness in elderly care</p> <p>https://www.stor.scot.nhs.uk/bitstream/handle/11289/580258/Health%20Needs%20Assessment%20LGBTQ.pdf?sequence=1 Health needs assessment of lesbian, gay, bisexual, transgender and non-binary people (scot.nhs.uk)</p>	<p>The strategy highlights that all unpaid carers, regardless of demographic, are entitled to an Adult Carers Assessment and support Plan/Young Carer Assessment to identify individual needs. These assessments take the opportunity to personalise and tailor any subsequent support which would take sexual orientation (and other protected characteristics) into account.</p>

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

A set of positive impacts and a few minor negative impacts have been identified for the equality groups. Where the negative impacts were identified, it was decided that these were minor and likely to be offset by the positive impacts delivered. In addition, in some instances, steps have been

taken to minimise and/ or mitigate them. Any negative impacts that have been identified have actions identified for completion.
Will the impact of the policy be monitored and reported on an ongoing bases?
Yes. Section 33(2) of the Carers Act (Scotland) require a review of the local carers' strategy at least every three years. This should enable West Dunbartonshire HSCP to keep the review of their statutory local carer strategy in line with the integration strategic plans if they wish to do so, or to allow the statutory local carer strategy to run for a full three years even if the integration strategic plan is reviewed sooner if they feel that is more appropriate. The reviews will be undertaken in consultation and participation with carers and relevant stakeholders.
Q7 What is you recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
The working group have reached the recommendation to implement the Improving Lives with Carers Strategy to support West Dunbartonshire Council's responsibilities from the Carers Act (Scotland) 2016. The strategy outlines how West Dunbartonshire HSCP will better support carers, fulfilling this need locally and meeting statutory requirements. The Carers Act (Scotland) requires each local authority and relevant health board to prepare a local carer strategy and provides for what that strategy must set out. This strategy will help deliver consistency of approach nationally whilst allowing the content and presentation of local carer strategies to reflect different local circumstances in the planning and delivery of support to carers. To meet this duty, the HSCP have worked with carers, carer representatives and organisations to prepare a local carer strategy which includes information listed at section 31 of the Carers Act (Scotland): <ul style="list-style-type: none"> • Plans for identifying relevant carers and obtaining information about the care they provide (or intend to provide) to cared-for persons in West Dunbartonshire. • An assessment of the demand for support to relevant carers. • Support available to relevant carers in West Dunbartonshire. • An assessment of the extent to which demand for support to relevant carers is currently not being met. • Plans for supporting relevant carers. • Plans for helping relevant carers put arrangements in place for the provision of care to cared-for persons in emergencies. • An assessment of the extent to which plans for supporting relevant carers may reduce any impact of caring on relevant carers' health and wellbeing. • The intended timescales for preparing adult carer support plans. This is outlined in the Improving Lives with Carers Strategy and our recommendation is that strategy is introduced and widely promoted to communities, carers, staff groups and key support partners. The working group have reached this conclusion in response to the thorough review of the previous carers' strategy, consultation and engagement with carers, partners and stakeholders.