

Equality & Poverty Impact Assessment 00424 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Social Work Adult Services Community Care	Lead Officer Name:	Margaret Petherbridge
		Team:	SDS/Carers Policy
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Proposal:	<p>Falkirk HSCP Carers Strategy 2023-26</p> <p>The above Strategy has been drafted following public consultation and informed by the Carers Strategy Group. The Strategy outlines the priorities for carer support over the life of the Strategy and how this will be implemented.</p> <p>The Carers Strategy aligns with the Falkirk Strategic Plan.</p> <p>The Strategy will have an impact on carers and families. Carers are a diverse group and it is important that this is taken into account in the publication and implementation of the Strategy.</p>	Reference No:	

What is the Proposal?	Budget & Other Financial Decision	Policy (New or Change)	HR Policy & Practice	Change to Service Delivery / Service Design
	No	Yes	No	Yes
Who does the Proposal affect?	Service Users	Members of the Public	Employees	Job Applicants
	Yes	Yes	Yes	Yes
Other, please specify:	Unpaid carers and third sector organisations supporting unpaid carers.			

Identify the main aims and projected outcome of this proposal (please add date of each update):	
01/04/2023	There are an estimated 23,551 unpaid carers living in the Falkirk area. The Falkirk Health and Social Care Partnership has worked with unpaid carers, Falkirk Council Children’s services, the third sector and other stakeholders to develop this Carers Strategy which sets out how we will support Carers, over the next three years- from 2023-2026.
01/04/2023	The Falkirk Carers Strategy is a key strategic plan that shows how the Partners will meet the expectations and duties that are contained in the Carers (Scotland) Act 2016 and in the Children and Young Persons (Scotland) Act, 2014. The strategy acknowledges that both the carers and those they care for, come from all walks of life. They represent the diversity of Scotland’s population. Carers, themselves, may have care needs. Many carers are ‘hidden’ – for example within BAME, refugee, gypsy traveller and asylum seeker populations.
01/04/2023	The strategy outlines information on why action is needed, what is needed and a plan to make sure the action takes place. Its’ key features are- <ul style="list-style-type: none"> • it is written in collaboration with Carers so that what matters to them shapes planning. • it details how this collaboration between carers and professionals will be ongoing. • it identifies the ‘outcomes’ we agree we want to achieve – or, what is the difference we want to make to carers. • it includes information on unpaid carers the care they provide and the impact that on their health and wellbeing. • it states how progress will be measured and how the plan will be reviewed to make sure any necessary adjustments are made.

SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:		Benchmark, e.g. Scottish Average	
Current spend on this service (£'0000s)	Total:		
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:		
	End Date (if any):		

SECTION THREE: EVIDENCE

Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

A - Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

2018-2023

In the period 2018 (enactment of the 2016 Act) until February 2023 A total of 1861 Adult Carer Support Plans/Young Carer Statements were completed by Falkirk Carers Centre. Of these 1667 are still recorded as active.

The number of carers accessing support or information through the Carers Centre was 4473.

April 2022- February 2023

In the period between April 2022 and February 2023 471 Adult Carer Support Plans/Young Carer Statements were completed . Of these 405 were new ACSP/YCS.

The number of carers accessing support or information through the Carers Centre was 2100.

In the current year since April 2022, the Carers Centre has submitted 292 support plans to Falkirk HSCP. These are carers that will need support through statutory provision.

In the current year since April 2022, short breaks have been arranged for 220 supported people. Some of the supported people will be supported by more than one carer.

B - Qualitative Evidence

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

Social - case studies; personal / group feedback / other

There is an ongoing process of engagement with carers through the Carers Centre including young and adult carer groups, information provision, signposting to other support, training, short breaks provision, social events and one to one support including completion of ACSP/YCS.

This support continues for carers referred to the HSCP or Children's Services, where support options may include support for the cared for person, flexible short break options to give the carer a break from their caring role or other support that will assist the carer.

Feedback is gathered from carers and used to inform the range of supports and how these are offered/delivered. Examples of feedback in most recent short breaks survey include:

Service provision

"SBB provides a very good, efficient service. SBB is an approachable and informative service. I have always felt supported by the staff and feel they know what the essence of service provision involves"

Need for guidance

"Written guidance on what is available"

Best Judgement:	
Has best judgement been used in place of data/research/evidence?	No
Who provided the best judgement and what was this based on?	
What gaps in data / information were identified?	
Is further research necessary?	Yes
If NO, please state why.	

SECTION FOUR: ENGAGEMENT

Engagement with individuals or organisations affected by the policy or proposal must take place

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	Yes	
If YES, please state who was engagement with.	The engagement was with unpaid carers, service users, members of the public and staff.	
If NO engagement has been conducted, please state why.		
How was the engagement carried out?	What were the results from the engagement? Please list...	
Focus Group	Yes	Carers views were gathered outlining the outcomes and priorities that meant most to them. These are reflected in the Strategy. This includes young carers and parent carers.
Survey	Yes	Carers views were gathered outlining the outcomes and priorities that meant most to them. These are reflected in the Strategy. This includes young carers and parent carers. This also included feedback on short breaks provision. A public consultation took place between November and December 2022.
Display / Exhibitions	No	
User Panels	Yes	Carers views were gathered outlining the outcomes and priorities that meant most to them. These are reflected in the Strategy. This includes specific events with young carers and also includes parent carers.
Public Event	Yes	A public consultation took place between November and December 2022. The Carers Voice Group is open to all carers and views were sought through this group. Carers views were gathered outlining the outcomes and priorities that meant most to them. These are reflected in the Strategy. This includes and parent carers. A further meeting was arranged in February 2023, with the support of the Carers Centre, to give carers a final opportunity to offer views on the Strategy.
Other: please specify		
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	Yes	

Have the results of the engagement been fed back to the consultees?	No
Is further engagement recommended?	Yes

SECTION FIVE: ASSESSING THE IMPACT

Equality Protected Characteristics: What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, carers etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age		✓		<p>Caring responsibilities have particular detrimental impact on the lives of young people and older adults. The Strategy and subsequent action plan will put measures place to address these issues wherever possible.</p> <p>This approach also specifically identifies needs and support to be delivered for young carers including:</p> <ul style="list-style-type: none"> • encouraging and supporting carers to have an active life outside their caring role, including fulfilling their education, employment and training potential. • Young Carers will be protected from undertaking inappropriate caring roles.
Disability		✓		<p>Carers with disabilities and the people they care for will benefit from the provisions within the Strategy – there should be a positive impact on health and wellbeing. Particular attention is being paid to the mental health of carers in recognition of the impact of the Covid-19 pandemic.</p>
Sex	✓			<p>The 2011 census showed that women were more likely to report to being carers than men, however there have been efforts to ensure both are supported and this includes groups/activities for male carers to meet with other male carers.</p>
Ethnicity		✓		<p>There remains potential for a differential impact on those from ethnic minority communities. The Strategy recognises many carers are ‘hidden’ – for example within refugee, gypsy traveler and asylum seeker populations, and there is work ongoing to address this. This will include understanding of and addressing the support needs of carers in the context of their cultural needs alongside caring responsibilities.</p>
Religion / Belief / non-Belief	✓			<p>No evidence at present of the impact religion may have on access to carers support, however, as above these will be taken into account along with cultural needs of carers. As part of the monitoring process we will evaluate any concerns raised and where appropriate, include faith group in discussion.</p>

Sexual Orientation	✓			It is acknowledged that being from a minority group associated with sexual orientation and a carer can bring about additional concerns, including whether existing services to support the carer and the person that they care for may not be approachable, or discomfort around discussing this. There is also awareness that there can also be a concern for some couples' where there other family members are not accepting or supportive of their relationship.
Transgender	✓			Similar considerations would apply as for sexual orientation.
Pregnancy / Maternity	✓			No recent data available about carers or young carers under this protected characteristic grouping.
Marriage / Civil Partnership	✓			No recent data available about carers or young carers under this protected characteristic grouping.
Poverty		✓		Unpaid cares are recognised as being vulnerable in relation to poverty related issues. This is of particular concern recently due to the current rise in the cost of living. Support to carers which includes income maximisation, debt and other financial advice (budgeting) relevant to carers, is part of the ongoing support to carers. Poverty can also make it difficult for carers to access short breaks and this is also a feature of the ongoing support to carers.
Other, health, community justice, carers etc.	✓			It is recognised that carers and the people they support come from diverse circumstances with individual issues and concerns. These are taken into account when supporting carers across all areas of need.
Risk (Identify other risks associated with this change)				

Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	N/A
Advance Equality of Opportunity:	The 2016 Carers Act and the Falkirk HSCP Carers Strategy are designed to promote equality of opportunity for unpaid carers
Foster Good Relations (promoting understanding and reducing prejudice):	N/A

SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
Business	No	
Councils	Yes	The implementation of the 2016 Act and the Falkirk Carers Strategy should have a positive impact on the ability of Falkirk HSCP to meet its statutory duties in relation to the Carers Act. However there remains risk associated with meeting increased demands in service provision for this group and available resources to meet demand.
Education Sector	Yes	The implementation of the 2016 Act and Falkirk Carers Strategy should have a positive impact on the ability of Falkirk HSCP to meet its statutory duties in relation to Young Carers and the Carers Act, including education. However there remains risk associated with meeting increased demands in service provision for this group and available resources to meet demand.
Fire	No	
NHS	Yes	The implementation of the 2016 Act should have a positive impact on the ability of Falkirk HSCP to meet its statutory duties in relation to the Carers Act. There is a duty on NHS to involve carers in hospital discharge. The impact of Covid-19 has made this difficult over the last 3 years. There remains risk associated with meeting increased demands in service provision for this group and available resources to meet demand.
Integration Joint Board	Yes	Carers are identified as a priority the IJB's Strategic Plan and a number of statutory duties identified in the Carers Act have been delegated to the IJB as part of Integration arrangements, which should support meeting the statutory duties
Police	No	
Third Sector	Yes	The Third sector are seen as being essential partners in the delivery of the legislative and policy objectives and will have a key role in delivering support advice and information across a range of groups. This includes commissioning Third sector partners to support the delivery of the Falkirk Carers strategy.
Other(s): please list and describe the nature of the relationship / impact.		

SECTION SEVEN: ACTION PLANNING

Mitigating Actions: If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Increase in the number of unpaid carers who request ACSP/YCS and support/information during the rollout of the Strategy.	Staff and services that provide support and unpaid carers in receipt of services.	That service impact is monitored through the establishment of local performance and data collection mechanisms.	Martin Thom	01/04/2024	
Increase in demand may exceed the available resources.	Staff and services that provide support and unpaid carers in receipt of services.	Commissioning Sub Group monitors the rollout and develops actions to address any issues that arise.	Martin Thom	01/04/2024	
Impact on groups with special characteristics may inadvertently have a negative impact	Staff and services that provide support and unpaid carers in receipt of services	Commissioning Sub Group monitors the rollout and develops actions to address any issues that arise.	Martin Thom	01/04/2024	
A number of unpaid carers will require services to meet their needs which are currently not in place or need to be developed	Staff and services that provide support and unpaid carers in need of services	Commissioning Sub Group monitors the rollout and develops actions to address any issues that arise.	Martin Thom	01/04/2024	

No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

Are actions being reported to Members?	Yes
If yes when and how ?	Through regular reports to the Falkirk Integration Joint Board

SECTION EIGHT: ASSESSMENT OUTCOME

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	Yes	Falkirk Carers Strategy continues to develop support and information that will meet the needs of all groups of carers.
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	No	
Stop the proposal as it is potentially in breach of equality legislation	No	

SECTION NINE: LEAD OFFICER SIGN OFF

Lead Officer:

Signature:	<i>Margaret Petherbridge</i>	Date:	22/03/2023
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SECTION TEN: EPIA TASK GROUP ONLY

OVERALL ASSESSMENT OF EPIA: Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?	Yes / No
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ASSESSMENT FINDINGS		
If YES, use this box to highlight evidence in support of the assessment of the EPIA		
If NO, use this box to highlight actions needed to improve the EPIA		

Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?	Yes / No	If YES, please describe:
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LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:		Date:	