

AssessmentNo	977	Owner	rickeera.kaur
Resource	HSCP		Service/Establishment Joint
	First Name	Surname	Job title
Head Officer	Rickeera	Kaur	Contracts & Commissioning Officer
	(include job titles/organisation)		
Members	Neil McKechnie - Contracts, Commissioning and Quality Lead, West Dunbartonshire HSCP Kim McNab - Carer Services Manager, Carers of West Dunbartonshire		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Carers of West Dunbartonshire - Contract		
	The aim, objective, purpose and intended out come of policy		
	The HSCP intends to award a one year contract (2023/24) to the Carers of West Dunbartonshire, for continued support to adult carers. In line with the HSCP's Local Carers Strategy and with national legislation, policy and guidance, this will allow the Carers of West Dunbartonshire service to continue their work in providing a full carer support service within the area. The service provides by this identifying and responding to the needs of carers, by providing individual support and wider advocacy and service development roles and functions.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Carers who have contact with West Dunbartonshire services, or are resident within West Dunbartonshire (WD) and Cared for persons, receiving support from informal carers, within WD through advocacy channels from Carers of West Dunbartonshire West Dunbartonshire HSCP staff, Contracts & Commissioning West Dunbartonshire HSCP staff consulted in commissioning processes.		
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.		Yes	
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?			
Carers who are in contact with services in West Dunbartonshire, or who are resident in WD The persons they care for Health and social care staff in WD, who work in partnership/ alongside the service Staff within partner agencies, who may signpost or make referrals to the service The workforce of Carers of West Dunbartonshire			
Who will be/has been involved in the consultation process?			
Kim McNab: Carers Services Manager, Carers of WD Neil McKechnie: Contracts,			

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	Local Carers Strategy 2020-2023: data shows that carers in WD are of a wide age range, as are the people they care for. Therefore the service must be adaptable to the needs of all adults in contact with them and have recognition of particular age related issues that might be relevant to each carer. The ScotGov carers census 2022-2023, found that 3/5 carers are of working age.	The service will support adult carers only as young carers are supported by another local organisations. Both should work together to aim for smooth transitions. The carers assessment gathers information about competing life demands for carers and the impact that caring has for them.	Positive, as there is a support and advocacy role for all age ranges.
Cross Cutting	Please see above. There are several cross cutting considerations.	Individualised and person-centred care assessment and planning are key components of the Carers of WD work.	Positive
Disability	The service will have high levels of contact with families affected by disability and therefore is accessible, adaptable and aware of duties and responsibilities in providing a fair service to all in contact.	The service has achieved this in previous years and has specialist role in supporting families affected by disabilities. The service has policies and procedures to support their workforce as required and as legislated.	Positive - there is a strong advocacy role within the service, and it's achieved positive outcomes to date.
Social & Economic Impact	As above. Joseph Rowntree foundation research indicates that unpaid carers are more likely to experience poverty and impact	The service provides advocacy and supported access to income maximisation, and supports to alleviate the impact of	Positive

	<p>of poverty. This research also evidences that this is particularly relevant for carers from minority ethnic groups.</p>	<p>poverty.</p>	
<p>Sex</p>	<p>59.5% of carers in WD are female. On a national level "Around three-quarters of carers in the 2022-23 Carers Census (74%) were female, similar to last year. There are more female carers than male carers in every age group, but the difference is most pronounced in the working age carer group. Figure 1 shows that 80% of working age carers identified in the Carers Census were female in 2022-23." The cross cutting in age and gender is an important factor.</p>	<p>The service supports data gathering, research and advocacy for carers of all backgrounds.</p>	<p>Positive as protected characteristics are currently considered in assessing need and service planning.</p>
<p>Gender Reassign</p>	<p>There is a lack of specific research or evidence around the impact of unpaid caring on trans people. Therefore the service must be adaptable to individuals needs as required, and ensure a positive approach to minority groups.</p>	<p>The service intends to continue to collect data in order to have insight into the needs of people they are supporting.</p>	<p>Positive - increased insight into needs of people who use the service.</p>
<p>Health</p>	<p>There are obvious health considerations for the carer and cared for person. Carers UK 2022 research highlights that carers continue to have poorer health outcomes than the</p>	<p>The service continues to work in partnership with other services such as NHS and third sector supports, to assess and respond to carers needs, as well as to advocate for improved</p>	<p>Positive</p>

	wider population. This cross cuts with social and economic factors.	outcomes.	
Human Rights	Only 30% of carers felt they had a sound understanding of their Human Rights as per HR Act, and Equalities Act legislation (from British Institute of Human Rights data). Only 15% of carers felt confident in advocating for the rights of the person they care for. There are competing and cross cutting rights issues in unpaid caring.	The service provides an advocacy support to individuals and to groups of carers.	Positive
Marriage & Civil Partnership	The Local Carers Strategy sets out that services must understand the impact of caring, including on Life Balance and emotional wellbeing, therefore consideration to the needs of carers in relation to their family lives will be a priority within the service.	The service undertakes a full assessment of need when required.	Positive if full consideration is upheld in individual assessments.
Pregnancy & Maternity	As above. The service will support carers to manage risks and needs as required, in relation to their caring role.	As above. The service has in place appropriate employment policies and processes as required for their workforce.	Positive
Race	Evidence within the Local Carers Strategy is that 1% of people using the service were from minority ethnic groups and there is recognition that this is not reflective of	This is recognised within the local strategy and action planning for the service.	Positive as the under representation is recognised therefore outreach, education, community focused work can be undertaken.

	<p>the wider demographic of WD. National evidence suggests that people from of Asian ethnicity are more likely to undertake an unpaid caring role and less likely to seek support with that. Similarly gypsy and traveler communities are under represented in the evidence and research.</p>		
Religion and Belief	<p>The service must be aware of and attuned to the needs of people of various religions and beliefs, in order to provide support that reflects the demographics of WD.</p>	<p>The service currently undertakes holistic assessment of individual's needs, including cultural needs.</p>	<p>Positive</p>
Sexual Orientation	<p>There is a lack of research and evidence about the impact of caring on LGBTIQ+ communities and individuals.</p>	<p>The service continues to take an inclusive approach and will be flexible in being attuned to the needs of individuals.</p>	<p>Positive</p>

Actions

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

Will the impact of the policy be monitored and reported on an ongoing bases?

Contract monitoring should allow for monitoring, by the provider and HSCP in partnership. EIA also to be reviewed and updated, as contract renewed.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The Carers of West Dunbartonshire is by its nature and role and function, an advocacy and support service that has strong awareness of rights and equalities issues, and a structure and ethos to best meet their requirements. However in depth consideration of equalities issues should continue as the service is monitored and reviewed, to ensure this is reflected in practice given the national statistics and evidence, and strategic plan aims and outcomes.