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Aberdeen City Health & Social Care Partnership
A caring partnership

To: Members of the Integration Joint Board

Town House,
ABERDEEN 27 January 2026

INTEGRATION JOINT BOARD

The Members of the **INTEGRATION JOINT BOARD** are requested to meet in **Rooms 4 & 5 - Health Village on TUESDAY, 3 FEBRUARY 2026 at 10.00 am**. This is a hybrid meeting and members may also attend remotely.

JENNI LAWSON
CHIEF OFFICER - GOVERNANCE

BUSINESS

RISK APPETITE STATEMENT

1.1 Welcome from the Chair

DECLARATIONS OF INTEREST

2.1 Declarations of Interest and Transparency Statements

Members are requested to intimate any Declarations of Interest or Transparency Statements

DETERMINATION OF EXEMPT BUSINESS

3.1 Exempt Business

Members are requested to determine that any exempt business be considered with the press and public excluded

STANDING ITEMS

4.1 Video Presentation

- 4.2 Minute of Board Meeting of 2 December 2025 and Attendance Record (Pages 9 - 18)
- 4.3 Draft Minute of Risk, Audit and Performance Committee of 19 November 2025 (Pages 19 - 24)
- 4.4 Draft Minute of Clinical and Care Governance Committee of 16 December 2025 (Pages 25 - 30)
- 4.5 Business Planner (Pages 31 - 32)
- 4.6 JB Insights Planner (Pages 33 - 34)
- 4.7 Chief Officer's Report (Pages 35 - 44)

STRATEGY

- 5.1 Carers' Strategy Annual Report - HSCP.26.005 (Pages 45 - 94)
- 5.2 Refreshed Carers' Strategy - HSCP.26.007 (Pages 95 - 148)

PERFORMANCE AND FINANCE

- 6.1 Financial Position Update - HSCP.26.002 (Pages 149 - 158)
- 6.2 Fast Track Cities - HSCP.26.004 (Pages 159 - 166)
- 6.3 Annual Procurement Workplan - HSCP.26.006 (Pages 167 - 176)

Please note that there are exempt appendices contained within the Private Section of this agenda below.

ITEMS THE BOARD MAY WISH TO CONSIDER IN PRIVATE

- 7.1 Annual Procurement Workplan - HSCP.26.006 - Exempt Appendices (Pages 177 - 218)

DATE OF NEXT MEETING

- 8.1 JB Meetings -

IJB Insights:

- 17 February 2026:
 - Budget and MTFF
 - Risk
 - Third Sector in Aberdeen
- 10 March 2026:
 - Culture
 - Horizon Scanning
 - Finance
 - Update on Digital/TEC

Integration Joint Board:

- 17 March 2026 - Budget

Website Address: <https://www.aberdeencityhscp.scot/>

Should you require any further information about this agenda, please contact Emma Robertson, emmrobertson@aberdeencity.gov.uk

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IJB Risk Appetite Statement –2025

Introduction

The Integration Joint Board (the IJB) recognises that it is operating in, and directly shaping, a collaborative health and social care partnership. It exists in a mixed economy where safety, quality and sustainability of services are of mutual benefit to local citizens and to all stakeholders.

It also recognises that its appetite for risk will change over time. This reflects its aspiration to develop innovation in local service provision based on evidence of benefits and on a culture of continuing, planned engagement with the public and other stakeholders, including those involved in service delivery.

The IJB recognises that achievement of its priorities will involve balancing different types of risk and that there will be a complex relationship between different risks and opportunities. The risk appetite approach is intended to be helpful to the IJB and officers in decision-making and to enable them to consider the risks to organisational goals of *not* taking decisions as well as of taking them.

The IJB has identified several broad dimensions of risk which will affect the achievement of its strategic priorities. The IJB will set a level of appetite ranging from “none” up to “very high” (none, low, medium, high, very high) against each dimension. Higher levels of all risk types may be accepted if specific and effective controls are demonstrably in place and there are clear advantages for the delivery of strategic objectives.

There may be occasions when there are competing risks for which the IJB has conflicting appetites. In such instances, the decision maker and/or the officer making a recommendation, will be expected to consider and manage those competing risks and appetites and exercise careful judgement

From time to time, the IJB may decide to deviate from its agreed risk appetite. When this is case, it will be important to exercise judgement whilst assessing the potential impacts across the organisation.

Risk Appetite

The dimensions of risk and corresponding risk appetite are:

Dimension of Risk	Corresponding Risk Appetite
Finance	<p>The IJB has a low appetite for risks which may impair financial stewardship, internal controls and financial sustainability.</p> <p>The IJB has a high appetite for risks that could help the IJB achieve financial sustainability such as transformational activity. The IJB acknowledges the substantial challenges regarding financial certainty and will seek to maximise the use of resources available.</p>
Regulation & Compliance	<p>The IJB has no appetite for risks that will result in breaches to regulatory and statutory compliance.</p>
Quality & Innovation	<p>The IJB has a high appetite for risks which will deliver the quality outcomes prescribed by professional bodies.</p> <p>The IJB has a high appetite for risks associated with the development and delivery of innovative practices for realising the IJB's strategic objectives.</p>
Safety	<p>The IJB has a low appetite for risks which could cause harm to patients/clients or to staff.</p>

Dimension of Risk	Corresponding Risk Appetite
	By low appetite, the IJB means it will only accept low risk to patients/clients or staff when the comparative risk of doing nothing is higher than the risk of intervention. Otherwise, the IJB has no appetite for such risks.
Reputation	The IJB has a high appetite for risks associated with the IJB's reputation where the action being proposed has significant benefits for the organisation's strategic priorities. Wherever possible, decisions will be taken following consultation/co-production with the public and other key stakeholders. Concerted efforts will be made to explain reasons for decisions taken to the public transparently in a way which is accessible and easy to understand.
Commissioned & Hosted Services	<p>The IJB recognises the complexity of planning and delivery of commissioned and hosted services.</p> <p>The IJB has a low appetite for risks relating to patient/client safety.</p> <p>The IJB has a high appetite for risks which relate to service redesign or improvement where as much risk as possible has been mitigated.</p>

Review

This risk appetite statement will ordinarily be reviewed annually, and when the IJB's strategic plan is reviewed.



ABERDEEN, 2 December 2025. Minute of Meeting of the INTEGRATION JOINT BOARD.

Present:- Hussein Patwa, Chair; Councillor John Cooke, Vice Chair; and David Blackburn, Mark Burrell, Councillor Lee Fairfull, Councillor Martin Greig, Ritchie Johnson, Councillor M. Tauqeer Malik, Jonathan Belford, Amanda Foster, Maggie Hepburn (up to article 12), Dr Caroline Howarth, Brenda Massie, Kenneth McAlpine, Fiona Mitchelhill and Graeme Simpson.

Also in attendance:- Martin Allan, Bernadette Bularan, Kevin Dawson (for article 13), John Forsyth, Kate Humphrey, Emma King, Graham Lawther, Alison MacLeod, Sandy Reid, Angela Scott, Neil Stephenson, Julie Warrender, and Claire Wilson.

Apologies:- Jamie Donaldson and Jenny Gibb.

The agenda and reports associated with this minute can be found [here](#).

Please note that if any changes are made to this minute at the point of approval, these will be outlined in the subsequent minute and this document will not be retrospectively altered.

WELCOME FROM THE CHAIR

1. The Chair welcomed everyone to the meeting. He spoke about the early peak of this season's flu strain and encouraged all those eligible for the flu and Covid vaccinations to take the opportunity.

The Chair noted the success of the HOPE Conference held on 12 November 2025 which had brought together people from across the health and social care system, partners and public, introducing the principles of Getting it Right for Everyone (GIRFE). He thanked those who facilitated it, presented and attended, and noted that feedback analysis was under way and would be used to help enhance planning.

The Chair thanked the new Chief Executive of NHS Grampian, Laura Skaife-Knight, for attending the IJB Insights session on 31 October 2025. He stated that he was grateful to the Chief Executive and Chair of NHS Grampian for making time to speak to the IJB and update them on the current situation with NHS Grampian and was pleased to hear the Chief Executive reiterate the commitment to enhancing and expanding relations with partners including the IJB.

Members noted two important dates: (1) the 2026/27 Budget Consultation was live until 14 December 2025 and participation was encouraged; and (2) ACHSC Partnership Conference will take place on 28 January 2026.

INTEGRATION JOINT BOARD

2 December 2025

Members heard that the new Depute Chief Finance Officer would start in post in mid February 2026.

Finally, the Chair welcomed Ritchie Johnson and Councillor Lee Fairfull as the incoming Chairs of the Risk, Audit and Performance and Clinical and Care Governance Committees respectively, and expressed his thanks to the outgoing Chairs, Councillor Martin Greig and Mark Burrell.

The Board resolved:-

to note the Chair's remarks.

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

2. Members were requested to intimate any declarations of interest or transparency statements in respect of items on the agenda.

The Board resolved:-

- (i) to note that the Chair advised that he had a connection in relation to item 7.1 on the agenda (Grant Funding for Voluntary Organisations) by virtue of being a client of NESS and in relation to all items on the agenda by virtue of (1) being a Member of the Diverse Experiences Advisory Panel, a named partner in the Scottish Government's Mental Health and Wellbeing Strategy Delivery Plan; and (2) the Depute Representative of said Group to the Scottish Government Mental Health and Wellbeing Leadership Board, however having applied the objective test, he did not consider that he had an interest and would not be withdrawing from the meeting; and
- (ii) to note that Maggie Hepburn advised that she had an interest in relation to item 7.1 on the agenda and would therefore be withdrawing from the meeting for this item.

EXEMPT BUSINESS

3. Members were requested to determine that any exempt business be considered with the press and public excluded.

The Board resolved:-

to consider the exempt report and its appendices during consideration of article 13 with the press and public excluded so as to avoid disclosure of exempt information in accordance with Standing Order 13 of the Scheme of Governance (July 2025), for the reason that: the business relates to the commercial interests, contractual terms (whether proposed or to be proposed), financial or business affairs of any person, and therefore confidentiality was required.

INTEGRATION JOINT BOARD

2 December 2025

VIDEO: TEN FEET TALL THEATRE

4. Members watched a video in respect of the Encore Group which was funded in part by a grant from the Communities Mental Health and Wellbeing Fund. Ten Feet Tall Theatre, an Aberdeen based organisation, had been inspiring adults across the city to engage with theatre and foster meaningful connections through its Participate programme: [Ten Feet Tall Theatre - Communities Mental Health & Wellbeing Fund](#)

One of the standout initiatives within the programme is the Encore group, specifically designed for individuals aged 60 and above, regardless of their previous experience with theatre.

The Board resolved:-
to note the video.

MINUTE OF BOARD MEETING OF 30 SEPTEMBER 2025 AND ATTENDANCE RECORD

5. The Board had before it the minute of its meeting of 30 September 2025 and the 2025 Attendance Record.

The Board resolved:-
(i) to approve the minute as a correct record; and
(ii) to note the Attendance Record.

DRAFT MINUTE OF CLINICAL AND CARE GOVERNANCE COMMITTEE OF 7 OCTOBER 2025

6. The Board had before it the draft minute of the Clinical and Care Governance Committee meeting of 7 October 2025.

The Board resolved:-
to note the minute.

BUSINESS PLANNER

7. The Board had before it the Business Planner, which was presented by the Chief Officer.

The Board resolved:-

INTEGRATION JOINT BOARD

2 December 2025

- (i) to note the reasons for (1) removals at lines 12 (Shifting the Balance of Care), 13 (North East Population Alliance Strategic Partnership Agreement), 32 (GP Vision Update), 54 (Draft Debt Recovery (Mental Health Moratorium) (Scotland) Regulations) and 55 (National Care Service); and (2) the transfer to RAPC at line 41 (Health and Care Experience Report 2025-2026); and
- (ii) to otherwise agree the Planner.

IJB INSIGHTS PLANNER

8. The Board had before it the IJB Insights Sessions Planner prepared by the Strategy and Transformation Manager.

The Board resolved:-

- (i) to agree to defer the Health Behaviours topic on 13 January 2026 in order to allocate the full time slot to the Budget Savings Options topic; and
- (ii) to otherwise agree the Planner.

CHIEF OFFICER'S REPORT - HSCP.25.080

9. The Board had before it the report from the Chief Officer, ACHSCP who presented an update on highlighted topics and responded to questions from members.

The report recommended:-

that the Board note the detail contained within the report.

The Board resolved:-

to agree the recommendation.

FINANCIAL POSITION UPDATE - HSCP.25.081

10. The Board had before it a report prepared by the Deputy Chief Finance Officer in respect of Quarter 2 – 2025/2026 Financial Performance and Indicative results for year end 2025/2026.

The report recommended:-

that the Board:

- (a) note the indicative / projected financial performance of the IJB for the fiscal period 2025 / 2026;
- (b) note the financial performance of the IJB in Q2 – 2025/2026 (i.e. 6 month period) in relation to the updated 2025-2026 funding availability;

INTEGRATION JOINT BOARD

2 December 2025

- (c) note the deterioration of the Costs of Services against budget from Q1 to Q2 further emphasising the need to meet current year savings targets, and the potentiality of extending these savings targets to the incoming fiscal year;
- (d) note the update on on-going work in regard to the administration of client care requirements and the role it plays in tracking the management of IJB's financial performance and position;
- (e) note the link-up between the objectives of the public consultation and the savings targets being reviewed by the IJB, the message here being the prioritisation of care demands whilst the IJB identifies areas of costs management efficiencies; and
- (f) note the impact of the KPMG Diagnostics Report to the IJB in reference to the Level 4 investigation of the NHSG.

The Board resolved:-

- (i) to note the impact of the KPMG Diagnostics Report to the IJB in reference to the Level 4 escalation of the NHSG; and
- (ii) to otherwise approve the recommendations.

CHIEF SOCIAL WORK OFFICER'S ANNUAL REPORT - HSCP.25.083

11. The Board had before it the Chief Social Work Officer's Annual Report for year 2024/25, the purpose of which was to inform Members of the role and responsibilities exercised by the Chief Social Work Officer; to provide information on the delivery of statutory social work services and decision making in the period; and to give a progress report on key areas of social work activity within Aberdeen City.

The report recommended:-

that the Board note the content of the Annual Report, as attached at Appendix 1 of the report.

The Board resolved:-

to note the information provided.

HEALTH AND SOCIAL CARE PARTNERSHIP MEETING DATES 2026-27 - HSCP.25.082

12. The Board had before it the proposed meeting dates for 2026 - 27 in respect of the IJB, the Risk, Audit and Performance Committee and Clinical and Care Governance Committee.

The report recommended:-

that the Board approve the Meeting Schedule for 2026-27 at section 4.6 of the report.

INTEGRATION JOINT BOARD

2 December 2025

The Board resolved:-

to approve the meeting schedule.

At this juncture and in accordance with the resolution at article 3 of the minute, the meeting went into private session. Maggie Hepburn left the meeting for this item in accordance with her declaration of interest.

GRANT FUNDING FOR VOLUNTARY ORGANISATIONS - HSCP.25.085

13. The Board had before it a report prepared by the Planning and Development Manager (Acting) in respect of future grant funding for Voluntary Organisations.

The report recommended:-

that the Board:

- (i) note the detail contained within the report;
- (ii) approve the direct award of two contracts to the organisations detailed in the business cases in Appendix J and Appendix K of the report;
- (iii) agree to no longer provide grant funding to the two general counselling services, as detailed within the report;
- (iv) approve continued grant fund expenditure, for one year, of the transport services, as outlined in Appendix N of the report; and
- (v) make the Direction attached at Appendix O and instruct the Chief Officer to issue the Direction to Aberdeen City Council.

The Board resolved:-

to agree the recommendations.

VALEDICTORY

14. The Chair paid tribute to Claire Wilson, Chief Officer – Adult Social Work, who was attending her last IJB meeting as she was leaving her post on 31 December 2025. The Chair thanked Ms Wilson for her service, leadership and tenacity. Members wished her well for the future.

The Board resolved:-

to endorse the Chair's remarks.

INTEGRATION JOINT BOARD
2 December 2025

IJB MEETINGS -

15. The Board had before it the dates of the next two IJB Insights Sessions and the IJB meeting of 3 February 2026.

The Board resolved:-

to note the meeting dates.

- **HUSSEIN PATWA, Chair.**

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Integration Joint Board - Attendance Record 2025

Present
Substitute
Apologies
Absent

Name	Organisation	04-Feb-25	18-Mar-25	13-May-25	01-Jul-25	30-Sep-25	02-Dec-25
Hussein Patwa - Chair	NHSG voting member			First as Chair			
Cllr John Cooke – Vice Chair	ACC voting member						
Prof. David Blackburn	NHSG voting member						
Mark Burrell	NHSG voting member						
Cllr Lee Fairfull	ACC voting member						
Cllr Martin Greig	ACC voting member						
Ritchie Johnson	NHSG voting member						
Cllr Malik	ACC voting member		First meeting				
Jonathan Belford	Interim CFO					First meeting	
Jamie Donaldson	NHSG Staff Representative						
Amanda Foster	Service User Representative						
Stephen Friar/ Joy Miller	Secondary Care joint rep		JM	SF	JM	SF	
Jenny Gibb	NHSG Nursing Representative						
Maggie Hepburn (ACVO)	Third Sector Representative						
Dr Caroline Howarth	Clinical Director	sub Carol Buchanan					
Phil Mackie	NHSG Depute Director of Health						
Brenda Massie	ACC Union Representative					First meeting	
Kenneth McAlpine	Service User Representative						
Shona McFarlane	Carer Representative						
Fiona Mitchelhill	Chief Officer						
Graeme Simpson	ACC, Chief Social Work Officer						
Cllr Jennifer Bonsell	ACC voting member	Last Meeting					
Jim Currie	ACC Union Representative				Last meeting		

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Risk, Audit and Performance Committee

Minute of Meeting

**Wednesday, 19 November 2025
10.00 am Virtual - Remote Meeting**

Present: Councillor Martin Greig Chair; and Councillor John Cooke, Ritchie Johnson and Hussein Patwa.

Also in attendance: Martin Allan, Bernadette Bularan, Niki Couper (for article 5), Jamie Dale, Susie Downie, John Forsyth, Caroline Howarth (from article 9), Kate Humphrey, Calum Leask (for articles 5 and 6), Alison MacLeod, Rachael Marples (for article 5), Fiona Mitchelhill, Sandy Reid, Val Vertigans and Claire Wilson.

Apologies: Jonathan Belford.

The agenda and reports associated with this minute can be found [here](#).

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DECLARATIONS OF INTEREST OR TRANSPARENCY STATEMENTS

1. There were no Declarations of Interest or Transparency Statements.

EXEMPT BUSINESS

2. There was no exempt business.

MINUTE OF PREVIOUS MEETING OF 27 AUGUST 2025

3. The Committee had before it the minute of its previous meeting of 27 August 2025, for approval.

The Committee resolved:-

to approve the minute as a correct record.

BUSINESS PLANNER

4. The Committee had before it the planner of committee business, as prepared by the Business, Resilience and Communications Lead.

RISK, AUDIT AND PERFORMANCE COMMITTEE

19 November 2025

The Committee resolved:-

- (i) to note the reasons outlined for the removal of line 41 (Service Update – Digital Inclusion); and
- (ii) to otherwise agree the Planner.

COMMUNITY NURSING ROLE TEST OF CHANGE EVALUATION - HSCP.25.094

5. The Committee had before it a report prepared by the Transformation Programme Manager providing assurance that the necessary efforts to transform service delivery were being undertaken as set out within the ACHSCP Strategic Plan 2025-2029. An example of one such innovation from within the Health Visiting Service was detailed within the report and the Committee received a presentation from the Deputy Chief Nurse and Principal Information Analyst, Public Health Scotland in this regard.

The report recommended:-

that the Committee:

- (a) note the findings and lessons learned from the test of change;
- (b) endorse the approach undertaken by the service to develop and test different models of care in order to modernise service delivery; and
- (c) note and thank colleagues from the Public Health Scotland Local Intelligence Support Team for ensuring the robust evaluation of this test of change.

The Committee resolved:-

to agree the recommendations.

QUARTER 2 DELIVERY PLAN UPDATE - HSCP.25.092

6. The Committee had before it a report prepared by the Transformation Programme Manager providing assurance and relating to the progress of the Delivery Plan as set out within the Aberdeen City Health and Social Care Partnership Strategic Plan 2025-2029.

The report recommended:-

that the Committee agree to the proposed Year 1 Delivery Plan actions as detailed in Appendix A of the report.

The Committee resolved:-

- (i) to instruct the Transformation Programme Manager to issue a Service Update in respect of the digital inclusion plan;
- (ii) to instruct the Chief Officer to bring a report to the Committee in respect of prescribing expenditure; and
- (iii) to otherwise agree the recommendation.

RISK, AUDIT AND PERFORMANCE COMMITTEE
19 November 2025

JUSTICE SOCIAL WORK SERVICE ANNUAL PERFORMANCE REPORT 2024-25 - HSCP.25.087

7. The Committee had before it the Justice Social Work Annual Performance Report 2024-25 prepared by the Strategic Service Manager - Justice Social Work Service.

The report recommended:-

that the Committee note the Justice Social Work Annual Performance Report 2024-25 (at Appendix A of the report) which provided assurance about progress made over the year.

The Committee resolved:-

to agree the recommendation.

QUARTER 2 - 2025/2026 BUDGET AND SAVINGS MONITORING UPDATE INCLUDING PER SERVICE LINE - HSCP.25.090

8. The Committee had before it a report prepared by the Deputy Chief Finance Officer – Aberdeen City Council, summarising the financial performance of the second quarter of 2025 for the services within the remit of the Integration Joint Board (JB); presenting the projected results up to the end of financial year 2025/2026; and advising on areas of risk and management mitigating action.

The report recommended:-

that the Committee:

note the results shown for the following periods and the related risks and mitigating measures:

- Updated funding / income for the year 2025/26
- Projected / forecasted costs of services / expenditure up to the end of the fiscal year, 31 March 2026
- Q2 / 2025/26 Costs of Services against budget for the same period

The Committee resolved:-

to agree the recommendations.

DIRECTIONS AND DATA PROTECTION IMPACT ASSESSMENTS UPDATE REPORT - HSCP.25.091

RISK, AUDIT AND PERFORMANCE COMMITTEE

19 November 2025

9. The Committee had before it a report prepared by the Strategy and Transformation Lead, presenting the six-monthly update on the status of Directions and Data Protection Impact Assessments made by the IJB to Aberdeen City Council and NHS Grampian.

The report recommended:-

that the Committee note the detail and updates contained within the report and the two appendices.

The Committee resolved:-

to agree the recommendation.

STRATEGIC RISK REGISTER - HSCP.25.088

10. The Committee had before it an updated version of the Strategic Risk Register prepared by the Business, Resilience and Communications Lead.

The report recommended:-

that the Committee approve the IJB revised Strategic Risk Register at Appendix A of the report.

The Committee resolved:-

to agree the recommendation.

ABERDEEN CITY HSCP: PRESCRIBING EFFICIENCIES UPDATE REPORT - HSCP.25.093

11. The Committee had before it a report prepared by the Deputy Primary Care Lead – ACHSCP, advising members of the programme of prescribing efficiencies work within Grampian and Aberdeen City, noting areas of obligations, ongoing risk and management of mitigating actions for 2025/26.

The report recommended:-

that the Committee:

- (a) note the update regarding prescribing costs and forecast budget position for 2025/26; and
- (b) note areas of risk and management of mitigating actions that formed part of the overall NHS Grampian's Primary Care Prescribing work programme.

The Committee resolved:-

to agree the recommendations.

RISK, AUDIT AND PERFORMANCE COMMITTEE

19 November 2025

INTERNAL AUDIT UPDATE - HSCP.25.095

12. The Committee had before it an update on Internal Audit's work prepared by the Chief Internal Auditor, providing details of progress against the approved Internal Audit plans, audit recommendations follow up, and other relevant matters for the RAPC to be aware of.

The report recommended:-

that the Committee:

- (a) note the contents of the RAPC - Internal Audit Update Report August 2025 ("the Internal Audit Update Report"), as appended at Appendix A of the report, and the work of Internal Audit since the last update; and
- (b) note the progress against the approved 2025/26 Internal Audit Plan as detailed in the Internal Audit Update Report.

The Committee resolved:-

to agree the recommendations.

AOCB

13. The Chair advised that this was his last meeting as Chair of the Committee. On behalf of the IJB, Hussein Patwa expressed his thanks to Councillor Greig for his leadership. On behalf of the Senior Leadership Team, the Business, Resilience and Communications Lead thanked Councillor Greig for his support.

DATE OF NEXT MEETING - 24 FEBRUARY 2026

14. The Committee had before it the date of the next meeting: 24 February 2026 at 10am.

The Committee resolved:-

to note the date of the next meeting.

- **COUNCILLOR MARTIN GREIG, Chair.**

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CLINICAL AND CARE GOVERNANCE COMMITTEE

ABERDEEN, 16 December 2025. Minute of Meeting of the CLINICAL AND CARE GOVERNANCE COMMITTEE. Present:- Councillor Lee Fairfull Chairperson; and David Blackbourn and Mark Burrell (NHS Grampian).

In attendance: Caroline Howarth, Fiona Mitchellhill, Claire Wilson, Marie Down, Lizzy Archibald, Julie Warrender, Rachael Little, Graeme Simpson, Michelle Grant, Jess Anderson, Jane Gibson, Val Vertigans, Martin Allan Sandy Reid, Iain Ramsay, Kevin Dawson, Kathryn Kinnear, Jenny Rae and Mark Masson (Clerk).

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WELCOME AND APOLOGIES

1. Councillor Lee Fairfull welcomed everyone to her first meeting as Chairperson and wished to express her thanks to Mark Burrell, for his hard work and dedication as the previous Chairperson.

The Chairperson advised that this would be the last meeting that Claire Wilson, Chief Officer – Adults Social Work would be attending and expressed her thanks for the excellent work she has undertaken on behalf of the Committee. She indicated that Iain Ramsay had been appointed as her replacement, and wished him well in his role.

Apologies for absence were intimated on behalf of Lizzy Archibald, noting that Marie Down was in attendance as her substitute.

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

2. There were no declarations of interest or transparency statements intimated.

MINUTE OF PREVIOUS MEETING OF 7 OCTOBER 2025, FOR APPROVAL

3. The Committee had before it the minute of its previous meeting of 7 October 2025, for approval.

The Committee resolved:-
to approve the minute.

CLINICAL AND CARE GOVERNANCE COMMITTEE

16 December 2025

BUSINESS PLANNER

4. The Committee had before it their Business Planner for consideration.

The Committee resolved:-

- (i) to note the reasons outline in the planner for the removal of item 14 (Childhood & Adult Immunisations); and
- (ii) to otherwise note the Business Planner.

CCG GROUP MONITORING REPORT - UPDATE - HSCP.25.096

5. The Committee had before it a report by Caroline Howarth and Michelle Grant which presented data and information to provide assurance that operational activities were being delivered and monitored effectively and that patients, staff and the public were being kept safe whilst receiving high quality service from Aberdeen City Health and Social Care Partnership (ACHSCP). The full sector reports were appended to the report.

The report recommended:-

that the Committee –

- (a) agree this report provides assurance to the Committee that work is being undertaken to mitigate any risks; and
- (b) highlight any observations on the information contained in the report and in appendices A and B.

Caroline Howarth provided an overview of the report and also the highlights from the sector reports which covered activities from Quarter 2, spanning July to September 2025, specifically making reference to the following:-

- Central Decontamination Unit out of use;
- Reduced Working Week;
- Questions which arose from the report at the previous meeting; and
- Adverse Events.

Michelle Grant advised (1) that there was total of 2619 adverse events recorded and that was a decrease of 8% compared to quarter one; (2) that the majority of adverse events continue to be in mental health division, A&E and Specialist Older Adult & Rehabilitation Services, noting that the trend was long standing due to the nature of care which was delivered in those areas; (3) that the majority events were negligible, with 505 events being minor, 27 being moderate events, with 4 extreme events recorded; and (4) that abusive behaviour accounted for over half of the adverse events.

Michelle also provided information on the trends of adverse events which resulted in harm/no harm and feedback received across all services in NHS Grampian and Aberdeen City Council Social Work, including complaints, compliments, concerns and enquiries.

CLINICAL AND CARE GOVERNANCE COMMITTEE

16 December 2025

During discussion, the following was noted:-

- that there would be a revamp to the data report next quarter, by using the quality and safety reports that come from NHS Grampian which would be augmented with information that was normally provided. The sector report template was also being revamped;
- that three care homes had been closed recently due to the impact of flu, which was being monitored very closely, noting that similar issues were being experienced across the country. Assurance was provided that staff were working hard with the care home teams, care home managers and infection prevention control/public health around the outbreak;
- that the city social care staff vaccination team's uptake in flu jabs within care home by residents was the highest in Grampian at 80%, which was positive news; and
- that mitigations were being made to improve support for Advanced Nurse Practitioners.

The Committee resolved:-

to approve the recommendations contained within the report.

LESSONS LEARNED

6. In terms of the requirement by the Scottish Public Services Ombudsman to publish on a quarterly basis, information on complaints outcomes and actions taken to improve services, Members considered whether there were any themes or lessons learned from the Group Monitoring Report, which could take the form of case studies, examples of how complaints have helped improve services, or 'you said, we did' notifications.

The Committee resolved:-

to note that there were no items to be added to the Aberdeen City Health and Social Care Partnership website.

REDUCED WORKING WEEK - HSCP/25/099

7. The Committee had before it a report by Amy Richert, Planning and Development Manager, Adult Social Work, which provided an overview of the implementation of the reduced working week for Aberdeen City Health and Social Care Partnership staff.

The report recommended:-

that the Committee be assured by the overview provided of the challenges and mitigations in place in response to the reduced working week for all ACHSCP staff.

CLINICAL AND CARE GOVERNANCE COMMITTEE

16 December 2025

In terms of Aberdeen City Council's Adult Social Work Team, the Committee heard Claire Wilson provide a summary of the report, referring to the work undertaken with the staff and teams to look at transitioning to a shorter working week, specifically looking at ways to change how we work, and how to create some efficiencies, which included rota management revisions and flexible working arrangements to ensure that there was always staff in the office. She indicated that there were some anxieties to address at the start, however, we are now seeing that the flexible working compressed hours and nine day fortnights resulted in a better work life balance.

In addition, Claire indicated that additional staff were recruited for Learning Disability in-house Services to comply with legislation and that there was also staff recruitment required in Criminal Justice.

In terms of NHS Grampian, Sandy Reid advised that the first half an hour reduction was implemented relatively seamlessly and with relatively little impact, however a large amount of work was now ongoing, with teams having been asked to put forward proposals on how their team will implement a further one hour reduced working week from 1 April 2026, including a governance process to be signed off by the Senior Leadership Team. An unspecified amount of backfill payment would likely be requested by NHS from Scottish Government.

During discussion, it was noted:-

- that although the half hour working week reduction had been implemented relatively easily within NHS Grampian, the additional hour may result in concerns around the possible disruption of services and whether staff were working without being paid – this required a good audit trail through clinical governance to avoid the disruption of services and by Line Management's monitoring of staff working arrangements via timesheets; and
- that there would be times where staff would be required to work additional hours e.g. to respond to emergencies, however they would claim and be paid for over-time on that basis.

The Committee resolved:-

- (i) to approve the recommendation; and
- (ii) to note that an update report would be submitted by Sandy Reid at the meeting on 16 June 2026, relating to NHS Grampian's one hour reduction of the working week.

IMPROVING TRANSITIONS - HSCP/25/097

8. The Committee had before it a report by Jenny Rae, Transformation Programme Manager, Mental Health and Learning Disabilities, which (1) sought endorsement of the transitions pathway for young people moving from children's services to adult services and to approve actions to address ongoing areas of concern; and (2) outlined the

CLINICAL AND CARE GOVERNANCE COMMITTEE

16 December 2025

collaborative improvement work undertaken by Aberdeen Health and Social Care Partnership, Aberdeen City Council, and NHS Grampian to enhance the transitions process and ensure a consistent, person-centred approach.

The report made reference to the key achievements thus far; outlined the phased approach which had been adopted and the key developments of the workstream; and provided information on the primary impacts of the changes.

The report recommended:-

that the Committee –

- (a) approve the new Transitions Pathway;
- (b) instruct the Chief Officer to develop an assurance plan to manage the identified risks within the Learning Disability Social Work service and submit a report to the Clinical and Care Governance Committee for consideration at its meeting on 24 March 2026; and
- (c) note the improvement work undertaken and planned.

Jenny Rae summarised the report explaining that the Partnership had been progressing, a labour intensive piece of work around improving transitions of young people who would leave school with an additional support requirement and may come into adult social care or health services.

She indicated that the work had been ongoing for some time to understand the processes that take place and to make sure that there was a service in place that operates well for everyone nationally. She advised that there was a focus on transitions of young people in terms of potential legislation coming through, but also in terms of work that had been happening through the Scottish Transitions Forum.

Jenny intimated that there was a set of seven principles used for a good transition for young people, therefore the process in Aberdeen was strongly based on those seven principles, utilising a national toolkit called Compass, which was available for both staff, families and young people to use to guide them through their own transitions process.

During discussion, Jenny responded to questions from members in relation to the roles and responsibilities between Children and Adult Services, explaining that the detail was contained within the pathway/associated staff guidance, however she acknowledged that more robust or detailed description of roles and responsibilities may be required. She intimated that Adult Services would not take any responsibility for a transition case until a person turned 18 years old.

In addition, Kevin Dawson, Fiona Mitchelhill and Graeme Simpson all provided information and assurances on the transitions pathway including working procedures and processes, eligibility criteria, partnership working, engagement with families and continuous monitoring.

CLINICAL AND CARE GOVERNANCE COMMITTEE

16 December 2025

The Committee resolved:-

- (i) to endorse the new Transitions Pathway;
- (ii) to instruct the Chief Officer to develop an assurance plan to manage the identified risks within the Learning Disability Social Work service and submit a report to the Clinical and Care Governance Committee for consideration at its meeting on 16 June 2026; and
- (iii) to otherwise approve recommendation (c).

JUSTICE SOCIAL WORK SERVICE COMMUNITY PAYBACK ORDER ANNUAL REPORT 2024-25 - HSCP/25/098

9. The Committee had before it a report by Val Vertigans, Strategic Service Manager, Justice Social Work Service, which presented the statutory Justice Social Work Service Community Payback Order Annual Report 2024-25.

The report recommended:-

that the Committee is assured by the statutory Community Payback Order Annual Report 2024-25 which is attached at Appendix A, in terms of activities undertaken and resulting outcomes for individuals.

Val Vertigans highlighted the key information from the report (1) noting that Community Justice Scotland would now collate all of the reports from the authorities across the country and present a summary report to Parliament in due course; (2) making reference to how Community Payback Orders were implemented in the city and outcomes in terms of case study examples and feedback from individuals on unpaid work and also beneficiaries of unpaid work in the community, which demonstrated their value for individuals; and (3) indicating that the report reflected on some ongoing challenges including the increase in the number of Community Payback Orders and unpaid work requirements.

In response to a question, Val provided information on the challenge to ensure that individuals were attending and completing unpaid work, specifically those who may have complex needs.

The Committee resolved:-

to approve the recommendation.

ITEMS WHERE ESCALATION TO IJB IS REQUIRED

10. The Committee considered whether any items required escalation to the IJB.

The Committee resolved:-

that no items be escalated to the IJB at this time.

- **COUNCILLOR LEE FAIRFULL, Chairperson**

A	B	C	D	E	F	G	H	I	J
INTEGRATION JOINT BOARD BUSINESS PLANNER - The Business Planner details the reports which have been instructed by the Board as well as reports which the Functions expect to be submitting for the calendar year.									
Date Created	Report Title	Minute Reference/Committee Decision or Purpose of Report	Report Number	Report Author	Lead Officer / Business Area	ORGANISATION ACHSCP/ACC/NHSG	Update/Status	Delayed/ Deferred or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
2026/27 Meetings									
3 February 2026									
Standing Item	Video Presentation	To note the regular video presentation from a choice of partner organisations							
Standing Item	Chief Officer Report	To provide a regular update from the Chief Officer	HSCP.26.001	Graham Lawther	Fiona Mitchelhill	ACHSCP			
31.01.2023	Carers' Strategy Annual report	To present the final Annual Report for the Carers Strategy 2023-2026.	HSCP.26.005	Stuart Lamberton/ Grace Milne	Alison MacLeod	ACHSCP			
13.01.2026	Refreshed Carers' Strategy	To present the new Carers Strategy 2026-2030.	HSCP.26.007	Stuart Lamberton/ Grace Milne	Alison MacLeod	ACHSCP			
19 November 2024	Financial Position Update	To provide an indicative status or projection of the Integration Joint Board's year-end financial performance.	HSCP.26.002	CFO/ Bernadette Bularan	Fiona Mitchelhill	ACHSCP			
16.08.22	Fast Track Cities	To provide an annual update activity contributing to the Fast Track Cities Initiative.	HSCP.26.004	Daniela Brawley / Lisa Allerton	Sandy Reid	ACHSCP			
Standing Item	Annual Procurement Workplan	To present the Annual Procurement Work Plan for 2026/27 for expenditure on social care services.	HSCP.26.006	Neil Stephenson	Neil Stephenson	ACHSCP			
04.02.2025	Grampian Vaccination and Immunisation Annual Report 2025	Annual paper on Vaccine Uptake across all programmes and particularly the Childhood Immunisations Improvement Action Plan. Last approved on 4 February 2025.	HSCP.26.003	Clare-Louise Walker/ Jo Hall	Sandy Reid	ACHSCP/ ACVC		D	Request to defer to May 2026 as the Chair of the Population Health Committee has requested that the annual report goes there first prior to it going to the IJBs.
17 March 2026 - Budget									
Standing Item	Medium Term Financial Forecast 2026/27, 2027/28 and 2028/29	The estimated 4 year Medium Term Financial Forecast		Jonathan Belford	Jonathan Belford	ACHSCP			
20-Jan-26	Care and Repair Contract			Alison Macleod	Lead Strategy and Performance Manager	ACHSCP			
12 May 2026									
Standing Item	Workforce Plan			Stuart Lamberton/ Grace Milne	Alison MacLeod	ACHSCP			
Quarterly reporting	Financial Position Update	To provide an indicative status or projection of the Integration Joint Board's year-end financial performance.		CFO/ Bernadette Bularan	Fiona Mitchelhill	ACHSCP			
Standing Item	Annual Resilience report - Inclusion of Integration Joint Boards as Category 1 Responders under Civil Contingency Act 2004	To provide information of the inclusion of IJB's as Category 1 Responders, in terms of the Civil Contingencies Act 2004 and an outline of the requirements that this inclusion involves.		Martin Allan	Martin Allan	ACHSCP			
Standing Item - annual	Risk Appetite Statement and Strategic Risk Register	To present revised versions of the Risk Appetite Statement and Strategic Risk Register.		Martin Allan	Martin Allan	ACHSCP			
Standing Item	Annual Review of Financial Regulations and Reserves Policy	To present the findings of a financial governance review, a revised version of the IJB's Financial Regulations and an updated Reserves Policy for approval - RAPC noted on 25 February 2025, approved on 13 May 2025 by IJB.		Jonathan Belford	Jonathan Belford	ACHSCP			
30 June 2026									
Quarterly reporting	Financial Position Update	To provide an indicative status or projection of the Integration Joint Board's year-end financial performance.		CFO/ Bernadette Bularan	Fiona Mitchelhill	ACHSCP			
Standing Item - annual	IJB Scheme of Governance Annual Review	To present the revised Scheme of Governance and seek approval of the revised Standing Orders and Terms of Reference.		Jess Anderson/John Forsyth/Vicki Johnstone	Jenni Lawson	ACHSCP			
Standing Item	New Locality Plans	To present the new locality plans.		Alison Macleod / Iain Robertson	Lead Strategy and Performance Manager	ACHSCP			
14 April 2025	Alcohol & Drug Partnership Annual Report 2025	To provide information in relation to overall progress on the Alcohol & Drug Partnership Delivery Framework since 2019 and a specific update in relation to highlights from 2024 – 2025. Appendix A was a copy of a survey required by the Scottish Government in relation to Alcohol & Drug Partnership activity - last reported on 1 July 2025.		Simon Rayner	Fiona Mitchelhill	ACHSCP			
29 September 2026									

A	B	C	D	E	F	G	H	I	J
INTEGRATION JOINT BOARD BUSINESS PLANNER - The Business Planner details the reports which have been instructed by the Board as well as reports which the Functions expect to be submitting for the calendar year.									
Date Created	Report Title	Minute Reference/Committee Decision or Purpose of Report	Report Number	Report Author	Lead Officer / Business Area	ORGANISATION ACHSCP/ACC/NHSG	Update/Status	Delayed/ Deferred or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
Quarterly reporting	Financial Position Update	To provide an indicative status or projection of the Integration Joint Board's year-end financial performance.		CFO/ Bernadette Bularan	Fiona Mitchelhill	ACHSCP			
30 September 2025	Audited Final Accounts 2025/26 including the External Auditor's Annual Audit Report	To consider and approve the audited final accounts for 2025/26.		Bernadette Bularan/ Anne MacDonald	CFO/ Audit Scotland	Audit Scotland			
27.08.2024	Review of Whistleblowing Policy			Martin Allan	Fiona Mitchelhill	ACHSCP	2026		
1 December 2026									
Quarterly reporting	Financial Position Update	To provide an indicative status or projection of the Integration Joint Board's year-end financial performance.		CFO/ Bernadette Bularan	Fiona Mitchelhill	ACHSCP			
Standing Item	Health and Social Care Partnership Meeting Dates 2027-28	To seek approval of the IJB, Risk Audit and Performance Committee and Clinical and Care Governance Committee meeting dates for 2027-28.		Emma Robertson	Alan Thomson	ACC			
01.11.2023	Chief Social Work Officer's Annual Report	To present the Chief Social Work Officer's Annual Report for year 2025/26. The report is to inform Members of the role and responsibilities exercised by the Chief Social Work Officer; to provide information on the delivery of statutory social work services and decision making in the period; and to give a progress report on key areas of social work activity within Aberdeen City.		Graeme Simpson	Eleanor Sheppard	ACC			
2 February 2027									
Quarterly reporting	Financial Position Update	To provide an indicative status or projection of the Integration Joint Board's year-end financial performance.		CFO/ Bernadette Bularan	Fiona Mitchelhill	ACHSCP			
16 March 2027 - Budget									
Standing Item	IJB Budget	To approve the Budget.		Jonathan Belford	Jonathan Belford	ACHSCP			
Standing Item	Medium Term Financial Forecast	The estimated 4 year Medium Term Financial Forecast		Jonathan Belford	Jonathan Belford	ACHSCP			
2026/27 - Reporting Dates TBC									
10 December 2025	Transfer of Bon Accord Care to Aberdeen City Council	Periodic Update reporting - assurance on the continuity and quality of care through the change.		Iain Ramsay, Lou Henderson	Iain Ramsay, Lou Henderson	ACHSCP			
Standing Item	Equality Outcomes and Mainstreaming Framework (EOMF)	To share progress in relation to the Equality Outcomes and Mainstreaming Framework..		Stuart Lamberton	Alison MacLeod	ACHSCP			
22 March 2024	Outcome of IJB Culture Research Project	Presented to the IJB on 7 May 2024 - suggestion to recommission in 12-18 months.		Alison MacLeod	Alison MacLeod	ACHSCP	TBC late 2026		
07.05.2024	Morse Community Electronic Patient Record Evaluation and Contract Renewal - report due spring 2027	On 7 May 2024, Members agreed :(i) to note the Morse Evaluation appended at Appendix B of the report; and (ii) to approve a further three year contract with Cambric, running from October 2024, to supply Morse as an Electronic Patient Record for Community Nursing, Hospital at Home, Macmillan Nursing, Health Visiting and School Nursing Services		Julie Warrender	Alison MacLeod, Strategy and Transformation	ACHSCP			
09 July 2024	Evaluation of Aberdeen City Vaccination and Wellbeing Hub - report due 2028	To provide an evaluation of the Aberdeen City Vaccination and Wellbeing Hub. See report HSCP.24.047 on 9 July 2024.		Caroline Anderson	Fiona Mitchelhill	ACHSCP	Early 2028		

Agenda Item 4.6

Date	Agenda	Presenter
17 February 2026	1. Budget and MTF	Bernie
	2. Risk	Martin Allan
	3. Third Sector in Aberdeen	Maggie Hepburn
10 March 2026	1. Culture	Alison MacLeod
	2. Horizon Scanning	Alison MacLeod
	3. Finance	Bernadette Bularan
	4. Update re Digital/TEC	James Maitland
14 April 2026		
5 May 2026		
9 June 2026		
14 July 2026		
11 August 2026		
1 September 2025		
6 October 2026		
3 November 2026		
8 December 2026		

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INTEGRATION JOINT BOARD

Date of Meeting	3 February 2026
Report Title	Chief Officer’s Report
Report Number	HSCP.26.001
Lead Officer	Fiona Mitchelhill, Chief Officer
Report Author Details	Graham Lawther Communications Business Partner glawther@aberdeencity.gov.uk
Consultation Checklist Completed	Yes
Directions Required	No
Exempt	No
Appendices	None
Terms of Reference	1(c) Any other matter that the Chief Officer determines appropriate to report to the IJB

1. Purpose of the Report

1.1. The purpose of the report is to provide the Integration Joint Board (IJB) with an update from the Chief Officer on recent and upcoming activities.

2. Recommendations

It is recommended that the IJB;

- a) Notes the detail contained within the report.

3. Strategic Plan Context

3.1. The Chief Officer’s report highlights areas of Aberdeen City Health & Social Care Partnership (ACHSCP) activity which are relevant to the delivery of the Strategic Plan.



INTEGRATION JOINT BOARD

4. Summary of Key Information

National

4.1 Auditor General for Scotland and Accounts Commission joint briefings on Community Health and Social Care Performance 2025 and Delayed Discharges: A symptom of the challenges facing health and social care

We have received two joint briefings from the Auditor General for Scotland and the Accounts Commission. The first is on community health and social care, which highlights the need for improved national performance information and provides an interactive data tool for benchmarking and self-assessment. The second report includes findings on delayed discharges and their impact on health and social care services. We are currently reviewing the content and assessing any potential impact to ensure appropriate alignment with our priorities. In line with RAPC's Terms of Reference, we will present the briefings at the May RAPC meeting, allowing sufficient time for consideration and integration with planning requirements.

4.2 Publication of Scottish Learning and Improvement Framework for Adult Social Care Support and Community Health (SLIF)

The Scottish Government's Social Care and National Care Service Development Directorate has released a draft Scottish Learning and Improvement Framework for Adult Social Care Support and Community Health. Co-developed with COSLA, SOLACE, the NHS, and a cross-sector steering group, the Framework outlines a unified vision and system-wide improvement priorities.

<https://www.gov.scot/publications/draft-scottish-learning-improvement-framework-adult-social-care-support-community-health/>

Developed amid ongoing health, social care, and social work reform, the Framework aligns with other government initiatives such as the Operational Improvement Plan, Population Health Framework, and Service Renewal Framework. Additional reforms include the Primary Care and Community Health Route Map, creation of a National Social Work Agency, and the work of the National Care Service Advisory Board. These efforts will inform updates to the Framework, ensuring all priorities are considered.



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4.3 Exercise Pegasus pandemic planning

ACHSCP participated in Exercise Pegasus from September to November 2025, a Tier 1 national simulation led by the Department of Health and Social Care and the UK Health Security Agency. The exercise assessed the UK's readiness for a pandemic caused by a novel infectious disease, involving participants from across the UK, government bodies, and local responders.

Pegasus tested response strategies through the phases of emergence, containment, and mitigation, using an evidence-based, adaptive format. Aberdeen IJB, as a Category 1 Responder under the Civil Contingencies Act 2004, took part along with Aberdeenshire and Moray IJBs, NHS Grampian, Councils, Police Scotland, and other local partners in the Grampian Local Resilience Partnership (GLRP).

The three North-east IJBs addressed specific health and social care questions during the exercise, drawing on COVID-19 response experience, and shared their input with the wider Grampian group and the Scottish Government. Outcomes will be discussed at GLRP and relevant actions implemented, with a follow-up phase planned for spring 2026 and publication expected later that year.

4.4 Public Bodies (Joint Working) (Integration Joint Boards) (Scotland) Amendment Order 2025

The Scottish Government has put forward the Public Bodies (Joint Working) (Integration Joint Boards) (Scotland) Amendment Order 2025. This is intended to extend voting rights to members with lived experience of the social care, social work and community health system on Integration Joint Boards (IJBs). These include unpaid carers and third sector representatives.

The Order was placed before the Scottish Parliament on 19 December 2025. It will remain before the Scottish Parliament until 9 February 2026. On that date, the Health Social Care and Sport Committee will publish a report on the Order. If that committee agrees with the Order, it will become law. If the Committee does not agree, the Order will be subject to a vote before the full Scottish Parliament. It is expected that the Committee will agree with the Order and that it will thus become law.

If it becomes law, the Order will not take effect until 1 September 2026. This will



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allow IJB's across Scotland time to prepare for the extended voting rights and to offer training to affected Members.

4.5 Coming Home Action Plan

Following a Summit of system leaders, COSLA and Scottish Government convened a Short Life Working Group (SLWG) to develop an Action Plan to address the issues identified by the Mental Welfare Commission and the Scottish Human Rights Commission about individuals remaining in hospital for many years and the slow pace of change.

The Coming Home Action Plan sets out a nationally driven programme aimed at accelerating progress in reducing inappropriate out of area placements and long hospital stays for people with learning disabilities and complex needs. The plan outlines coordinated actions across data improvement, national support, inpatient redesign, housing, community capacity, and commissioning. Its intention is to strengthen accountability, address system barriers, and ensure a human rights-based approach that supports people to live in their communities with the right support.

The Aberdeen City Health and Social Care Partnership's commitment to the Coming Home Action Plan was a key factor in the development of the Stoneywood Service, which provides new homes for eight individuals previously living out of area, at risk of placement breakdown, or transitioning from children's services. The bespoke semi-detached bungalows were designed to maximise technology-enabled care (TEC), supporting tenants to live as independently as possible with 24-hour care available seven days a week. To ensure a smooth transition, the commissioned provider spent several months shadowing the individuals and their staff teams within their previous environments. Moves to Stoneywood took place on a phased basis, concluding on 9 and 10 December 2025. The relocation has enabled families to spend more meaningful time together, including for several families the first shared Christmas Day in over a decade. A comprehensive evaluation will capture learning from this process, identify future improvements, and highlight the positive impact of the new environment and proximity to family.

4.6 Summary of National Alcohol & Drugs Strategy and Partnership Delivery Framework Developments

The Scottish Government and COSLA have progressed the development of a new joint national Drugs & Alcohol Strategy to replace the National Mission when it



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concludes in 2026. The Strategy aims to embed long-term, whole-system change with a strengthened focus on prevention, reducing alcohol-related harm, and delivering a human-rights-based approach. It places equal emphasis on alcohol and drugs, highlights the need for sustained action across social determinants of health, and reinforces the importance of local flexibility within a shared national direction.

Alongside this, a revised Partnership Delivery Framework (PDF) has been produced to clarify the governance, accountability and operational expectations for Alcohol & Drug Partnerships (ADPs). The updated Framework clearly sets out roles and responsibilities for statutory partners, the requirements for ADP Chairs and Coordinators, and expectations around planning, resource oversight, data, performance reporting and scrutiny. While ADPs remain non-statutory, the Framework strengthens their operating environment and provides greater consistency to support local delivery.

The draft Alcohol & Drugs Strategic Plan (2026–2035) sets a long-term national direction for preventing harm, improving treatment and care, expanding harm-reduction measures, strengthening family support, and improving links between alcohol and drug services and wider public services including housing, justice, primary care and mental health. It acknowledges ongoing challenges such as high mortality rates, widening inequalities, changing drug supply patterns and variable service access. The Plan positions ADPs as central to delivering a locally-led, recovery-oriented system of care.

Together, the Strategy and revised PDF provide a significant opportunity to strengthen local delivery arrangements, focus accountability, and deliver a more sustainable approach beyond the National Mission. Both documents highlight the need for meaningful involvement of people with lived and living experience, stronger multi-agency collaboration, and an ongoing commitment to securing adequate, long-term funding. Final versions are expected to be published in early March following further refinement.

Regional

4.7 New Primary Care Board in 2026

A Primary Care Board (PCB) serves as a strategic planning body that enables community health care providers within primary care to collaborate effectively with local communities, facilitating the delivery of enhanced services that positively impact individuals' lives. The board is designed to represent all primary care



INTEGRATION JOINT BOARD

contractor groups, including general medical services, pharmacy, dental, and community ophthalmology. This representation extends to both in-hours and out-of-hours care provision.

On 18 November 2025, Grampian leaders and stakeholders met to develop a strategic framework for a unified PCB. The workshop aimed to create a collaborative, sustainable model focused on patient health, supporting the shift from Grampian Vision Work to routine operations.

Attendees discussed principles, governance, options, risks, mitigation strategies, and opportunities for innovation and partnership to shape the initial Terms of Reference. A follow-up workshop in January 2026 will confirm the governance model and scope. Implementation of the PCB will then proceed, with the first meeting scheduled before March 2026.

4.8 GP walk-in centres update

Following the First Minister's announcement, the Scottish Government plans to improve GP access by introducing a seven-day walk-in service from 12pm to 8pm. The pan Grampian bid, submitted on 28 November 2025, proposes a mixed model with both GP practices and GMED providing coverage. Participation requires a Service Level Agreement. The government has provided feedback and questions to be addressed by 14 January 2026. We are coordinating with the Grampian GP Sub-Committee and engaging practices to inform next steps, pending government approval.

Local

4.9 Successful completion of core Analogue to Digital Telecare (A2DT) project

The completion of the A2DT programme is a major achievement for Aberdeen, showcasing effective teamwork among various departments and partners. The project has modernised and strengthened telecare services, improving care quality and protecting critical systems.

Aberdeen City Council received the Scottish Government's Digital Office Gold Level 2 Award, recognition given after testing digital telecare with high-risk users and rolling it out to over 40% of users. This award also acknowledges technical excellence in launching a new digital alarm platform, migrating thousands of alarms,



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and integrating vital services into the digital system, ensuring reliable emergency support during the UK's digital switchover.

4.10 Public Dental Service Premises Review

An Organisational Change Steering Group has been formed to collaborate closely with staff and evaluate appropriate relocation options for the Public Dental Service (PDS).

The primary function of the PDS is to deliver dental care to individuals who are unable to access treatment from independent dentists. This includes patients with special requirements, such as those with mental health conditions or physical disabilities, residents in long-term care facilities, and individuals referred for specific treatments.

The review paper has received approval from the Grampian Primary Care Premises Group and is scheduled for submission to the Asset Management Group in January.

4.11 Transfer of Bon Accord Care to Aberdeen City Council

In December 2025, Aberdeen City Council (ACC) decided¹ to transfer Bon Accord Care Ltd SC416826 (BAC), Bon Accord Support Services Ltd SC432814 (BASS), and City Home Helpers Ltd, SC520710 (here on in referred to collectively as BAC), collectively an Arms-length External Organisation (ALEO) and 100% owned by ACC, back into the ACC structure. This transfer is set to take place within the financial year 2026/2027. A comprehensive project plan is being developed by ACC to progress the transfer with BAC management.

The IJB directs ACC to provide adult support services, which ACC does under a contract with BASS, as a provider. In February 2024, the IJB issued a Direction to ACC to provide adult support services and authorised the extension of the existing contract with BASS, for a period of 4 years. This was implemented, and a contract is now in place until 2028. The management of this contract is overseen by the Chief Officer, operating under ACC procurement/ contract management processes and may change/ flex over the course of 2026/27 as the transfer process matures towards completion. Ultimately though, ACC retain the responsibility to provide adult support services within the budget allocated by the IJB, and as such, service delivery will be maintained. In effect, all that happens on transfer day is that ACC will deliver the services itself and contractual arrangements with BAC will cease on its dissolution.

¹ [\(Public Pack\)Agenda Document for Council, 10/12/2025 10:30](#)



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4.12 ACHSCP Conference

The ACHSCP Conference on 28 January 2026, at the Beach Ballroom is a key event for engaging with staff and partners. This year's theme, "Turning Plans into Progress," will focus on interactive workshops, stalls, and presentations aimed at developing the Year 2 Delivery Plan and the refreshed Workforce Plan 2026-2029. The commitment and effort of our staff and partners are essential to our services, and this event provides an opportunity to reflect on achievements and turn plans and challenges into progress.

5. Implications for IJB

5.1 Equalities, Fairer Scotland and Health Inequality

There are no direct equalities implications arising from the recommendations of this report as it is a noting report.

5.2 Financial

There are no direct financial implications arising from the recommendations of this report as it is a noting report.

5.3 Workforce

There are no direct workforce implications arising from the recommendations of this report, as it is a noting report

5.4 Legal

There are no direct legal implications arising from the recommendations of this report as it is a noting report.

5.5 Unpaid Carers

There are no direct implications relating to unpaid carers arising from the recommendations of this report as it is for noting.

5.6 Information Governance

There are no direct information governance implications arising from the recommendations of this report as it is for noting only.



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5.7 Environmental Impacts

There are no direct environmental implications arising from the recommendations of this report as it is a noting report.

5.8 Sustainability

There are no direct sustainability implications arising from the recommendations of this report as it is a noting report.

5.9 Other Implications

There are no other direct implications arising from the recommendations of this report as it is for noting only.

6. Management of Risk

There are no risk management implications arising from the recommendations of this report as it is a noting report.

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INTEGRATION JOINT BOARD

Date of Meeting	3 February 2026
Report Title	Carers Strategy Annual Report 2025 - 2026
Report Number	HSCP.26.005
Lead Officer	Alison Macleod Strategy and Transformation Lead
Report Author Details	Stuart Lamberton Transformation Programme Manager SLamberton@aberdeencity.gov.uk
Consultation Checklist Completed	Yes
Directions Required	No
Exempt	No
Appendices	A – Carers Strategy 2023 – 2026 Action Plan B – Carers Strategy 2025 – 2026 Annual Report
Terms of Reference	2 - Any function or remit delegated under the Aberdeen City Integration Scheme, which is bound to be undertaken by the JB itself

1. Purpose of the Report

- 1.1. The purpose of this report is to present the final Annual Report for the Carers Strategy 2023-2026 and to present the new Carers Strategy 2026-2030.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board:

a) notes the progress on the delivery of the Carers Strategy 2023-2026

3. Strategic Plan Context



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- 3.1.** The Carers (Scotland) Act 2016 places a duty on Local Authorities and Health Boards to prepare and publish a local Carer Strategy. This duty is delegated to Integration Joint Boards under the Public Bodies (Joint Working) (Prescribed Local Authority Functions etc.) (Scotland) Amendment (No. 2) Regulations 2017 and the Public Bodies (Joint Working) (Prescribed Health Board Functions) (Scotland) Amendment Regulations 2017. The development and delivery of the Carers Strategy is a specific action identified within our ACHSCP Strategic Plan 2025-2029 under the aim of modernising our approach to service delivery and the priority of making best use of our resources.

4. Summary of Key Information

- 4.1.** On 31 January 2023 the Integration Joint Board (JB) approved our local Carers Strategy 2023 – 2026. Our strategy is for both adult and young carers and has four priorities:

Identifying as a carer and the first steps to support
Accessing advice and support
Supporting future planning, decision making and wider carer involvement
Community support and services for carers

- 4.2.** This report is the final annual update for the current Carers Strategy and provides a summary of the work carried out over the past 12 months. This includes the latest updates to the Carers Strategy Action Plan (Appendix A), the significant increase in the number of Carers supported across the City, and details on the improvement projects used to support Carers in our local communities.

The Carers Strategy Annual Report for 2025 – 2026 can be found at Appendix B

- 4.3.** Key highlights from the annual report includes;
- Number of carers supported over the Carers Strategy period, services have seen significant increase.
 - Multiple improvement projects from the Carers Strategy Improvement Group and the expansion of support and break options to Carers.
 - Successful co-production of key elements of the refreshed Carers Strategy 2026 -2029 with all stakeholders.



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5. Implications for IJB

5.1. Equalities, Fairer Scotland and Health Inequality

Our local Carers Strategy aims to enhance equality of opportunity for all carers. The Carers (Scotland) Act 2016 provides a definition of a carer and this is someone who provides or intends to provide care for another individual. An adult carer is defined as a carer who is at least 18 years old but is not a young carer. A young carer is defined as a carer who is under 18 years old or has attained the age of 18 years while a pupil at a school, and has since attaining that age remained a pupil at that or another school. The definition of a carer excludes paid carers, for example those working for a care agency, and volunteers. For this reason, the carers to whom the Carers (Scotland) Act 2016 refers are often referred to as 'unpaid carers' to provide this distinction.

Ensuring that all unpaid carers have access to support is a central theme of our strategy. The Integrated Impact Assessment (IIA) carried out for the Carers Strategy can be found [here](#). Ongoing engagement and the development of our Carers Reference Group is required to ensure that all carers are aware of their rights within the Carers (Scotland) Act 2016 and that local supports and services are developed with the needs of all carers in mind. The Carers Strategy Implementation Group (CSIG) works alongside members of the Equality and Human Rights sub-group to continue to develop our understanding of the needs of all communities in Aberdeen and specific actions on developing approaches to engaging with both minority ethnic communities and LGBTQ+ communities are included within the Carers Strategy action plan.

5.2. Financial

There are no direct financial implications arising from the recommendations of this report.

The ACHSCP budget for Carers in 2024 was £1,786,419 which is provided by the Scottish Government. This budget includes provision of social care services provided via our adult social work teams where these provide breaks to the carer as well as our specific carer support services. The actions outlined within the Carers Strategy action plan are delivered within



INTEGRATION JOINT BOARD

the existing resource envelope and through additional, applied for, funding streams where available.

5.3. Workforce

The Carers Strategy is delivered by the Carers Strategy Implementation Group (CSIG) which includes our key workforce members, partnership organisations, unpaid carers representatives and the wider community. Members of ACHSCP, NHS Grampian, Aberdeen City Council, independent and third sector workforces were engaged with in development and delivery of our strategies. Several recommendations are included within our Carers Strategy with the aim of improving the knowledge of all members of our workforce on the rights of carers and appropriate routes to support. It is recognised that members of our workforce may be unpaid carers themselves and CSIG continue to link in with the work of the ACHSCP Workforce Plan to support them.

5.4. Legal

There are no direct legal implications arising from the recommendations of this report. Having our Carers Strategy in place meets the legal obligations on the IJB within the Carers (Scotland) Act 2016.

5.5. Unpaid Carers

The development and delivery of our Carers Strategy is focused on improving experiences of unpaid carers. Our Carers Strategy action plan and annual report represents our progress over the past 12 months and the new Strategy provides a look ahead over the coming years detailing what our priorities are moving forward. Unpaid carers will continue to be fully involved in the planning and delivery of services designed to support them.

5.6. Information Governance

There are no direct information governance implications arising from the recommendations of this report. All photographs and case studies have been verified and consent given prior to sharing.



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5.7. Environmental Impacts

There are no direct environmental implications arising from the recommendations of this report.

5.8. Sustainability

There are no direct sustainability implications arising from the recommendations of this report.

6. Management of Risk

6.1. Identified risks(s)

Supporting Carers is an important element of our approach to prevention in our Strategic Plan 2025-2029. By supporting carers to continue caring we will support the wider population to live well for longer at home and help reduce the demand on other Health and Social Care services, for example, unplanned hospital admissions. There is a risk that if we do not continue to have a robust Carers Strategy, the voices of unpaid carers will not be heard, and services designed to support them will not meet their needs. There is also a risk that the IJB fails to meet its obligations within the Carers (Scotland) Act 2016.

6.2. Link to risks on strategic or operational risk register:

This report links to the following risks identified in the Risk Register:

Risk 4 -

Cause: Performance standards/outcomes are set by national and regulatory bodies and those locally-determined performance standards are set by the board itself.

Event: There is a risk that the IJB, and the services that it directs and has operational oversight of, fails to meet the national, regulatory and local standards.

Consequence: This may result in harm or risk of harm to people_.



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Risk 6 -

Cause: Need to involve lived experience in service delivery and design as per Integration Principles

Event: IJB fails to maximise the opportunities created for engaging with our communities

Consequence: Services are not tailored to individual needs; reputational damage; and IJB does not meet strategic aims

6.3 How might the content of this report impact or mitigate the known risks:

This report is the final annual report on the Carers Strategy 2023 – 2026 and presents the new Carers Strategy 2026 - 2030. The delivery of our Carers Strategy and action plan helps directly mitigate these risks. We continue to refine our approach in developing carers support services and improving the experience of unpaid carers across Aberdeen City.



Aberdeen City Health and Social Care Partnership

Carers Strategy 2023-2026 - Action and Implementation Plan

Carers Strategy Implementation Group

The ACHSCP Carers Strategy was approved at IJB on Tuesday 31st January 2023, soon after the Carers Strategy Implementation Group was established. There has been a wide range of attendees to this group, giving a collaborative effort to implement the Carers Strategy as wide as possible. We recognise that these groups take a bit of time to embed, and expand, ongoing development and consultation to include new voices around the table are helping the group expand with every meeting. It is important part of the groups reach and information gets out to multiple groups and sectors across Aberdeen. The Action Plan was developed from the strategic plan over a number of sessions with the group. We have a number of projects and action plan lines to focus our efforts over the 3 year plan. However this is continuously reviewed with the group members representation as below.

<ul style="list-style-type: none">• IJB Carer Reps• Barnardos• Quarriers• Sport Aberdeen• Adult Social Care• Physiotherapy• Childrens Social Work	<ul style="list-style-type: none">• Stay Well Stay Connected• Learning Disabilities• Podiatry• Strategy and Transformation• Nursing• ACVO• Archway	<ul style="list-style-type: none">• Bon Accord Care• Education• We Too• MCR Pathways• CLAN• PAMIS• Archway
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Action Plan

Action Plan Key

Not Started		
In Progress/ On Track		
Delayed		
Completed		
Continuous Review/ BAU		

Improvement Project Alignment

Project Name/ Organisation	Priority & Action Alignment	Intended Aim	Proposal and Outcomes to date.
Barnardos ELM Music Therapy	1.1.4 1.3.1 4.1.2	To deliver ongoing therapeutic music support groups for Young Carers across Aberdeen City, regardless of their registration status with Barnardo's, to enhance their emotional wellbeing, reduce impact of caring, and reduce isolation.	Delivered a full October holidays programme. The ELM Music Therapy respite programme is designed to help Young Carers in Aberdeen City live a fulfilling life alongside their caring responsibilities. By offering creative, therapeutic sessions within schools and community settings, the programme provides vital short breaks that reduce stress, support emotional wellbeing, and help Young Carers sustain their caring roles in the long term.
Barnardos Stay and Play	1.3.1	To develop and deliver inclusive Stay and Play sessions for Young Carers and their families across Aberdeen City, regardless of their registration status with Barnardo's. These sessions will improve the emotional wellbeing of Young Carers, reduce the impact of their caring responsibilities, and alleviate	The Stay and Play sessions will expand respite and support opportunities for Young Carers and their Families in Aberdeen City. These sessions will be inclusive, accessible to all families regardless of registration status with Barnardo's, and co-designed with Young Carers to reflect their voices, needs, interests, and hobbies.



		isolation by providing a safe, supportive, and engaging environment.	
PAMIS PMLD Family Sessions	4.1.2 1.1.5	Reduce isolation of some of the most marginalised carers in our communities, those caring for someone with a profound learning and multiple disabilities (PMLD) through hosting events and workshops that bring carers together to create sustainable relationships within their communities.	Following significant consultation with Family Carers we identified their priorities as well as their willingness to contribute to supporting the community to create more inclusive, purposeful and meaningful activities that would ultimately contribute to their sense of belonging in their community and increase their wellbeing.
We Too Ninjas – Taking the next step: Carers Development & Ninja-led skills building	1.3.1 4.1.2	Aims to enhance the confidence, skills, and resilience of carers in Aberdeen by developing our Ninjas (experienced carers) as leaders and trainers. Through peer-to-peer support, further developing our YouTube channel, and a digital magazine requested by professionals, we will create accessible resources that help carers identify their role, access advice, and feel connected to a supportive community. At the same time, we will strengthen We Too's sustainability by building organisational capacity and fostering partnerships, ensuring long-term impact beyond this funding period. Informal signposting and information is also provided.	This project will take We Too! and the Ninjas to the next stage of development, building on the strong foundation created in Year 1 and responding to clear demand from both carers and professionals. Our aim is to strengthen the skills of carers, widen access to information, and embed sustainable, carer-led resources within Aberdeen City.
Sport Aberdeen Young Carers SPACE Programme	1.3.1 4.1.2	To use sport, physical activity and play to improve life outcomes and regular opportunities for young carers across Aberdeen City.	13 Young carers been supported 1-2-1 bespoke sports and physical Activities. 5 further Young Carers supported 1-2-1 throughout school holidays. 10 bikes allocated to Young Carers through partnership working. Case studies and outcome based measures for Young Carers achieved, with high attendance rate and over



			90hours of 1-2-1 support given to Young Carers. Some of these session particularly throughout the school holidays was the only time the Young Carers was able to spend time with people their own age.
Quarriers Wee Blether Expansion	1.1.5 1.3.1 4.1.2 4.3.5	We are looking at four areas of support we can provide to unpaid adult carers to support them in their role. <ol style="list-style-type: none"> 1. Equality and Empowerment 2. Confidence to learn, to grow to thrive 3. First Aid Wrap Around Support - Practical and emotional support 4. Social Inclusion and Wellbeing 	<p>We will run a block of four cooking session four times a year over a twelve-month period, which unpaid carers will benefit from. Each session will host up to 10 carers and will respond to the needs of carers based on their feedback from a current project. Activities will be run by a qualified tutor, delivering menu planning in collaboration with carers who attend.</p> <p>In collaboration with sport Aberdeen, we will provide six months gym or golf membership for carers, this project has currently been run with great success and from feedback from carers this has been a much-valued incentive and oversubscribed. This enables us to support more carers, improving health and wellbeing, sustaining resilience and providing short breaks for carers.</p>
MCR Pathways	1.3.1	<p>This project aims to pilot a targeted, community-based mentoring initiative for young carers aged 12 to 20 in Aberdeen, designed to address social isolation, strengthen emotional wellbeing, and support confident transitions into education, training, and employment.</p> <p>By offering trusted, consistent mentoring relationships, the project will ensure more young carers are identified early (Priority 1), feel emotionally supported and resilient in their caring role (Priority 2), and are</p>	<p>This project will pilot an adapted version of our award-winning mentoring model to support 55 young carers aged 12–20 in Aberdeen—particularly those disengaged from formal education or traditional services. By extending our reach into community settings and schools where we currently have no presence, the initiative will connect more young carers with consistent, relationship-based support tailored to their individual needs. Building on our successful practice in schools, this pilot really lets us test how we better meet the needs of young carers. We’re testing how we serve those not attending school. We want to</p>



		<p>empowered to plan for their futures and achieve personal goals (Priority 3). Through one-to-one and group-based mentoring, young carers will develop a stronger sense of connection and belonging within their communities (Priority 4), enabling them to lead fulfilling lives alongside caring—confident in their potential and equipped to thrive.</p>	<p>learn how relationships with a mentor can make a difference to them in early adulthood and close critical gaps: ensuring young carers do not face pivotal life transitions unsupported as they move from children's to adult services. Central to this work is our commitment to ensuring that every young carer can genuinely say: <i>"I have a sense of belonging and a life alongside caring."</i></p>
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Not Started		
In Progress/ On Track		
Delayed		
Completed		
Continuous Review/ BAU		

ACTION PLAN KEY

PRIORITY 1 - Identifying as a Carer and the first steps to support

Proactively create opportunities for more people across Aberdeen City to identify as a Carer						
What will we do?	When will we have done it by?	Action Status (Plan Key)	How will we know it is working? Performance / Measuring impacts	Who will be responsible?	Project Notes	Reviewed Deadline
1.1.2 Work with commissioned and internal services and carers themselves to review the information available particularly in relation to accessibility.	Ongoing	Continue into CS Priority 2 Review of Services and Resources	All Carers information held online and given out is in accessible formats	<ul style="list-style-type: none"> Adult Carers Support Service Young Carer Support Service Social Work Carer Rep Senior Project Manager (Strategy) 	Limited amount of influence, however continued open channels to share good practice and information. Link with Action 1.1.4 and Refreshed Adult Carers LOIP Project.	
1.1.4 'Review information' and channels to reach carers, identify the touch points within the current systems, process and Tests of Change programmes etc which come across carers in their daily activity' Linked to 1.1.2	Ongoing	Completed	Increased numbers of adult and young carers identified.	<ul style="list-style-type: none"> ACVO 	Extensive mapping undertaken, within Collaborative Commissioning, Improvement Project processes and Programme review for Carers Strategy refresh, this action	



					has supported the development of the Carers Strategy outputs each year.	
1.1.5 Understand the support needs of all Carers in Aberdeen and specifically those with protected characteristics (Equality Act (2010)), including particular focus on; <ul style="list-style-type: none"> • Develop approaches to engaging with minority ethnic Carers • Develop approaches to engaging with LGBTQ+ Carers • Religious and Faith groups • Carers with Disabilities 	June 2024	Continue into CS Priority 1	Increased number of Carers from Minority Ethnic and LGBTQ+ communities accessing support. Increased knowledge of support needed by these communities	<ul style="list-style-type: none"> • Equalities and Human Rights Sub-group • Senior Project Manager (Strategy) • Development Officer (Consultation and Engagement) 	<p>Progressing through the information collated through the Carers survey and national census information.</p> <p>Learnings from Improvement Project – Expansion of Wee Blethers, that are specifically targeting other communities.</p> <p>Although we are collating information of numbers of Carers with Protected characteristics, we recognise some additional work and effort to reach out to communities. ACHSCP are due to refresh the Equalities Outcomes in May 2026. Advising that a Equalities Outcomes including Carers needs and rights are met from all Protected Characteristics.</p>	Oct 25 – Mar 26



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Improve the knowledge of Carer's Rights and Carers support services with the Education, Health and Social Care Workforce						
What will we do?	When will we have done it by?	Action Status (Plan Key)	How will we know it is working?	Who will be responsible?	Progress Update	Reviewed Deadlines
1.2.2 Test whether information sessions/training co-produced by carers for Adult Social Work Care Managers increases staff awareness/knowledge of carers rights and sharing of available support offered to carers at the earliest opportunity.	Ongoing	Continue / Ongoing into CS 26-30	Gather workforce feedback before and after sessions.	Senior Project Manager (Strategy) Adult Social Work Rep Development Officer (Consultation & Engagement)	Engagement sessions throughout year, including attendance at ASW Forum, Staff Events and Pop Up stalls at Offices. Carers week also saw 2 awareness raising events. Recognition that this needs to continue into the Carers Strategy, with focus on collaboration and creative solutions for partners and organisation providing support for Carers, this will include training and staff awareness.	
1.2.3 Consider any further requirements for Young Carers as a result of Education (Additional Support for Learning) (Scotland) Act 2004 including working with Schools to implement the 'Think Young carer Toolkit'	Year 1 - March 2024	Complete	Feedback to CSIG group and incorporate any additional actions	ACC Children's lead Rep	Think Young Carer Toolkit Inclusion of Carer Positive accreditation for schools.	



Improve the Knowledge of the wider Community of Aberdeen City of Carers Rights and Carers Support Services						
What will we do?	When will we have done it by?		How will we know it is working?	Who will be responsible?	Progress Update	
<p>1.3.1 Test whether an awareness raising campaign providing information on rights, eligibility criteria, and opportunities increases awareness of and uptake of support (South Locality Plan)</p> <p>Test whether sessions/capacity building with community groups/organisations on carers rights/needs etc increases the no. of informal and free support available for carers to access. (North Locality Plan)</p>	Ongoing	Complete	Gather community feedback before and after sessions.	Carers Strategy Implementation Group Quarriers, Barnardos, CSIG professional leads	This has been ongoing from Improvement Projects as well as Collaborative Commissioning process and will be a plan for implementation of new Contract. Campaign will include; Joint information for Young and Adult Carers Services, Carers Rights information, Carers Reference Group and opportunities for Breaks and peer support.	
<p>1.3.2 Test whether promotional activities targeted to businesses on the benefits of the Carer Positive Award Scheme in Aberdeen through different channels (social media, case studies, website page) increases the number of businesses who are members of the scheme and having 'carer friendly' policies and working practices to support carers who might need to work in a more flexible manner.</p>	Year 1 & 2 March 2025	Continue into CS 26-30	Number of businesses and organisations participating in the scheme and achieving awards	Quarriers Senior Project Manager (Strategy) ACVO	Continue to promote Carers Awareness to Business and Organisation, encouraging Carers Positive Accreditation.	



Action Plan Key

Not Started	Black
In Progress/ On Track	Green
Delayed	Orange
Completed	Blue
Continuous Review	Purple

PRIORITY 2 - Access to advice and support for Carers

Ensure Young Carers have access to a Young Carer Support Service who can provide individual advice and support						
What will we do?	When will we have done it by?	Action Status (Plan Key)	How will we know it is working?	Who will be responsible?	Progress Update	Revised Deadline
2.1.1 Carry out review of Young Carer Support service	March 2024 – March 2025 Quarterly Reports	Completed 2024	The performance measures within the contract evidence a that Carer outcomes are being met	Collaborative Commissioning Project Team	Collaborative Commissioning Process carried out with Programme Review undertaken, learnings from Collaborative Commissioning process incorporated within the new service contract start April 2025, however learnings around key areas such as transitions have been developed ahead of new contract.	
2.1.2 Tender for revised Young Carer Support Service at end of existing contract	March 2024 – March 2025	Completed 2024	Completion of tender for new service	Collaborative Commissioning Project Team	Original Contract timeline aligned with Adult Carers service to do a joint Collaborative Commissioning process for Carers services across Aberdeen. Collaborative Commissioning undertaken with full procurement process, Young Carers and Adult Carers retendered for Contracts starting April 2024	
Ensure Adult Carers have access to an Adult Carer Support Service who can provide individual advice and support.						
What will we do?	When will we have done it by?		How will we know it is working?	Who will be responsible?	Progress Update	



2.2.1 Review performance of Adult Carer Support service	Quarterly Reports March 2024 – March 2025	Completed	The performance measures within the contract evidence a that Carer outcomes are being met.	Collaborative Commissioning Project Team	Quarterly contract monitoring continuing. Aligned Collaborative Commissioning process completed with Adult and Young Carers Services. This is now completed with 2 continuing providers taking forward future contract starting April 2025. New Key performance indicators	
2.2.2 Ensure members of our Workforce who are also Carers are supported	Year 1 / 2 / 3 Annual reporting in line with the Workforce plan	Continue into new CS	Delivery against the workforce plan and staff data/feedback gathered and analysed to help understand how well we are supporting carers in our workforce and what improvements can be made.	Transformation Programme Manager (Strategy) Workforce plan	Work to take place how we identify those in the workforce as Carers, then direct to support/resources. Built into Workforce Plan, engagement – Staff Mental Health and Wellbeing priority.	





Action Plan Key

Not Started	
In Progress/ On Track	
Delayed	
Completed	
Continuous Review	

PRIORITY 3 - Supporting future planning, decision making and wider Carer involvement

Young Carers have the opportunity to be leaders in planning their own support (Future Planning).						
What will we do?	When will we have it done by?	Action Status (Key Plan)	How will we know it is working?	Who will be responsible?	Progress Update	Revised Deadline
3.1.2 List all types of youth groups running youth programmes, engage them in ensuring young carers are identified and could they support them in being leaders in planning their own support, encourage these organisations also to be Carer Positive.	January 2024	Completed	Groups identify as 'Carer Positive'	ACVO, Barnardos, Sport Aberdeen with support of all CSIG members	List of Youth programmes and initiatives collated and shared with CSIG Group, been proven useful to share Carers information and seen in increase in Groups and Planning. Opening up opportunities for young Carers and understanding. Awaiting update from Carers Scotland on uptake on Carer Positive organisations.	
What will we do?	When will we have done it by?	Action Status (Key Plan)	How we know it is working?	Who will be responsible?	Progress Update	Revised Deadline
Ensure Adult Carers have the opportunity to be leaders in planning their own Support (Future planning).						



What will we do?		RAG C	How will we know it is working?	Who will be responsible?	Progress Update	
3.3.1 Review Eligibility Criteria for Adult Carers.	March 2024	Complete	<p>Revised Eligibility Criteria approved, published and utilised</p> <p>Current Criteria eligibility-criteria-for-carers-achscp-april-2018.pdf (aberdeencityhsc.scot)</p>	Adult Social work & Quarriers Supported by Carers Strategy Implementation Group	Adult Social Work will include this as part of the eligibility criteria	MARCH 2025
<p>3.3.2 Review templates and procedures for Adult Carer Support Plans, Anticipatory Care Planning and Patient Admission/Discharge.</p> <p>The former to include sections for Emergency Arrangements and Future Planning. Have one ACSP template used by Quarriers and Adult Social Work</p>	March 2024	Ongoing – Bring forward to priority 1 for CS 26-30	Templates revised and in use.	Same group as above. Both pieces of work are linked.	<p>As 3.3.1 - Update required from Adult Social Work, person to be allocated to conduct review of eligibility criteria and templated and procedures.</p> <p>Aligning this work as part of the implementation stage of the Carers Services contracts.</p>	Refreshed Carers Strategy 26-30
Carers have the opportunity to be involved in planning the support of the person they care for.						
What will we do?	When will we have it done by?	Action Status (Plan Key)	How will we know it is working?	Who will be responsible?	Progress Update	Revised Deadline



3.4.1 Review progress so far and develop guidance in relation to carer involvement in the hospital discharge process, including awareness and recognition of the role of Young Carers.	March 2026	On Track	Guidance developed and in use.	LOIP Project Lead – Quarriers - supported by SPM	Has been identified as pathway to be developed in LOIP Refresh Aim, starting with Rehabilitation services, who have a longer discharge process planning stage, and learnings to be shared and expanded to further hospital discharge processes. LOIP Project Link 10.2 Identifying Carers.docx	March 2026 to be completed with LOIP Carers Project
3.4.2 Review support guidance for Carers when the cared for person is moved to a Care Home.	March 2024	Bring Forward to Priority 1 CS 26-30	Guidance understood and in use.	CSIG & Scottish Care	This action to be updated to include Care at Home. Scottish Care representative now established with CSIG Group.	
There are opportunities to access independent sources of support for both the Carer and the Cared for Person						
Actions moved to BAU/ Continuous Review						
All Carers have opportunities to be involved in decision making about Carer Support Services, the Carer Strategy and the wider work of the ACHSCP (Participation and Engagement).						
What will we do?		RAG C	How will we know it is working?	Who will be responsible?	Progress Update	Revised Deadline
3.6.1 Develop a reference group made up of carers with different experiences of caring to support the IJB carer representatives and improve access to and communication with them.	Ongoing Year 2/3	Complete/BAU	Reference group in place Communication arrangements in place	Development Officer (Consultation and Engagement) & Senior Project Manager (Strategy)	Initial Group established. 1 year anniversary, more information in Annual Report. Work will move to ongoing for Development of the Group and increasing membership.	



					2025 ambition is Carers Reference Group co-produce and develop the Carers Strategy refresh.	
3.6.2 Implementation and awareness of Carer and Service User Engagement protocol for planning services, including awareness and recognition of the role of Young Carers.	May 2024	Completed 2024	Protocol understood and in use.	Carers Strategy Implementation Group Specific remit of Development Officer (Consultation & Engagement)	IJB Report approved in May 2024 for Engagement and Human Rights Guidance and has also been updated with inclusion of a Community Engagement Toolkit.	
3.6.4 Carers to be involved in the wider planning of and future commissioning of ACHSCP services and are recognised as a specific consultation group.	March 2025	Completed 2024	Carers Reference Group (when established) engaged in services through commissioning work planning.	Carers Reference Group Lead Commissioner (ACHSCP)	As above, linked with 3.6.3, Carers were key stakeholder commissioning and service design of the Carers Support Services.	
3.6.5 Ensure Carers views are surveyed regularly, and the feedback informs future support planning.	Ongoing Year 1/2/3	Completed 2024	Survey results indicate improved Carer experience and Action Plan revised in response	Development Officer (Consultation and Engagement)	Annual Carers Survey in effect – due to finish 19 th January 2024. Quarriers also have a quick survey out, info to be shared with CSIG Group when available.	Move to BAU
3.6.6 Provide on-going support as required to the carer representatives to the IJB in consultation with them as to their specific needs.	Ongoing Year 1/2/3	Completed	Feedback from carers representatives indicates they feel supported	Senior Project Manager (Strategy), Development Officer (Consultation & Engagement), Quarriers	New Senior Project Manager (Strategy) in post August 2023, in regular contact with IJB Carer Reps. New IJB Carers Rep to start February 2026	Move to BAU

Action Plan Key

Not Started ██████████



In Progress/ On Track	
Delayed	
Completed	
Continuous Review	

Priority 4 - Community support and services for Carers

What will we do?	When will we have done it by?	RAG C	How will we know it is working?	Who will be responsible?	Progress Update	Revised Deadlines
4.1.2 Maximise opportunities for Carers to access Community groups and activities. Incorporates; Increase the number of informal opportunities for Carers across the locality. North Locality Plan	Year 1 / 2 / 3 Ongoing	Completed	Feedback from Carers indicates opportunities are available. Identified opportunities are available in North Locality. Whilst identified in the North Locality plan this will be progressed for Central and South to ensure equality of opportunity across Localities.	Carers Strategy Implementation Group <ul style="list-style-type: none"> • ACVO • Wellbeing Project Manager • Quarriers • Barnardos Carers Reference Group (when established) Locality Empowerment Groups	23 Wee Blethers delivered across Aberdeen City Carers Reference Group established. Pop up and awareness events as part of annual carer events calendar.	
Support the ongoing development of a range of mainstream supports and services to enable Carers to receive a break from Carin g in line with the proposed 'right to a break' within the National Care Service Bill						
All Actions moved to Completed or BAU						
Continue to develop a range of support options for Carers, where the cared for person has high level needs, which allow choic e and control in line with the proposed 'right to a break' within the National Care Service Bill.						
What will we do?	When will we have done it by?		How will we know it is working?	Who will be responsible?	Progress Update	



4.2.3 Review 'Short Breaks statement'	Year 1 – January 2024	Complete	Review completed	Senior Project Manager (Strategy)	SPM to progress and update. Do this in conjunction with 3.3.1 (Eligibility Criteria)	
4.3.3 Review of Respite and Interim Beds for Older People and those with Physical Disabilities	Year 1 September 2023	Complete	There is capacity to meet the demand for planned respite provision	CSIG SW Lead Senior Project Manager (Services and Pathways)	SPM Services and Pathways to update, report being prepared and will be shared with CSIG when ready Delivered through SLWG 2025	
4.3.4 Consider learning from Technology Enabled Care projects within Social Care Pathways review and implement any additional tests of change required as a result	Year 2 – January 2025	Continue into Priority 1 CS 26-30	Will be dependent on work within separate Programme of work on Social care Pathways.	SW Lead to keep CSIG informed.	Digital Project Manager is lead, updates to be obtained from TEC board. Same Digital Project Manager aligned to ACHSCP Carers Website development. To be invited to January Carers Strategy Implementation Group Inclusion of the ongoing Digital Inclusion projects and the Single Point of Contact across ACC.	
4.3.5 Develop a respite bureau	March 2026	Completed	Bureau in place	SPM, Quarriers	Part of LOIP Project – Development for year 2 from initial test of change. Continue to review of the Respite opportunities across Aberdeen City reviewing Formal and Informal respite opportunities, will continue into Priority 2, and supporting implementing Right to Breaks for Carers from Care Reform Act.	



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Continuous Review Tasks

1.1.1 Hold database(s) of carers in Aberdeen City.	Year 1 / 2 / 3 Ongoing	Continuous Review	Stats available from database(s) on no. of Carers	<ul style="list-style-type: none"> • Adult Carers Support Service • Young Carer Support Service • Data Controller - HSCP 	Both Carers Support Services hold Carers Databases. ACHSCP will remain as data controllers, and request information updates through Quarterly Monitoring Reports. Continuous review on information sharing.	
1.1.3 Work with commissioned and internal services to ensure we are encouraging and supporting Carers to identify as such and making every opportunity count in this regard. Incorporates; Identify early intervention and prevention support for Carers in the community with a view to addressing gaps and support. South Locality Plan	Year 1 / 2 / 3 Ongoing	Continuous Review	Increased numbers of adult and young carers identified.	<ul style="list-style-type: none"> • Senior Project Manager (Strategy) • Adult Carers Support Service • Young Carer Support Service • CSIG professional lead reps • Public Health Coordinators • Locality Empowerment Groups 	Good Practice shared with Adult Carers LOIP and Young Carers Project Charters. Funding Applications being reviewed that will support this action.	
1.2.1 Improve knowledge of the workforce through targeted training and development opportunities for staff working within the ACHSCP, Aberdeen City Council and NHS Grampian.	Ongoing with benchmarking every year Year 1- develop training programme and roll out	Continuous Review	No. and % of Adult Social Work Care Managers attending carers rights training/information sessions No. of staff aware of carers rights No. of staff reporting increased awareness of carers rights	Senior Project Manager (Strategy) CSIG professional lead reps Development Officer (Consultation & Engagement)	Consider online course too Exploration across Grampian JANUARY WORKSHOP Carers Scotland – Carers Positive Link	



			Campaign analytics		Young Carers Training Programme – Amy Duncan Linking with Carers Scotland – Carers Positive for April 2024 roll out new legislation.	
3.2.1 Develop a pathway and protocol for transition planning from Young to Adult Carer, including response to and provision for 16 & 17 year old Young Carers.	Year 1 - January 2024	Continuous Review	Number of Young Carers transferring to Adult Support Service.	CSIG sub-group to action this; Senior Project Manager (Strategy), Quarriers, Barnardos, Children’s services Lead, adult Social work lead	SPM to link in and progress Link in with Ally Palin (currently working on GIRFE LD transition into Adult Services) Workshop JANUARY	
3.3.4 Ensure appropriate advice and support on employment issues and finances is available to Carers of working age	Ongoing 1/2/3	Continuous Review	An agreed approach to support is in place linking with National Carer Strategy Actions.	Quarriers	To include Young Carers that are in employment To be updated (consider transitions and the national strategy) Link with Workforce Plan actions and organisational links.	
3.5.1 Develop an overview of Carer Support services which can provide independent advice to Carers and the Cared for person in specific circumstances where independent support is required to ensure they are signposted correctly, e.g. Advocacy, Adult Protection, Domestic Abuse.	December 2023	On Track move to Continuous Review	All relevant Carer services are listing themselves on ALISS and / or Scottish Social Services Directory Linked with Actions in 1.1.1 and 1.1.6	ACVO Quarriers Barnardos	Linked with Actions 1.1.1 and 1.1.6 Information and signposting links to be held independently at ACHSCP Website.	



<p>3.6.3 Co-design local Carers resources and support. North Locality plan</p>		<p>Continuous Review</p>	<p>Carers have ongoing co-design involvement in development of support provided by Quarriers as per the existing contract. Carers co-design the next service when the contract is due for re-tender.</p>	<p>Carers Reference Group Carers Strategy Implementation Group Strategic commissioning and procurement board</p>	<p>Carers Reference Group now established, will be looking for more involvement from representatives with CSIG Group and actions including Collaborative Commissioning processes, Information review and test of change projects.</p>	
<p>4.3.1 Increase number of eligible Carers being offered the 4 Self-Directed Support (SDS) Options and associated budgets.</p>	<p>Year 1 / 2 / 3 Ongoing with Annual review</p>	<p>Continuous Review</p>	<p>SDS Statistical Report.</p>	<p>Lead Social Work Manager (ACHSCP)</p>	<p>Monthly/ Quarterly report from SDS at the moment will be compiled into Annual Report.</p>	
<p>4.3.2 Increase the range of supports available to eligible Carers under each SDS Option therefore providing true choice for Carers.</p>	<p>Year 1 / 2 / 3</p>	<p>Continuous Review</p>	<p>SDS Statistical Report.</p>	<p>Lead Social Work Manager (ACHSCP)</p>	<p>Monthly/ Quarterly report from SDS at the moment will be compiled into Annual Report.</p>	
<p>4.3.6 Review of Day opportunities for Older Adults – Initial test of Change</p>	<p>Year 1</p>	<p>Completed move to Continuous Review</p>	<p>Attendance numbers and qualitative feedback.</p>	<p>CSIG SW Lead</p>	<p>Wee blether groups established– Further wee blethers to be developed across the City. Evaluation will be carried out and provided. (ongoing and evolving) Quarriers taking on 15hrs per week support for wee blether groups</p>	



					<p>Evaluation included in LOIP Project Close Report.</p> <p>Annual Evaluation to be incorporated in Annual Report.</p>
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Completed Tasks

1.1.6 Review the information held online for Carers to ensure it is easy to access, signposts correctly and is kept up to date.	<p>Year 1 - December 2023 Initial Review Completed</p> <p>Move to Continuous Review</p>	Completed	Monitor numbers accessing online information	<ul style="list-style-type: none"> • Development Officer (Consultation & Engagement) • Adult Carers Support Service • Young Carer Support Service • CSIG professional lead reps • Project Manager support 	<p>Information held by Carers Information Services updated on their websites.</p> <p>CSIG Collated other useful information link for Carers and now available on ACHSCP Website.</p> <p>Carers Reference Group to Review ongoing basis as well as feedback in Carers Annual Survey.</p>
3.1.1 Review use of Young Carer's Statements.	December 2023	Completed	<p>Increase number of completed Young Carer Statements.</p> <p>Annual audit of the value of the completed plans with the individual carers.</p>	<p>Integrated Children's Services (ACC) Commissioned Service</p>	<p>Children's Services lead to update, who audits?</p>
3.2.2 Identify all 3rd sector organisations that support families including those involved with children transitioning into adult services.	Year 1 - September 2023	Completed	Organisation list and contacts received	ACVO	<p>Provided by ACVO, will support action 3.2.1 and other</p>



					Pathway touchpoints as well as information sharing and good practice distribution.	
3.3.3 Review use of Adult Carer Support Plans	January 2024	Completed	Increase number of completed Adult Carer Support Plans Annual audit of the value of the completed plans with the individual carers.	Adult Social Care Commissioned Service	Jo/Andrew to update working with SW Annual audit – who audits?	
4.1.1 Develop a Culture of Creativity through embedding the Promoting variety approach into development of Carers Support including; mainstream, services, Carer support services and Self-Directed Support option for Carers with eligible needs and Cared for with high level needs.	Year 1 – Promoting Variety project	Completed	New projects being added to Action Plan to address specific areas as identified through community engagement	Carers Strategy Implementation Group Carers Reference Group LOIP Resilient, Included & Supported Group Adult SW Lead Rep	Project Update on promoting variety, Chapelton and enhanced VR/Care Home breaks. Evaluation required by October 2023. LOIP Close Report now available.	
4.2.2 Test whether a 'Respite' scheme with businesses increases the range of co-designed respite/short break provisions available. (North Locality Plan) LOIP Change Idea & North Locality Plan	Year 1 • September 2023	Completed	Performance reported via LOIP Outcome Improvement Group. 'Resilient, Included, Supported'.	Quarriers	Andrew to update on the charter via regular updates to CSIG LOIP CLOSE REPORT	
4.2.3 Review 'Short Breaks statement'	Year 1 – January 2024	Completed	Review completed	Senior Project Manager (Strategy)	SPM to progress and update. Do this in conjunction with 3.3.1 (Eligibility Criteria)	
4.3.6 Review of Day opportunities for Older Adults – Initial test of Change	Year 1	Completed	Attendance numbers and qualitative feedback.	CSIG SW Lead	Wee blether groups established – Further wee blethers to be developed across the City. Evaluation will	



					<p>be carried out and provided. (ongoing and evolving) Quarriers taking on 15hrs per week support for wee blether groups</p> <p>Evaluation included in LOIP Project Close Report.</p> <p>Annual Evaluation to be incorporated in Annual Report.</p>	
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Aberdeen City
Health & Social Care
Partnership

A caring partnership

Carers Strategy 2023 – 2026

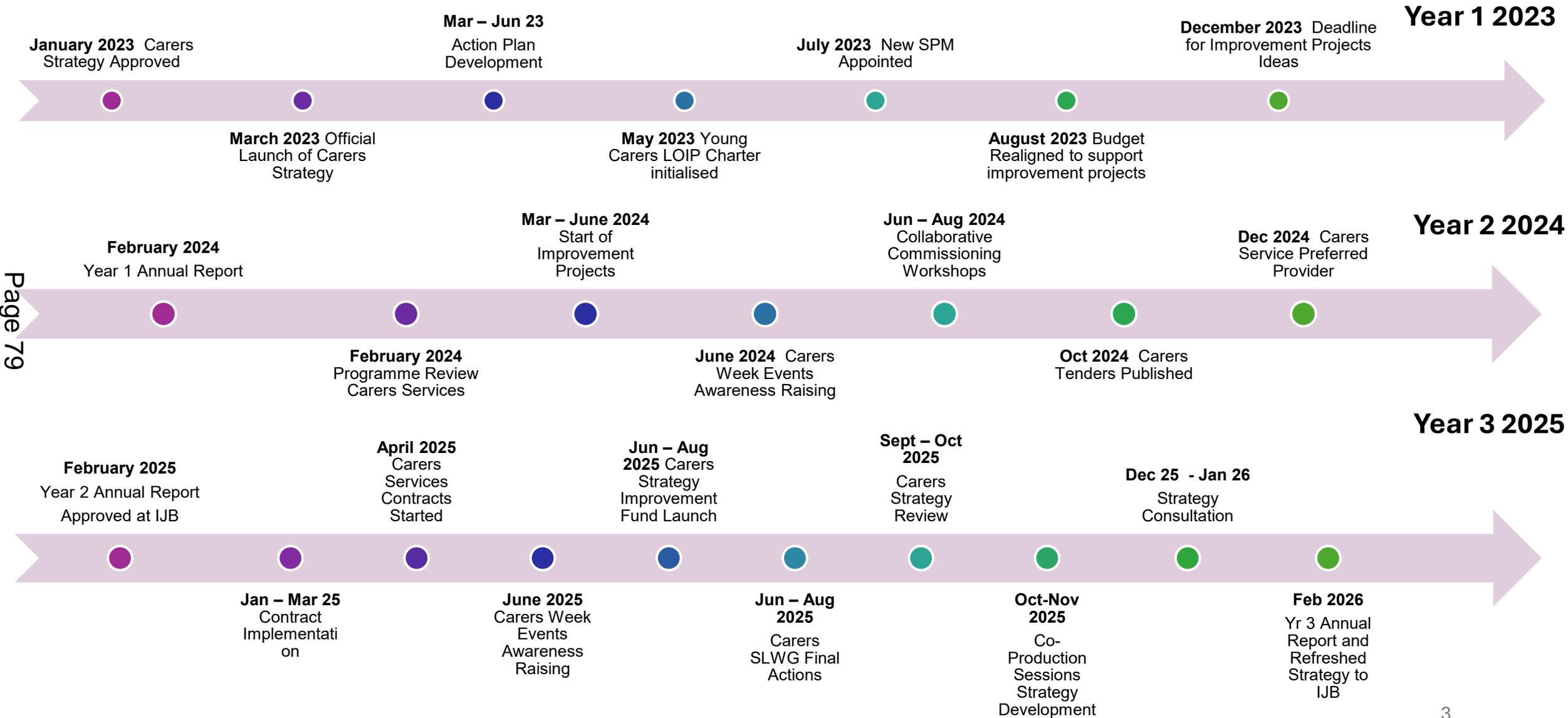
Annual Report – Final Report

Contents

- Implementation and Key Highlights Timeline
- Action Plan 2025 Overview
- Data
- Carers Awareness Week – June 2025
- Carers Improvement Projects
- Carers Service Providers Annual Report Links
- Carers Strategy Development
- Looking forward to 2026 - 2030



Strategy Implementation Key Stages



Plan on a Page

A CITY FOR ALL CARERS - ABERDEEN CITY CARER STRATEGY 2023 - 2026 Aim: We will demonstrate overall improvement in all four priority areas by receiving a minimum of 40% positive responses to our Carer Experience statements (what we want Carers to be able to say about their support) when surveyed in 2026			
Aberdeen City Strategic Plan Priority - 'Caring Together' Strategic Enablers - WORKFORCE - TECHNOLOGY - FINANCE - RELATIONSHIPS - INFRASTRUCTURE These enablers are the key resources which will support the implementation of the Aberdeen City Carer Strategy 2023 - 2026			
PRIORITY 1	PRIORITY 2	PRIORITY 3	PRIORITY 4
- Identifying as a Carer and the first steps to support	- Access to advice and support for Carers	- Supporting future planning, decision making and wider Carer involvement	- Community support and services for Carers
What we want Carers to be able to say about their Support			
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> "I am supported to identify as a Carer and am able to access information about the support I may need." </div>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> "I am supported as a Carer to Manage my Caring Role." </div>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> "I am respected, listened to and involved in the planning and development of the services and support which I and the person(s) I care for receive." </div>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> "I have a sense of belonging and a life alongside caring, if I choose to." </div>
What will each priority focus on?			
<ul style="list-style-type: none"> ▶ This priority focuses on the importance of carer's being recognised by themselves and others and having an easy entry to support. 	<ul style="list-style-type: none"> ▶ This priority focuses on support and advice which is universally accessible to anyone who identifies as a Carer in Aberdeen City. 	<ul style="list-style-type: none"> ▶ This priority focuses more specifically on support with future planning as a Carer and accessing more intensive support where the caring role requires this both for the Carer and the Cared for person. It also includes how carers can be involved in the wider development of support for carers. 	<ul style="list-style-type: none"> ▶ This priority is focussed on the practical supports available to Carers to support them to be well connected to their communities and have a life alongside their caring role including hobbies and employment. There will be a strong emphasis on Carer choice here and that no one size fits all.
What actions will we take to achieve these priorities?			
<p>1.1 Proactively create opportunities for more people across Aberdeen City to identify as a Carer.</p> <p>1.2 Improve the knowledge of Carer's Rights and Carers support services with the Education, Health and Social Care Workforce.</p> <p>1.3 Improve the Knowledge of the wider Community of Aberdeen City of Carers Rights and Carers Support Services</p>	<p>2.1 Ensure Young Carers have access to a Young Carer Support Service who can provide individual advice and support.</p> <p>2.2 Ensure Adult Carers have access to an Adult Carer Support Service who can provide individual advice and support.</p>	<p>3.1 Young Carers have the opportunity to be leaders in planning their own support (Future Planning).</p> <p>3.2 Young People with Carer responsibilities experiencing transition from Child to Adult Services have access to individual advice and support to enable future planning.</p> <p>3.3 Ensure Adult Carers have the opportunity to be leaders in planning their own Support (Future planning).</p> <p>3.4 Carers have the opportunity to be involved in planning the support of the person they care for.</p> <p>3.5 There are opportunities to access independent sources of support for both the Carer and the Cared for Person.</p> <p>3.6 All Carers have opportunities to be involved in decision making about Carer Support Services, the Carer Strategy and the wider work of the ACHSCP (Participation and Engagement).</p>	<p>4.1 Promote a culture of Creativity to encourage innovative approaches to Carer Support.</p> <p>4.2 Support the ongoing development of a range of mainstream supports and services to enable Carers to receive a break from Caring in line with the proposed 'right to a break' within the National Care Service Bill.</p> <p>4.3 Continue to develop a range of support options for Carers, where the cared for person has high level needs, which allow choice and control in line with the proposed 'right to a break' within the National Care Service Bill.</p>

What actions will we take to achieve these priorities?

1.1 Proactively create opportunities for more people across Aberdeen City to identify as a Carer.

1.2 Improve the knowledge of Carer's Rights and Carers support services with the Education, Health and Social Care Workforce.

1.3 Improve the Knowledge of the wider Community of Aberdeen City of Carers Rights and Carers Support Services

2.1 Ensure Young Carers have access to a Young Carer Support Service who can provide individual advice and support.

2.2 Ensure Adult Carers have access to an Adult Carer Support Service who can provide individual advice and support.

3.1 Young Carers have the opportunity to be leaders in planning their own support (Future Planning).

3.2 Young People with Carer responsibilities experiencing transition from Child to Adult Services have access to individual advice and support to enable future planning.

3.3 Ensure Adult Carers have the opportunity to be leaders in planning their own Support (Future planning).

3.4 Carers have the opportunity to be involved in planning the support of the person they care for.

3.5 There are opportunities to access independent sources of support for both the Carer and the Cared for Person.

3.6 All Carers have opportunities to be involved in decision making about Carer Support Services, the Carer Strategy and the wider work of the ACHSCP (Participation and Engagement).

4.1 Promote a culture of Creativity to encourage innovative approaches to Carer Support.

4.2 Support the ongoing development of a range of mainstream supports and services to enable Carers to receive a break from Caring in line with the proposed 'right to a break' within the National Care Service Bill.

4.3 Continue to develop a range of support options for Carers, where the cared for person has high level needs, which allow choice and control in line with the proposed 'right to a break' within the National Care Service Bill.

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All actions from Action plan progressed, some actions have been taken forward as part of our service developments for next Carers Strategy.

2025 Carers Week was packed with different initiatives and awareness raising, we have taken the learnings from the engagement and will develop and annual calendar of events for Carers Strategy Implementation Group to promote

Carers Strategy Improvement fund has opened further opportunities for all Carers, including young carers one to one support, mentoring and respite. Carers skills development and employment, peer to peer support and family learning sessions as well as practical support solutions for those with complex needs.

Collaboration, info sharing and listening has been at the forefront of the Carers Strategy Implementation Groups priorities in 2025, developing the Carers Reference Group, Co-Production of the Carers Strategy 2026-2030 and our annual local survey and engagement events.

Data



Identified Carers receiving support	2022/23	2023/24	2024/25	2025/26
Adult Carers open to Quarriers Adult Carer Support Service	803	1006	1682	2040
Young Carers registered with Barnardos.	149	174	225	306

250% increase of number of Adult Carers supported from 2022 – 2026

Doubled the number of Young Carers registered since 2022.

Priority 1 – Identifying as a Carer and the first steps to support. Increasing numbers shows the effort put into identifying Carers. Benefits of the three LOIP project makes this evident.

“Between 2015 and 2019 I had to provide more intense care to my adult daughter, which meant that I could not work many hours, which really impacted my ability to keep my career going - ended up having to take low paid precarious jobs. I've not really fully recovered my mental health, life feels really precarious

“It has taken over my life for the past three years and I have stopped and started working multiple times as his care needs increased. I am left exhausted and unable to concentrate so am currently barely working

[SWBG-Aberdeen-Report.pdf](#)

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This year the Aberdeen Gender Inequality and Poverty report was produced, and key findings around Women in caring roles and the inequalities they face.

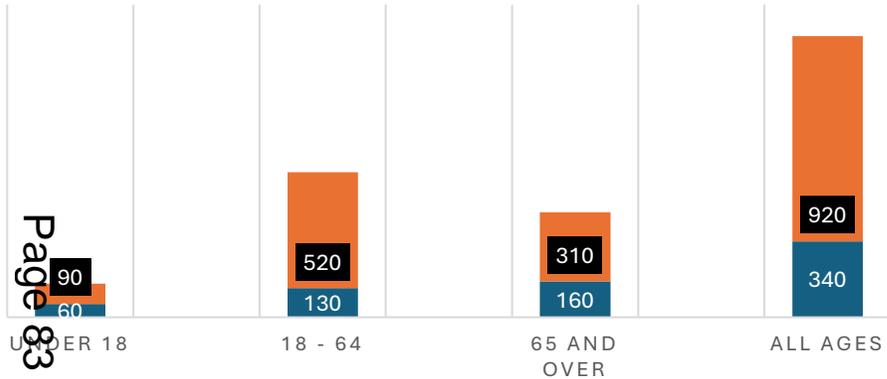
National Indicator (N18) Updates August 2024	Aberdeen Rate 21/22	Aberdeen Rate 23/24	Scotland Rate 21/22	Scotland Rate 23/24
Percentage of carers who feel supported to continue in their caring role	32%	37% ↑	30%	31%

Carers Strategy **AIM STATEMENT** “We will demonstrate overall improvement in all four priority areas by receiving a minimum of 40% positive responses to our Carer Experience statements (what we want Carers to be able to say about their support) when surveyed in 2026. We are hoping to achieve this if trend continues

National Carers Census Data – Aberdeen City

ABERDEEN CITY CARERS CENSUS - AGE GROUPS

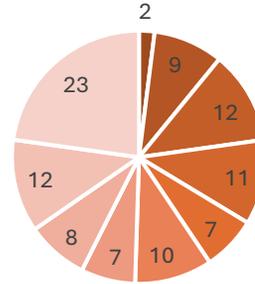
Male Female



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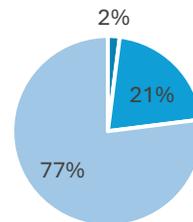
Similar to our Local data survey, there is a higher percentage of Carers spending more than 50 hours per week in their caring role.

Carers - SIMD Areas (1= Most Deprived - 10 Least Deprived)



SIMD 1 SIMD 2 SIMD 3 SIMD 4 SIMD 5
SIMD 6 SIMD 7 SIMD 8 SIMD 9 SIMD 10

Number of Hours spent Caring per week



Up to 19 hours 20 - 49 hours 50+ hours

Caring for Specific Groups	Percentage of Census Response
Dementia	7%
Mental Health	2%
Learning Disability	5%
Autism Spectrum Disorder	5%
Learning Disability and Physical Disability	1%
Physical Disability	3%
Elderly Frail	5%
Other	6%
Unknown / Missing	65%

Interestingly the census responses note a slightly higher percentage of carers in least deprived areas. However its worth noting it is generally spread across most SIMD zones.

[Carers Census, Scotland, 2023-24 - gov.scot](https://www.gov.scot/cars) For comparisons across Scotland and other supporting figures.

Carers Week June 2025

The poster features a purple and green color scheme with abstract shapes. At the top left is the Aberdeen City Health & Social Care Partnership logo with the tagline 'A caring partnership'. The main title 'Carers Week Aberdeen City' is in large, colorful letters, with the dates '9 - 15 June 2025' below it. The 'ABERDEEN CARERS SUPPORT SERVICE' logo is in the top left corner of the event area. The event schedule is organized by day, with each day's events listed in a white box. Logos for NHS Grampian, acvo, carers SCOTLAND, CARER POSITIVE Employer in Scotland, ABERDEEN CITY COUNCIL, and wetoo! are at the bottom. The Barnardo's logo is at the bottom right with the tagline 'Changing childhoods. Changing lives.'

Aberdeen City Health & Social Care Partnership
A caring partnership

Carers Week Aberdeen City
9 - 15 June 2025

ABERDEEN CARERS SUPPORT SERVICE

Monday 9 June
12 - 2pm
Aberdeen Brain Health & Dementia Resource Centre, King Street

Quarriers in collaboration with Alzheimer Scotland Centre, open session to carers, presentation followed by Q's & A's and a light lunch. All welcome

Tuesday 10 June
12-3:30pm
Talk to the Dementia Group
Cornhill Hospital

Talk about Quarriers Carers Support service to unpaid carers who care for someone with a Dementia Diagnosis - in partnership with NHS

Wednesday 11 June
12-4pm
Woodend Aroma Café
Pop up awareness session

Nip in past to meeting Quarriers about Carers Support service to unpaid carers .

Wednesday 11 June
13.30pm-15.30pm
Carers Scotland and Carer Positive in partnership with Age Scotland invite you to our Carers Week 2025 Employers and Managers online session focused on Planning for Your Future and Age Inclusive Leadership

This session explores how ageing and later-life planning are handled in the workplace - both by individuals, and by the people who manage them. Participants will be invited to reflect on preparing for the future, how confident they are supporting others, and what needs to shift in workplace culture to do both better.

Find out more about this free online employers sessions and sign up here: Carers Scotland and Age Scotland Employers Session, 11 June 2025

Thursday 12 June
10am -11am & 2pm -3pm
CLAN, Westburn Road

Meet Quarriers, showcasing new partnership working with CLAN. Awareness session to carers who attend CLAN.
[More information Here](#)

Thursday 12 June
11am - 12noon
Online session - Employers Event
Carer Awareness session

Hear from Carers Scotland about Carers Positive organisations and the benefits. Also hear from Aberdeen City Health and Social Care Partnership and Support services available to unpaid carers.
Email gracemilne@aberdeencity.gov.uk to sign up.

Friday 13 June
11am - 1pm
Wee Blether Drop In
Aberdeen City Vaccination and Wellbeing Hub

All Carers and cared for welcome to the Wee Blether drop in session. Available every Friday - make the most of it this week to find out more.

Saturday 14 June
10am - 4pm
Care to Contribute Fair 2025
Trinity Centre, Aberdeen
Open to all

Celebrate and Support Our Community
Visit lots of organisations offering incredible advice, support and opportunities.

10am - 12pm
Barnardos
Celebrating Carers Week Event
Fountainhall Church

Family fun activities and food, celebrating our Young Carers in Aberdeen City.

for anymore information on any of these events, please contact gracemilne@aberdeencity.gov.uk

NHS Grampian

acvo

carers SCOTLAND

CARER POSITIVE
Employer in Scotland

ABERDEEN CITY COUNCIL

wetoo!

BARNARDOS
Changing childhoods. Changing lives.

Carers week took place between the 9 – 15th June 2025, it was great to see another programme of events to support awareness for unpaid Carers across Aberdeen.

Carers Strategy implementation group have committed to and create a coordinated calendar of events all year round.

We already have a vast number of activities and events available, and we recognise our network and collective community are able to drive better promotion.

Carers Improvement Projects 2025

- Barnardos – ELM Music Therapy
- Barnardos – Residential Trips
- PAMIS – PMLD Family Sessions
- We Too – Ninjas
- Sport Aberdeen Carers SPACE Programme
- Quarriers – EPIC
- MCR Pathways – Mentorship Programme



We launched the 2nd round of Carers Strategy Improvement projects in July 2025, projects we scored and agreed by the Carers Strategy Implementation group and we thank all that put forward submissions. We understand that this takes a good bit of effort and a nerve-wracking presentation session. It is however brilliant to see the number of projects coming forward to provide creative and innovative solutions for carers. This improvement fund supports the Implementation group to deliver the Strategy and has been a welcomed resource to enable creativity and collaboration. The projects are only half way through, but we have provided some updates on the progress so far.

Improvement Projects

We Too Update

Digital Expansion – Magazine & YouTube

[Read We Too! Magazine Online - We Too!](#)

A major milestone has been the launch of the We Too! Magazine on our website, making it instantly accessible to families and professionals across Aberdeen and beyond. This was driven on feedback from the CSIG. Phionna loves that it has the “**magazine page flicking effect**”! Recent feedback from our printed magazine from social worker Ross

Stoker commented: “**Loving your work It’s always a great day when we get the latest edition of the**

magazine into the office and then get them out to parents.”

[Our Events - We Too!](#)

We have also seen exciting progress on our “Ask the Ninja” YouTube workshops, designed to offer carers practical, peer-to-peer advice in a flexible digital format. The Ninjas are currently scripting and filming the first series, ensuring that carers can access trusted support

whenever they need it - whether it’s during a quiet coffee break or late-night moment of worry.



Improvement Projects



PAMIS

Action 1 Deliver targeted family support for adult and young carers in families where someone has profound learning and multiple disabilities (PMLD).

Action 2 We will provide opportunities to attend our national learning and development courses for carers and practitioners in Aberdeen City to empower them to access new knowledge in our specialised training opportunities.

Action 3 We will host a carer support group and set up a carer's network of support facilitated by PAMIS through a medium chosen by carers. This will include 2 4-week sessions of activities for young carers, to encourage them to facilitate a network from which they can access leadership, opportunities and develop new friendships with other young carers.

Action 4 We will facilitate engagement with appropriate services for adult and young carers who wish to access a new or updated support plan

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What we have done so far

We have increased the number of adult carers and young carers we support almost reaching our project target

2 new PAMIS Changing places toilets have been registered in Aberdeen City. Providing more accessible facilities.

Increased organisation reach, new partners include Orchard Brae School, Len Ironside Centre and AMZ

Introduction sessions at Aberdeen Art Gallery and 1:1 conversations with Carers

Reflections and Outcomes

At least 2 further facilities are in process of registering a Changing Places Toilet in Aberdeen city due to PAMIS involvement, and more Aberdeen facilities have applied to the Changing Places Toilet fund, which closed for applications on 20 October. Outcomes on those applications will be shared when ready.

Connections with WeToo and Linx Ice Arena . We have also begun to develop a connection with Frozen Light Theatre as a direct result of this funding, and are starting work on a project to help carers communicate how they express emotions as a holistic and sensory experience to address mental wellbeing for carers and people with PMLD

Improvement Projects



MCR Pathways: Vital Sparks

Targeted Mentoring Support for Young Carers Across Aberdeen

Young carers are a core focus of our work.

Balancing school with significant responsibilities at home - often caring for a parent, sibling, or family member - young carers carry a burden well beyond their years. Their caregiving role can limit their ability to participate fully in school, engage with peers, or plan for their future. Without targeted support, their potential may go unseen, and their ambitions quietly set aside.

Mentoring provides young carers with something many have never had: someone there just for them. A trusted adult who listens, encourages, and believes in them. With consistent support from their mentor, young carers grow in confidence, broaden their aspirations, and begin to see a future defined by choice and opportunity - not just responsibility.

To date MCR have received 13 referrals and ongoing efforts to raise awareness and identify young carers through partnerships with youth clubs and family support organisations. The team is developing a young carers group, new marketing materials, and recruiting volunteer mentors.

Sport Aberdeen – Care and Connect

To use a child-centred, relationship-based approach to support the rights, wellbeing and life outcomes of young carers in Aberdeen through the power of sport, physical activity and play.

After a successful first year, Sport Aberdeen secured funding again from Carers Strategy Implementation Group to continue the Care and Connect project and its expansion.

Sport Aberdeen have recruited a new Project Activator who works alongside schools and Barnardos. To date the project is running well with the Project Activator supporting 10 young people and developing strong relationships with families and schools. The team is planning a leadership course and expanding support through a further pilot project with Adult Carers.



Improvement Projects

Quarriers

Action 1 - We will run a block of four cooking sessions four times a year over a twelve-month period, which unpaid carers will benefit from. Each session will host up to 10 carers and will respond to the needs of carers based on their feedback from a current project. Activities will be run by a qualified tutor, delivering menu planning in collaboration with carers who attend.

Action 2 - In collaboration with Sport Aberdeen, we will provide six months gym or golf membership for carers, this project has currently been run with great success and from feedback from carers this has been a much-valued incentive and oversubscribed. This enables us to support more carers, improving health and wellbeing, sustaining resilience and providing short breaks for carers.

Action 3 – First aid wrap around care - To offer on a needs-based support to Carers that require support with maintaining activities in the daily life. Supporting home and garden maintenance due to lack of time from the caring role. Quarriers will support as professional companies for carers in most need.

Wee blether groups are still expanding and have been reviewed. Carers still get the most out of wee blether groups

First aid and wellbeing sessions being delivered. Support improvement outcomes for Carers

Creation of the new Sanctuary Room at Quarriers HQ, for carers seeking a quiet space.

Building on the successful Health Improvement Fund project, Quarriers delivering more Cooking with Confidence classes to support Carers in their Caring role

Improvement Projects

Barnardos Case Study

C is a 12-year-old Young Carer who lives with her mother, younger brother (7), and older brother (17). Both siblings have additional support needs- her younger brother is non-verbal, and her older brother has significant and complex needs. The family has no access to public recourse, resulting in extremely limited financial resources. Although her mother has expressed a desire to work, she is unable to do so due to her full-time caring responsibilities. The family also faces practical challenges, including the mother not being able to drive and being unable to manage bus travel with all three children.

YC was referred to the Young Carers Service in July 2024 by the Integrated Children and Family Service due to her substantial caring responsibilities. These include:

- Providing practical, physical, and emotional support for both brothers
- Assisting with household tasks
- Offering continuous emotional support to her mother

Due to the high level of care required within the home, YC has had very limited opportunities to take part in social activities. It was agreed that YC be referred to the 1-1 support programme Care and Connect to ensure she could access personalised support, dedicated time away from her caring role, and opportunities that promote her wellbeing. Transport was also arranged to enable her to attend group sessions, given the family's travel barriers.

Since joining the service, YC has consistently attended Young Carer groups and a range of activities. She has spoken positively about having a safe environment where she can express her thoughts and feelings, stating that sessions "sometimes give me a mental break" and that she feels she can "talk about my problems.". She has also been able to experience activities for the first time, including:

- A visit to the cinema
- Sports sessions
- Craft and cooking activities
- Attendance at the Scottish Young Carers Festival in Dunfermline, taking part in outdoor activities, meeting animals, and engaging in creative workshops



Changing childhoods.
Changing lives.

Group opportunities continue to be offered, including weekly Biscuits n Banter adult support, school holiday sessions of Barnardo's Infinity LGBTQ+ Group, monthly Saturday YOUTH Primary, S1-3 and S4+ groups, and our summer school holiday programme. The re-establishment of the Young Carers group at Bucksburn Academy will further enhance engagement with Young Carers. In addition, we hosted a stall at Rosemount Market to raise awareness of Young Carers in the city and provide information on the referral process and available support services.

BARNARDO'S
Young Carer's Summer Programme!!
Please note that spaces are limited for all activities and **MUST** be booked beforehand

<p>Friday 18th July</p> <p>Family Event: Cinema (How to Train your Dragon) 11am - 1pm Cineworld at Queen's Links</p> <p>(Paid for) spaces for all parents/guardians and siblings too.</p>	<p>Tuesday 22nd July</p> <p>LGBT+ Infinity Group: Stonehaven Day trip 11am-12.30pm</p> <p>Open to Young Carers of secondary age who are part of the LGBT+ community, or come along as an ally</p>	<p>Thursday 24th July</p> <p>Lego & Team Building 10.30am - 12pm Barnados, 20 Carden Place</p> <p>Open to Young Carers of all ages - join us for some Lego, games, snacks and fun!</p>	<p>Wednesday 30th July</p> <p>Parkour 11am-12.30 Westburn Park</p> <p>Open to Young Carers of all ages - Leap into action! Run, jump, flow and have fun!</p>
<p>Friday 1st August</p> <p>Family Event: Innoflate 10.30am - 11.30am Beach Esplanade</p> <p>A parent/guardian must attend. (Paid sibling spaces available.)</p>	<p>Tuesday 5th August</p> <p>Under 10s Group: Outdoor fun! 11.00am-12.30am Duthie Park</p> <p>Open to Young Carers aged 10 and under - play, discover and roam the outdoors!</p>	<p>Thursday 7th August</p> <p>Multi-Sports 10.30am-12pm</p> <p>Get Active @ Sheddocksley</p> <p>Open to Young Carers for all ages - All sports, All fun!</p>	<p>Tuesday 12th August</p> <p>Air-Dry Clay Modelling 10.30-12pm Central Library</p> <p>Open to Young Carers for all ages - Bring your favourite book characters to life!</p>

Logos: YOUNG CARER, cfine, shmu, ELM MUSIC THERAPY, MCR PATHWAYS, YOUTH WORK ABERDEEN CITY COUNCIL, Bon Accord Care

Young Carers Services Annual Report



ABERDEEN YOUNG CARERS SERVICE ANNUAL REPORT 2023/24

Introduction

Barnardo's Aberdeen Young Carers Service was commissioned in April 2019 by Aberdeen City Council - now having been in contract for 5 years. It is the only dedicated Young Carers service in Aberdeen City, working with children and young people from age of 5 to 18 years old with integrated transition support to adult carer services- Quarriers Aberdeen. This report covers 1st April 2023 to 31st March 2024.

We continue to support Young Carers in Aberdeen City to live a happy and fulfilled life alongside their caring roles that aims to reduce the impact upon their own mental health and wellbeing, and offer short-term respite opportunities.

We offer family supports through one-to-one and group opportunities that include an adults group and family events. Furthermore, we provide a range of additional supports including targeted group work, social activities, advocacy, signposting/linking to other services, and financial support.

This year, our aim was to continue supporting schools, services, and the community to increase the awareness of the needs of Young Carers by informing professionals of the challenges that Young Carers face, their needs, and the potential risks associated with being a Young Carer.

We successfully worked in partnership with a wide range of professionals and sectors to implement a culture change with the ideology of 'Think Young Carer' being embedded across various settings including education, health, Social Work, other Third Sector organisations, community groups, and adult services. Whilst also helping to build effective systems to identify Young Carers that have a carer friendly ethos to promote inclusion, making them aware of their rights as a Young Carer, and offering every Young Carer in Aberdeen City a Young Carer Statement.

We have been pro- actively working alongside partners on the Carers Strategy 2023-2026 to identify how a multi-agency approach can be taken to increase the number of Young Carers recognised and receiving support within Aberdeen City with the recommendations from the Strategy continuing to shape service development in how we develop this approach with other organisations.

As part of our Contract Monitoring processes both our Carers service provide quarterly reports and an annual report.

Both these reports give us an in-depth view of all that has been achieved within the services, some things mentioned throughout this report.

We are glad we are able to commit within our Carers Strategy 2026-2030 stable Carers services, as the new Contracts started in April 2025 and will be in place for the next 5 to 7 years.



Co-producing Refreshed Carers Strategy 2026-30



Local Survey open (DATES)

CSIG Evaluation – DATE

Co-Production Session 2

Draft Strategy Consultation

Engagement Events

Co-production Session 1

Co-Production Session 3

IJB for Final Strategy Approval

Strategy Evaluation and Engagement

Local Carers Survey launched

Co-Production Sessions

Key Elements for Strategy coproduced with Carers, Partners and Professionals

Consultation and Finalisation

Draft Carers Strategy out for consultation with fully coproduced plan on a page.

Help Shape Aberdeen's Carers Strategy (2026 – 2030)

Are you an unpaid Carer? We want to hear from you

Please come to one of our engagement meetings in September. Your views and insights will help ensure the new strategy is realistic and effective.

Date	Time	Venue
Wednesday 10 th September	6.30pm – 8.30pm	North East College, Gallowgate, room
Tuesday 16 th September	10.00am – 12.00pm	Marischal College, room 1N – 01
Friday 19 th September	10.00am – 12.00pm	Marischal College, room 3W - 01
Saturday 20 th September	10.30am – 12.30pm	Tillydrone Campus, Donbank room
Wednesday 24 th September	6.30pm – 8.30pm	North East College, Gallowgate, room
Thursday 25 th September	1.00pm – 3.00pm	Marischal College, room 3W - 01
Saturday 27 th September	10.30am – 12.30pm	Central Library, Information Centre
Tuesday 30 th September	7.00pm – 9.00pm	Online (Microsoft Teams): call or email for link to join.
Wednesday 1 st October	2.00pm – 4.00pm	Online (Microsoft Teams): call or email for link to join.

To get involved, or find out more....

Phone: 1224 067039 or Email: achscpengagement@aberdeencity.gov.uk

Co-Production Session 1
What we know and what we can shape together. - **Key Elements**
Aim
Priorities
Key Actions
6/10/25
Marischal College

Co-Production Session 2
Refining Priorities and Assigning key actions
22/10/25
Marischal College

Co-Production Session 3
Developing Plan on a Page Aim, priorities and key programmes of work agreed
07/10/25
Marischal College

Strategy Aim
Increase Carer Engagement in Aberdeen City by 50% by 2030, ensuring more carers are involved in service developments and involved in decision making.

Priorities
1 We work together - carers, services and partners to make carers feel included, provide clear information, and empower them to use their rights to access the support they need.
2 Our collective Community are creative and innovative with our finance and resources to maximise support to Carers.

Programmes of Work
Improve communications with Carers. Focusing on level of choice, decisions, managed expectations and the way a carers plan is communicated.
Increasing networks and Carer involvement to enhance collaboration and information sharing and putting in place a structured plan for next steps in service development.
Work with Carers to review funding, services and resources for Carers support, gaining clearer insight to overall impact and value.
Implement key stages of new legislation supporting Carers understanding of rights e.g. Right to Breaks, through innovative and creative solutions.

Our Carers say...
"We don't want to feel like we are being a nuisance - we want to feel like we are partners in the decisions for our support and the ones we care for."
"Often when Carers ask for support it's probably been needed for a while, so when we are asking for help, its because we really need it."
"I know that I can be clear about what matters to me, and I trust that my choices will be respected and understood by the people who support me."
"If I need to access services or support, I am treated with kindness, dignity and respect at all times."
"The people I am involved with work together with me and each other to understand me as a person and we consider my whole life when making decisions about my life."
"The people who support me take the time to listen and understand me as a person and we consider my whole life when making decisions about my life."
"I have the information I need to make decisions about my life. It is a way that works for me, and I am supported to understand what options are available to me and trusted to know what is right for me."

All underpinned by Getting it Right for Everyone (GRIE) Principles

What we have heard – Public/ Carer Engagement Feedback so far

Respite - there is a desperation around this for people. "I'm not sure I'll be able to keep doing this" statements are often made.

Page 93

Communication – Carers report on what they feel to be significant breaks in communication between themselves and services as well as services to each other. Also awareness of useful groups and healthcare opportunities.



Carers report they are still struggling to find relevant information, balancing their caring role with life/ other responsibilities and affecting Mental Health and Wellbeing

Emergency Care Planning - some concerns raised over how effective these are, some confusion over who should be doing them

Rights - particularly at the start of their Caring journey are unaware of what their rights are (benefits, breaks, respite, groups, organisations etc..).

“Strategies are aspirational, and all the priorities will always be important to Carers, but we need more than white papers – we need to see the actions!” Talk the Talk and Walk the Walk!

Continuity is key – people want continuity of support for the people they care for, without that, it can increase stress levels as a whole new relationship and rapport and trust needs to be developed. It also saves Carers – Telling the story repeatedly.

Carers who responded deliver more than 50 plus hours of care per week.

Majority agree or strongly agree with the current Carers Strategy Priorities

Carers Strategy 2026- 2030



Plan on a page **Aberdeen City Carers Strategy 2026 -2030**

Priorities

Programmes of Work

Our Carers say..

Strategy Aim

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1

We work together - carers, services and partners to make carers feel included, provide clear information, and empower them to use their rights to access the support they need.

2

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Work with Carers to review funding, services and resources for Carers support, gaining clearer insight to overall impact and value.

Implement key stages of new legislation supporting Carers understanding of rights e.g. Right to Breaks, through innovative and creative solutions.

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Often when Carers ask for support it's probably been needed for a while, so when we are asking for help, its because we really need it.

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I know that I can be clear about what matters to me, and I trust that my choices will be respected and understood by the people who support me.

If I need to access services or support, I am treated with kindness, dignity and respect at all times.

The people I am involved with work together with me and each other to share information, in a way that is accessible to me and develop a clear understanding of how to support my wellbeing.

The people who support me take the time to listen and understand me as a person and we consider my whole life when making decisions about my life.

I have the information I need to make decisions about my life, in a way that works for me, and I am supported to understand what options are available to me and trusted to know what is right for me.



INTEGRATION JOINT BOARD

Date of Meeting	3 February 2026
Report Title	Carers Strategy 2026 – 2030
Report Number	HSCP.26.007
Lead Officer	Alison Macleod Strategy and Transformation Lead
Report Author Details	Stuart Lamberton Transformation Programme Manager SLamberton@aberdeencity.gov.uk
Consultation Checklist Completed	Yes
Directions Required	No
Exempt	No
Appendices	A – Carers Strategy 2026 – 2030 B – Engagement and Consultation Summary C – Carers Strategy 2026 – 2030 Integrated Impact Assessment
Terms of Reference	2 - Any function or remit delegated under the Aberdeen City Integration Scheme, which is bound to be undertaken by the JB itself

1. Purpose of the Report

1.1. The purpose of this report is to present the new Carers Strategy 2026-2030.

2. Recommendations

2.1. It is recommended that the Integration Joint Board:

- a) approves the new Carers Strategy 2026-2030
- b) Instruct the Chief Officer to develop a delivery plan for Carers Strategy



INTEGRATION JOINT BOARD

3. Strategic Plan Context

- 3.1. The Carers (Scotland) Act 2016 places a duty on Local Authorities and Health Boards to prepare and publish a local Carer Strategy. This duty is delegated to Integration Joint Boards under the Public Bodies (Joint Working) (Prescribed Local Authority Functions etc.) (Scotland) Amendment (No. 2) Regulations 2017 and the Public Bodies (Joint Working) (Prescribed Health Board Functions) (Scotland) Amendment Regulations 2017. The development and delivery of the Carers Strategy is a specific action identified within our ACHSCP Strategic Plan 2025-2029 under the aim of modernising our approach to service delivery and the priority of making best use of our resources.
- 3.2. A City for All Carers 2026–2030 is a preventative strategy that focuses on early identification, support, and empowerment of unpaid carers. By reducing crisis points and promoting wellbeing through timely interventions, collaborative networks, and rights-based support, it will help sustain caring roles and prevent escalation into acute health and social care needs.
- 3.3. Similar to the [Aberdeen City Health and Social Care Partnership Strategic Plan 2025 – 2029](#), we have key principles underpinning this strategy. The Carers Strategy directly supports the delivery of shifting our focus to prevention and early intervention.

4. Summary of Key Information

- 4.1. This report presents to the IJB the new Carers Strategy for 2026 – 2030 (Appendix A). This Strategy has been developed directly with Carers through our co-production workshops and together with all organisations represented on the Carers Strategy Implementation Group (CSIG). Information on the engagement and co-production processes undertaken are summarised within Appendix B.
- 4.2. The Carers Strategy 2026 – 2030 sets out our aim to further increase carer engagement across the City ensuring more carers are involved in service developments and decision making. Taking the lead from our ACHSCP Strategic Plan 2025 – 2029 there are two achievable and realistic priorities in the new Carers Strategy:
 - Carers, services and partners all working together to ensure that Carers



INTEGRATION JOINT BOARD

feel included, are provided clear information, and are empowered to use their rights and access the support they need.

- We are creative and innovative with our finance and resources to maximise support we can offer and provide to Carers

- 4.3.** The Carers Strategy, sets out a plan on a page with the Aim, Priorities and key programmes of work to be undertaken over the next four years. A delivery plan is to be developed within the first quarter, this will be developed by CSIG and the Carers Reference Group. Key actions under these programmes of work will be identified and implemented in the delivery plan. This will be monitored and reviewed at each annual report stage and through each CSIG meeting..

5. Implications for IJB

5.1. Equalities, Fairer Scotland and Health Inequality

Our local Carers Strategy aims to enhance equality of opportunity for all carers. The Carers (Scotland) Act 2016 provides a definition of a carer and this is someone who provides or intends to provide care for another individual. An adult carer is defined as a carer who is at least 18 years old but is not a young carer. A young carer is defined as a carer who is under 18 years old or has attained the age of 18 years while a pupil at a school, and has since attaining that age remained a pupil at that or another school. The definition of a carer excludes paid carers, for example those working for a care agency, and volunteers. For this reason, the carers to whom the Carers (Scotland) Act 2016 refers are often referred to as 'unpaid carers' to provide this distinction.

Ensuring that all unpaid carers have access to support is a central theme of our strategy. The Integrated Impact Assessment (IIA) carried out for the Carers Strategy can be found [here](#). The IIA for the new Carers Strategy 2026 – 2030 can be found at Appendix C. Ongoing engagement and the development of our Carers Reference Group is required to ensure that all carers are aware of their rights within the Carers (Scotland) Act 2016 and that local supports and services are developed with the needs of all carers in mind. The Carers Strategy Implementation Group (CSIG) works alongside members of the Equality and Human Rights sub-group to continue to develop our understanding of the needs of all communities in Aberdeen and specific actions on developing approaches to engaging with both minority ethnic communities and LGBTQ+ communities are included within the Carers Strategy action plan.



INTEGRATION JOINT BOARD

5.2. Financial

There are no direct financial implications arising from the recommendations of this report.

The ACHSCP budget for Carers in 2024 was £1,786,419 which is provided by the Scottish Government. This budget includes provision of social care services provided via our adult social work teams where these provide breaks to the carer as well as our specific carer support services. The actions outlined within the Carers Strategy action plan are delivered within the existing resource envelope and through additional, applied for, funding streams where available.

5.3. Workforce

The Carers Strategy is delivered by the Carers Strategy Implementation Group (CSIG) which includes our key workforce members, partnership organisations, unpaid carers representatives and the wider community. Members of ACHSCP, NHS Grampian, Aberdeen City Council, independent and third sector workforces were engaged with in development and delivery of our strategies. Several recommendations are included within our Carers Strategy with the aim of improving the knowledge of all members of our workforce on the rights of carers and appropriate routes to support. It is recognised that members of our workforce may be unpaid carers themselves and CSIG continue to link in with the work of the ACHSCP Workforce Plan to support them.

5.4. Legal

There are no direct legal implications arising from the recommendations of this report. Having our Carers Strategy in place meets the legal obligations on the IJB within the Carers (Scotland) Act 2016.

5.5. Unpaid Carers

The development and delivery of our Carers Strategy is focused on improving experiences of unpaid carers. This strategy provides a look



INTEGRATION JOINT BOARD

ahead over the coming years detailing what our priorities are moving forward. Unpaid carers will continue to be fully involved in the planning and delivery of services designed to support them.

5.6. Information Governance

There are no direct information governance implications arising from the recommendations of this report.

5.7. Environmental Impacts

There are no direct environmental implications arising from the recommendations of this report.

5.8. Sustainability

There are no direct sustainability implications arising from the recommendations of this report.



INTEGRATION JOINT BOARD

6. Management of Risk

6.1. Identified risks(s)

Supporting Carers is an important element of our approach to prevention in our Strategic Plan 2025-2029. By supporting carers to continue caring we will support the wider population to live well for longer at home and help reduce the demand on other Health and Social Care services, for example, unplanned hospital admissions. There is a risk that if we do not continue to have a robust Carers Strategy, the voices of unpaid carers will not be heard, and services designed to support them will not meet their needs. There is also a risk that the IJB fails to meet its obligations within the Carers (Scotland) Act 2016.

6.2. Link to risks on strategic or operational risk register:

This report links to the following risks identified in the Risk Register:

Risk 4 -

Cause: Performance standards/outcomes are set by national and regulatory bodies and those locally-determined performance standards are set by the board itself.

Event: There is a risk that the IJB, and the services that it directs and has operational oversight of, fails to meet the national, regulatory and local standards.

Consequence: This may result in harm or risk of harm to people.

Risk 6 -

Cause: Need to involve lived experience in service delivery and design as per Integration Principles

Event: IJB fails to maximise the opportunities created for engaging with our communities

Consequence: Services are not tailored to individual needs; reputational damage; and IJB does not meet strategic aims

6.3 How might the content of this report impact or mitigate the known risks:



INTEGRATION JOINT BOARD

The delivery of our Carers Strategy and action plan helps directly mitigate these risks. We continue to refine our approach in developing carers support services and improving the experience of unpaid carers across Aberdeen City.

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Aberdeen City Carers Strategy

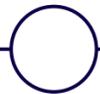
2026-2030 "A City for all Carers"





Aberdeen City
Health & Social Care
Partnership

A caring partnership



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Foreword



Caring is at the heart of our communities. Across Aberdeen City, thousands of unpaid carers provide vital support to family members, friends, and neighbours - often without recognition or reward. Their dedication enables those they care for to live well and remain connected to their communities, and in doing so, carers themselves face significant challenges balancing their caring role with their own wellbeing.

This Carers Strategy reflects our shared commitment to listen, learn, and act. It builds on the progress made through the 2023–2026 strategy and sets out a clear vision for the future: a city where carers feel valued, supported, and empowered. Co-production has been central to this work. The voices of carers, partners, and professionals have shaped every aspect of this strategy, ensuring that it is rooted in lived experience and practical solutions.

We know the challenges are real - navigating complex systems, managing financial pressures, and coping with the emotional demands of caring. Yet within these challenges lie opportunities for innovation and collaboration. Together, we will continue to break down barriers, strengthen partnerships, and deliver services that are inclusive, responsive, and sustainable.

Thank you to every carer, partner organisation, and member of our community who has contributed to this strategy. Your insight and dedication are the foundation of a plan that not only meets legislative obligations under the Carers (Scotland) Act 2016 and forthcoming Care Reform (Scotland) Act 2025 but also reflects our ambition to make Aberdeen a city for all carers.

Let us move forward with compassion, courage, and creativity - working together to ensure that every carer in Aberdeen feels supported, respected, and heard.

Fiona Mitchelhill
Chief Officer, Aberdeen City Health and Social Care Partnership



Aberdeen City Health & Social Care Partnership
A caring partnership

Introduction



Aberdeen City Carers Strategy 2023 - 2026, “a city for all Carers” set the scene for a strategy for Carers focused on remobilisation and recovery after the Covid-19 pandemic. Setting four priorities has supported great progress for the City in terms of stabilising support for Carers, creating concise and accessible platforms for support, including peer support and testing ways to modernise our service delivery.

A City for All Carers 2026 - 2030 is a preventative strategy that focuses on early identification, support, and empowerment of unpaid carers. By reducing crisis points and promoting wellbeing through timely interventions, collaborative networks, and rights-based support, it helps sustain caring roles and prevent escalation into acute health and social care needs. Our collective community of Carers, services and partners (page 12) are aware of the challenges that public services and carers face, and through co-production of this strategy, have planned the next four years of direct deliverables, that are measured, achievable and clear on outcomes for Carers across Aberdeen City.

Reflections

The Aberdeen Carers Strategy 2022–2026 set a key objective to increase the proportion of carers who feel supported to continue in their caring role to more than 40%, as measured by the [Health and Care Experience Survey](#). The most recent survey was conducted in 2023/24, and we anticipate achieving this target in the 2025/26 results. The progress of the previous strategy was delivered by the coordinated efforts of the Carers Strategy Improvement Group (page 12). [Annual Reports](#) have consistently demonstrated achievements against our priorities, including:

- **Delivery of [Local Outcome Improvement Plan](#) projects:** Three projects were successfully implemented to enhance support for both adult and young carers.
- **Expansion of referral pathways and increase in supported carers:** The 2025 project focused on increasing referrals from diverse sources, ensuring carers are identified and supported earlier. Actions have resulted in a substantial rise - over 40% in one year - in the number of carers receiving support.

Additionally, the Implementation Group has funded 15 improvement projects designed to deliver the Carers Strategy through collaborative approaches, providing direct and meaningful support and breaks to carers.

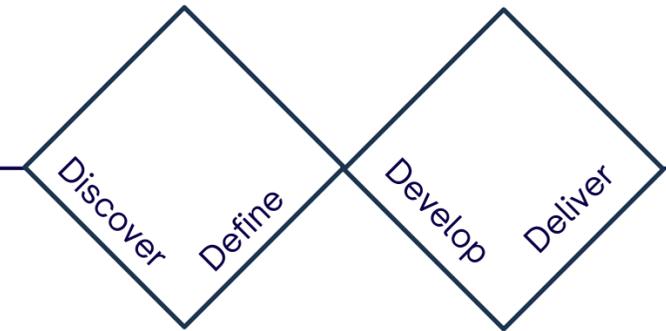
Challenges

We face a number of different challenges over the next four years, this includes finance and resource restraints which finds the Health and Social Care Partnership and most other partners navigating a difficult financial climate. However, while developing this strategy - its stakeholders recognised that there is lots we can do despite these restraints. Priority two of this Strategy is to take charge of our creative and innovative approaches making best use of our resources and maximising support to carers. We know that with this support and collaborative working we can also help deliver and implement the legislative changes within the [Care Reform \(Scotland\) Act 2025](#) that will support Carers with Right to Breaks and other modifications to the Carers (Scotland) Act 2016.

Recognising that unpaid Carers are dealing with more complex situations, relationships and often complicated services and systems, we need to ensure that they have a voice in Aberdeen City.

Co-Producing our Strategy

Co-Production has been at the heart of this Strategy, together with carers, partners and services we have developed the key elements - its aim, the priorities and the key programmes of work that will help shape our staged action plan for the next four years. **Discover** – Our local and national data and progress from the previous strategy provided a basis to develop from, we also were able at that stage to consolidate our learnings and establish what has worked well and what can improve. **Define** – Using what we know we were able to define these areas to shape our focus, e.g. understanding that we have undertaken projects to maximise the identification of carers, and referral routes to carers support, we are now able to focus on ensuring our carers understand their rights and how we maximise support when needed. **Develop** – Collaborative working has developed a strategy fit for purpose, taking feedback for it be realistic, deliverable and easy to understand. This strategy has a clear vision for **Carers by Carers** and to support service delivery. **Deliver** – Our Carers Strategy Implementation Group will ensure a staged action plan is achieved and reported each year of the strategy.



Local carer strategies

The [Carers \(Scotland\) Act 2016](#) requires local carer strategies to be developed across Scotland. These will set out plans to identifying carers, provide support and services to adult and young carers and provide information about local support. The duty to prepare local carer strategies applies to local authorities and relevant health boards but is delegated to integration joint boards^[1]. Local authorities and health boards are strongly recommended to work closely and collaboratively with carers and the third sector in preparing strategies.

National Approach

The Carers (Scotland) Act (2016) outlines the Scottish Government's expectations of how carers support is provided in each Local Authority area. In December 2022 the Scottish Government published a [National Carers Strategy](#) with themes that have been incorporated where still appropriate within this strategy.

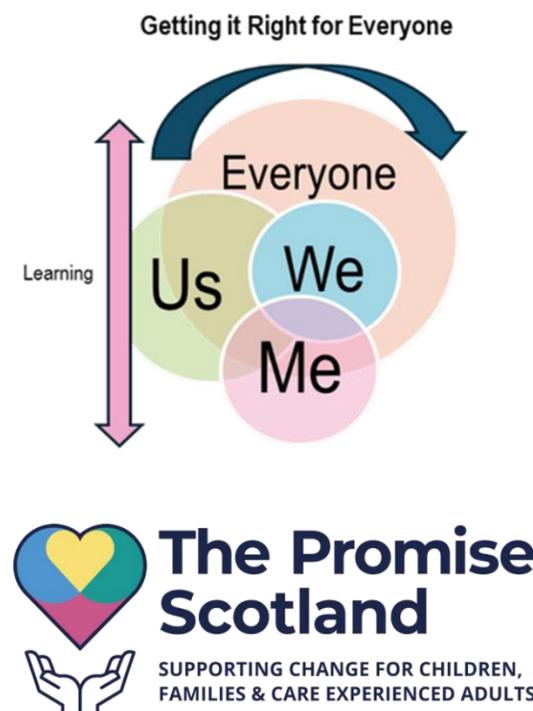
Subsequently there has been modifications applied to the Carers (Scotland) Act 2016 by the enactment of the [Care Reform \(Scotland\) Act 2025](#), which includes Right to Breaks for Carers. Aberdeen City is working toward the legislation to be in place by the national timeline of May 2026.

Our Approach

Similarly to the [Aberdeen City Health and Social Care Partnership Strategic Plan 2025 – 2029](#), we have key principles underpinning our plan. The Carers Strategy supports the delivery of the shifting focus to prevention and early intervention priority for the ACHSCP Strategic Plan.

The **Grampian Hope Approach** unifies Getting it Right for Everyone (GIRFE), Putting People First, Trauma Informed practice, Human Learning System, [Self Directed Support](#) and Realistic Medicine to consistently provide support to help people live their best lives. We also link with the local Aberdeen City [Children's Services Plan](#) ensuring the UNCRC and [The Promise](#) principles are embedded in our services areas that support children and young people.

Our approach includes ensuring Carers voices are heard and included in the [Local Outcome Improvement Plan](#) and the supporting [Locality Plans](#) for Aberdeen City. It is vital that our localities understand Carers needs as well as wider systems changes that can support Carers services going forward.



Plan on a page **Aberdeen City Carers Strategy 2026 -2030**

Priorities

Programmes of Work

Our Carers say..

Strategy Aim

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1 We work together - carers, services and partners to make carers feel included, provide clear information, and empower them to use their rights to access the support they need.

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Often when Carers ask for support it's probably been needed for a while, so when we are asking for help, its because we really need it.

I know that I can be clear about what matters to me, and I trust that my choices will be respected and understood by the people who support me.

If I need to access services or support, I am treated with kindness, dignity and respect at all times.

The people I am involved with work together with me and each other to share information, in a way that is accessible to me and develop a clear understanding of how to support my wellbeing.

The people who support me take the time to listen and understand me as a person and we consider my whole life when making decisions about my life.

I have the information I need to make decisions about my life, in a way that works for me, and I am supported to understand what options are available to me and trusted to know what is right for me.

Who are carers?

Definition

You are a 'carer' if you provide (or intend to provide) care for another person – but **not** :-

- if this is only because of that person's age (where they are under 18);
or
- if you are caring because you have a contract or as voluntary work.

Meaning of young carer

You are a 'young carer' if you are a carer (as above) and are also :
under the age of 18; or
18 or over, but still attending school.

Meaning of adult carer

You are an 'adult carer' if you meet the criteria for a carer above and are aged 18 or over, and not attending school.

Kinship carers

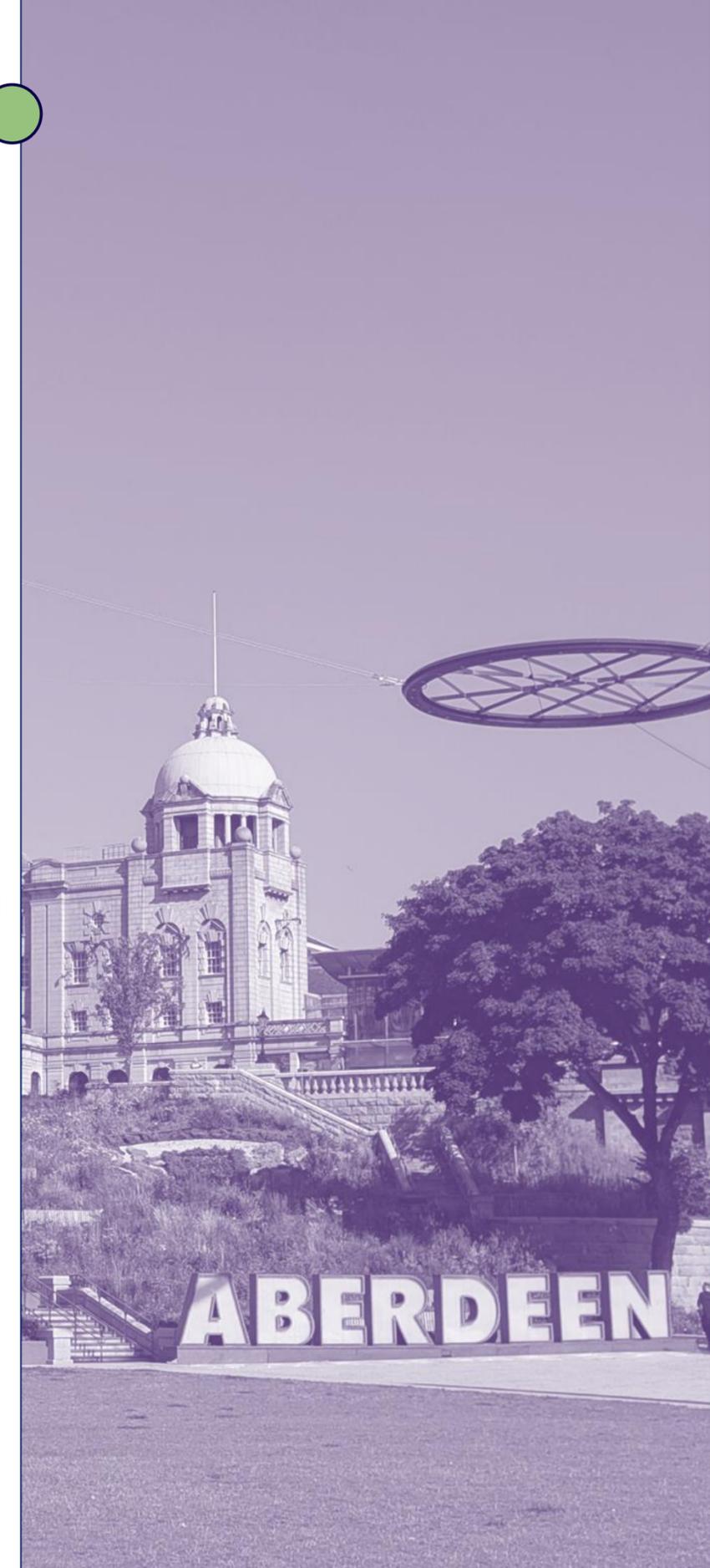
A kinship carer (usually a relative or close friend looking after a child in place of their parents) can be a carer under the Act, even where they have a kinship carer agreement with the local authority. This is only for kinship carers who meet the other requirements of the meaning of 'carer' above, so not where the care is simply because of the child's age.

The definition described here is as defined by the Scottish Government [Carers Charter](#), which details the rights for Carers within the Carers (Scotland) Act 2016.

Unpaid carers are the backbone of Aberdeen's health and social care system. Every day, thousands of individuals across our city provide vital care to family members, friends, and neighbours—often without recognition or financial reward.

Their contribution allows those they care for to remain independent and connected to their communities, reducing pressure on formal health and social care services. Supporting unpaid carers is not just the right thing to do—it's essential for the wellbeing and resilience of Aberdeen.

Collectively, unpaid carers are the largest provider of care in the Scotland. It is estimated that the care they provide saves the economy an estimated £15.9 billion each year. It is estimated that there is 25,000 – 33,000 carers in Aberdeen City, we know most are not receiving any support from our services.



What the data tells us

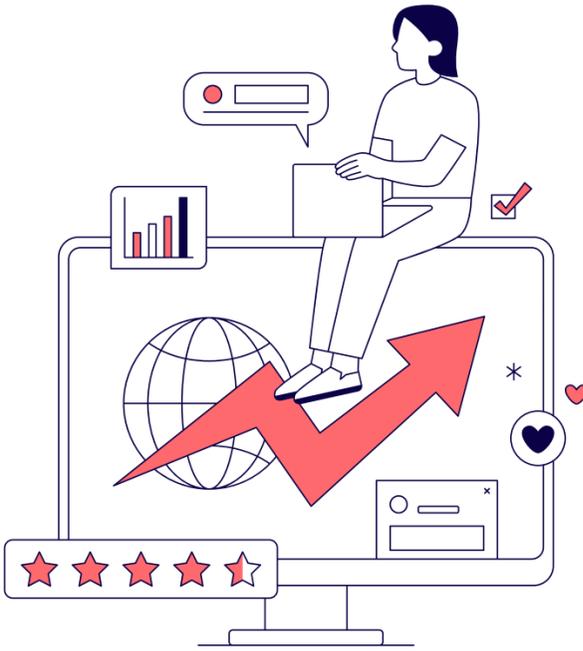
Nationally

Almost three in five carers (58%) in the [Carers Census 23/24](#) were working age (18-64 year old) adults in 2023-24. Adults aged 65 plus made up a quarter of carers identified (26%), whilst young carers aged under 18 accounted for 16% of the carers.

Around three-quarters of carers in the 2023-24 Carers Census were female (73%). Female carers outbalances male carers in all age groups, with the most pronounced difference being seen in the working age carer group – where 80% of carers aged between 18 and 64 were female.

A deprivation effect for unpaid carers supported by local services was noted, however this was greater for young carers. In 2023-24, 15% of young carers lived in areas within the most deprived Scottish Index of Multiple Deprivation (SIMD) decile, while 5% lived in areas within the least deprived SIMD decile.

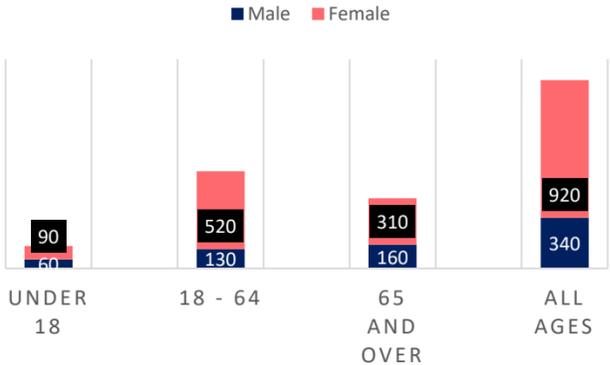
The [Scottish Health Survey](#) has an interactive map showing Aberdeen city approximately has 12% of its population providing regular help or care for any sick, disabled or frail person, this is lower than the national average of 15% across Scotland.



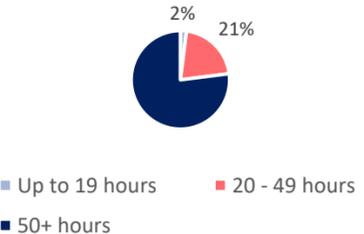
Locally

The figures here provided by the Aberdeen City breakdown from the [Carers Census 23/24](#) supports our Local Survey results to where we understand majority of carers are spending more that 50 hours per week caring. Young Carers and Adult Carers have different impacts from their caring role. Young Carers feel emotional wellbeing, life balance, feeling valued and living environment are most impacted by their caring role. These are shared by Adult Carers, however health and employment and future plans impacts are also felt.

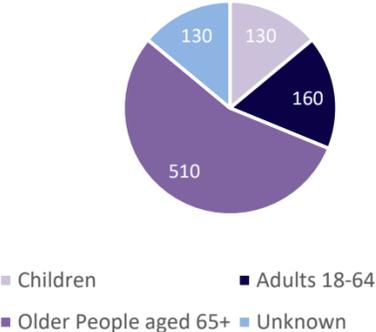
Carers age groups and gender



Number of Hours spent Caring per week



Cared for age groups



Known client groups for Cared for People



Identified Carers receiving support	2022/23	2023/24	2024/25	2025/26
Adult Carers open to Quarriers Adult Carer Support Service (inc Enhanced Support Service)	803	1006	1682	2065
Young Carers registered with Barnardos.	135	133	237	306



Social Determinants of Health

The Social Determinants of Health are the conditions in which people are born, grow, work, live, and age, as well as the wider forces and systems shaping daily life - including social and economic circumstances - that collectively influence population health.

Many factors combine to affect health outcomes for individuals and communities. There is no single agreed list, but Aberdeen City Health and Social Care Partnership works Aberdeen City Council and Community Planning Partners to consistently use five themes drawn from the World Health Organisation's broader framework:

- Economic Stability
- Children, Families & Lifelong Learning
- Neighbourhood & Environment
- Communities & Housing
- Health & Social Care

Within these determinants, socioeconomic factors such as poverty, employment and education have the greatest impact on health outcomes. This shows that the biggest contribution to population health often lies outside the health sector. Addressing these determinants effectively is therefore essential for improving health and reducing longstanding inequities.



What this means for Carers

Economic Stability: Many carers face financial strain due to reduced working hours or leaving employment to provide care. The Carers Strategy can include measures and signposting for financial support, flexible employment, and benefits advice.

Children, Families & Lifelong Learning: Carers often juggle responsibilities for children and older relatives. Young carers also face hardship with maintaining education and learning. Access to education, training, and respite care supports their ability to manage these roles.

Neighbourhood & Environment: Safe, accessible environments and transport options are crucial for carers to maintain social connections and access services.

Communities & Housing: Carers need housing that accommodates the needs of those they care for, and strong community networks to reduce isolation.

Health & Social Care: Carers require timely health and social care support for both themselves and the person they care for, including mental health services and respite.

A City
for all
Carers

Name: Sarah Unpaid Carer



“I need an accessible home that can accommodate my daughter’s needs with a community that has support for people with learning disabilities”

About Sarah

- Sarah, 41, is a single parent working 30 hours a week as a supervisor in a supermarket.
- She has a 16-year-old daughter with a learning disability who needs support with communication, mobility, personal care and eating. Sarah received help from paid carers and her sister and mother.
- Her sister’s availability will soon decrease, and her mother is being assessed for dementia, meaning she may no longer be able to support Sarah, and may need support herself at some point in the future.
- Sarah relies on her smartphone for communication. She has a driving license but relies on public transport to get around the city.

What does Sarah need?

- To maintain her flexible working hours and income.
- To ensure her daughter's health and wellbeing and develop her independent living skills.
- To undertake guardianship process for her daughter and make decisions on her behalf as she transitions to adulthood.
- To find supportive groups for her daughter and improve her daughter's communication abilities
- To secure alternative care for her daughter and develop a contingency plan for emergencies.
- To understand the impact a dementia diagnosis could have on her mother and what caring roles she and her sister will have to consider.
- To increase her savings for a suitable vehicle

What is Sarah feeling?

Concern – that her family support network is changing. That she may now have to support her mother should she be diagnosed with dementia.

Frustration – at the lack of support for single parents with children that have additional support needs.
Frustration – complex nature of finding information about health, social and guardianship processes.

Anxiety – about everything she must have in place for the care of her daughter.

What our Strategy can do to support Sarah

- Ensure Sarah has easy to access information for Carers Support services across Aberdeen City.
- Carers support services can support Sarah to complete an Adult Carers Support Plan, looking at the best outcomes for Sarah and needs to support in her caring role. This includes the changing circumstances with her family support and emergency planning support for her daughter if ever Sarah needs it.
- Sarah can be supported to access financial support and rights for her caring role. This can include employment rights and flexibility as well as financial support through specific benefit entitlements.
- Sarah can be signposted to services and peer support groups and gain confidence talking with others that have similar experiences.

What Carers tell us

Carers report they are still struggling to find relevant information, balancing their caring role with life and other responsibilities - affecting Mental Health and Wellbeing

Carers want something that clearly explains Carers Rights for the City.

Young Carers specifically need more one to one support, there is a need for variety and flexibility.

Those that access services are generally happy with the support they receive, however there is still a number of Carers not registering with Support services

When I became a Carer after my parent's dementia diagnosis I received a Carers Information pack. I couldn't wrap my head around it at the time - I was trying to get information on what the diagnosis meant for my parent. It takes a while to understand that you are going to need support too.

Continuity is key - carers want continuity for the people they care for.

Respite - there is a desperation around this for people. "I'm not sure I'll be able to keep doing this" statements are often made.

Carers want a clear Strategy based on practical actions.

We don't want to feel like we are being a nuisance - we want to feel like we are partners in the decisions for our support and the ones we care for.

Some young carers report enjoying attending planned events for young carers. For some it's the only time they see peers their own age and it's their only break from caring



Our Collective Community

The Carers Strategy Implementation Group (CSIG)

The Carers Strategy Implementation Group (CSIG) ensure that our strategy is not stagnant, that it is a progressive strategy with continual actions. The group is formed by services, providers and partners working together sharing resources, activities and raising awareness for Carers Services and Support across Aberdeen. Our Priorities set within this strategy lets us take stock of the progression so far, what resources we have available, and how best we can use them to maximise support for Carers. Working alongside the implementation group, Carers within the Carers Reference group, ensure lived experience is integral to our service developments.

Our Carers Strategy Implementation Group partners are below, one of our actions is widening our collective community.



SERENITI
BEYOND HELPING FAMILIES



Aberdeen City
Health & Social Care
Partnership

A caring partnership



north east
sensory services
achieving independence for blind & deaf people



Carer Support Services

 [Click the logos to take you to the support service website](#)



Shared Service Outcomes

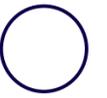
1. People in caring roles are supported to identify as carers at the earliest opportunities with equitable access to information and services.
2. Using a whole family approach, carers are respected, listened to and involved in their assessment, service planning and reviews.
3. Carers are supported and empowered to develop and maintain their resilience to support and maintain their caring role. Carers are supported in their transition journeys.
4. Carers maintain a sense of self and are connected with their peers and communities, supporting a life alongside caring.
5. Services work collaboratively and innovatively across the wider system to ensure appropriate opportunities are available for Carers.
6. Services are adaptable and responsive to carer outcomes and data analysis, ensuring appropriate service levels.

Under the Carers (Scotland) Act 2016 each local authority must establish and maintain an information and advice service, covering a range of mandatory areas for carers either resident in that local authority area, or caring for someone in that local authority area. There are currently two support services in Aberdeen City which are contracted to provide a dedicated to support service for Carers.

Aberdeen City Health and Social Care Partnership commission services to provide Carers Support across Aberdeen City. In 2024 a collaborative commissioning process took place to review and renew Carer Support Service Contracts. Upon review it was deemed appropriate to amalgamate Adult Carers Support with the Enhanced support contract, this was to enable services flexibility with level of support for each Carer and a reflection that there are more complex cases than ever before. There are separate needs for Young Carers and Adult Carers - however through Co-Production with Providers, Carers, partners and other stakeholders a set of shared service outcomes were developed and agreed as the baseline for and Adult Carers and Young Carers Service specification going forward allowing better shared working and resources. From the competitive procurement process Quarriers were successful in securing the Adult Carers Service and Barnardos for the Young Carers Services. These contracts started April 2025 and ensure consistency and a collaborative approach for Carers across the city for the next 5 - 7 years.

These providers work with Aberdeen City Health and Social Care Partnership and other partners to ensure Carers are supported in Aberdeen City. They ensure Adult Carer support plans and Young Carers statements are offered and undertaken in a timely manner with each identified Carer and ensure the above outcomes are met. Quarriers and Barnardos provide quarterly reports with progress and public annual reports are published and linked from the Carers Strategy Annual Reports.

Understanding Carers Rights



Carers (Scotland) Act 2016

The Act represented a shift from previous reactive approaches to Carers support to one with Prevention at the centre introducing new rights for Carers and duties for Local Authorities and Health and Social Care Partnerships.

The Act brought in new duties and powers in relation to:

- Adult Carer Support Plans and Young Carer Statements
- Eligibility Criteria
- Carer Involvement
- Local Carer Strategies
- Information and Advice
- Short Breaks Statement

The Act is accompanied by statutory guidance and the Carers Charter which outlines the key rights Carers have in relation to;

- Am I a Carer?
- Adult Carer Support Plans
- Young Carer Statements
- Support as a Carer
- Carer involvement in services
- Hospital Discharge

Care Reform (Scotland) Act 2025

The Bill for this Act of the Scottish Parliament was passed by the Parliament on 10th June 2025 and received Royal Assent on 22nd July 2025

A Scottish law about handling health and social care information, and about how social care is delivered and regulated.

Specifically for Carers, this will change the right to breaks. Modifications are made to the Carers (Scotland) Act 2016, upon identification of carers outcomes and needs for support by a carers services or local authority;

- “must identify as a personal outcome that is relevant to an adult carer, the outcome that the adult carer is able to take sufficient breaks.”

Where an adult carer is not able to take sufficient breaks, a responsible local authority must identify the need for support to enable the adult carer to take sufficient breaks.”



Understanding Carers Rights

What we do in Aberdeen City

Eligibility Criteria - Under the Carers (Scotland) Act 2016, Health and Social Care Partnerships must publish rules (Eligibility Criteria) that explain when carers can get funded support. We are committed to ensuring all adult carers receive support. This support may not always be a funded service. Sometimes, it could be guidance or signposting to existing community services or other organisations.

Waiving of Charges Policy Carers should never be charged for the support they receive. However, the person they care for might have to pay for their support. That's why it's important to check who the support is for - the carer or the cared-for person - before deciding if there is a charge. This is especially important when arranging replacement care.

Short Breaks Statement - Section 25 of the Carers Act and amendments with Right to Breaks from Care Reform (Scotland) Act says we must think carefully about whether the support we give to carers should include a break from caring. It also says we should aim to make these breaks planned rather than last-minute. This is also being supported and increased from the Care Reform (Scotland) Act 2025 for right to breaks legislation.

Adult Carers Support Plans – Completed by Commissioned Carers Service, Quarriers and support from Local Authority, each Carer can have a support plan in place to achieve their own personal outcomes, as well as emergency planning. These are to be completed alongside the Carer in a timely manner.

Young Carers Statements – Completed by commissioned Carers Service, Barnardos – young carers statements are offered after discussions with family and young carer. This is like the ACSP, looking at outcomes for the young carer, streamlined allowing Young Carers to receive support quickly.

Time to Live Funding – Commissioned carers organisations/ centres can apply to Shared Care Scotland for Time to Live funding. Quarriers have been successful in applications, developing and delivering micro grant schemes for Carers of adults (aged 21+) and young carers. These grants enable Carers to access funds and support for them to take short breaks.

All of our Carers Rights information can be found on our website at [Our Carers Strategy page here](#)



WHAT IS A YOUNG CARERS STATEMENT?

Information for Young Carers



Carers Reference Group



Established in September 2023 and a key achievement from the previous strategy, the Carers Reference Group is a flexible and accessible forum for unpaid carers in Aberdeen City. We know carers have limited time, so we offer evening and weekend meetings, both in-person and online, with digital options to suit individual needs.

Purpose: to contribute to the improvement of services and supports for all people who provide unpaid care to anyone in Aberdeen City.

Why it matters: Provides lived experience input into service development and strategy actions. Strengthens understanding within the Health and Social Care Partnership. Supports representatives on the Integration Joint Board.

What the group does: Shares experiences and attends co-production sessions. Engages with partner services to identify available supports. Contributes to every aspect of the Carers Strategy, including:

- Improving engagement and communication.
- Shaping carer support plans and rights.
- Mapping resources and services.
- Suggesting ways to modernise service delivery.

The group has agreed on what its role, expectations, and purpose should be:

- **Share experiences** – both positive and negative – of existing support services.
- **Exchange knowledge and skills** related to caring, while respecting privacy and confidentiality.
- **Work closely** with representatives from Aberdeen Health and Social Care Partnership and Carers Strategy Improvement Group.
- **Ensure carers' voices are heard** at a level that influences decision-making.
- **Invite guest speakers** from useful areas such as financial inclusion or care management.
- **Share learning** from these sessions with other carers.
- **Highlight training and development opportunities** relevant to members.
- **Raise awareness** of the Carers Strategy 2023–2026 (understanding it is helpful but not required).
- **Provide feedback** on the Carers Strategy, especially during review periods.
- **Welcome new members** to grow and diversify the group.



Would you be interested to join? Scan the QR Code or Contact the email below for more information
ACHSCPEngagement@aberdeencity.gov.uk



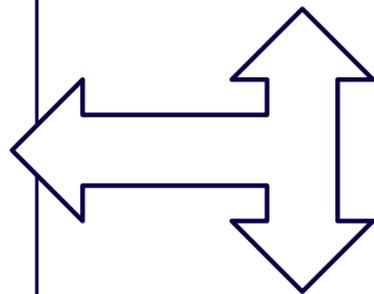
Priority 1



What we will do

Improve communications with Carers. Focusing on level of choice, decisions, managed expectations and the way a carers plan is communicated.

Increasing networks and Carer involvement to enhance collaboration and information sharing and putting in place a structured plan for next steps in service development.



How we know we are achieving our Priority

Increased numbers of Carers supported, showing awareness of rights and supports available to them

Carers are clear on expectations of services and what is available.

Our collective community expands, carers recognise additional support across Aberdeen

Increased number of Carers coming forward and receiving support before crisis point.

More events and awareness sharing opportunities across the city.

1 We work together - carers, services and partners to make carers feel included, provide clear information, and empower them to use their rights and access the support they need.



Priority 2

2 Our collective Community are creative and innovative with our finance and resources to maximise support to Carers.

What we will do

Work with Carers to review funding, services and resources for Carers support, gaining clearer insight to overall impact and value.

Implement key stages of new legislation supporting Carers understanding of rights e.g. Right to Breaks, through innovative and creative solutions.

How we know we are achieving our Priority

Mapped resources, services and funding.

Resources and services reviewed, avoiding duplication and wastage

Locally we set what new legislation means and how we will implement it.

Carers are informed and included, understanding impacts and benefits fully.

Increase in people receiving creative support.



Performance and Reporting

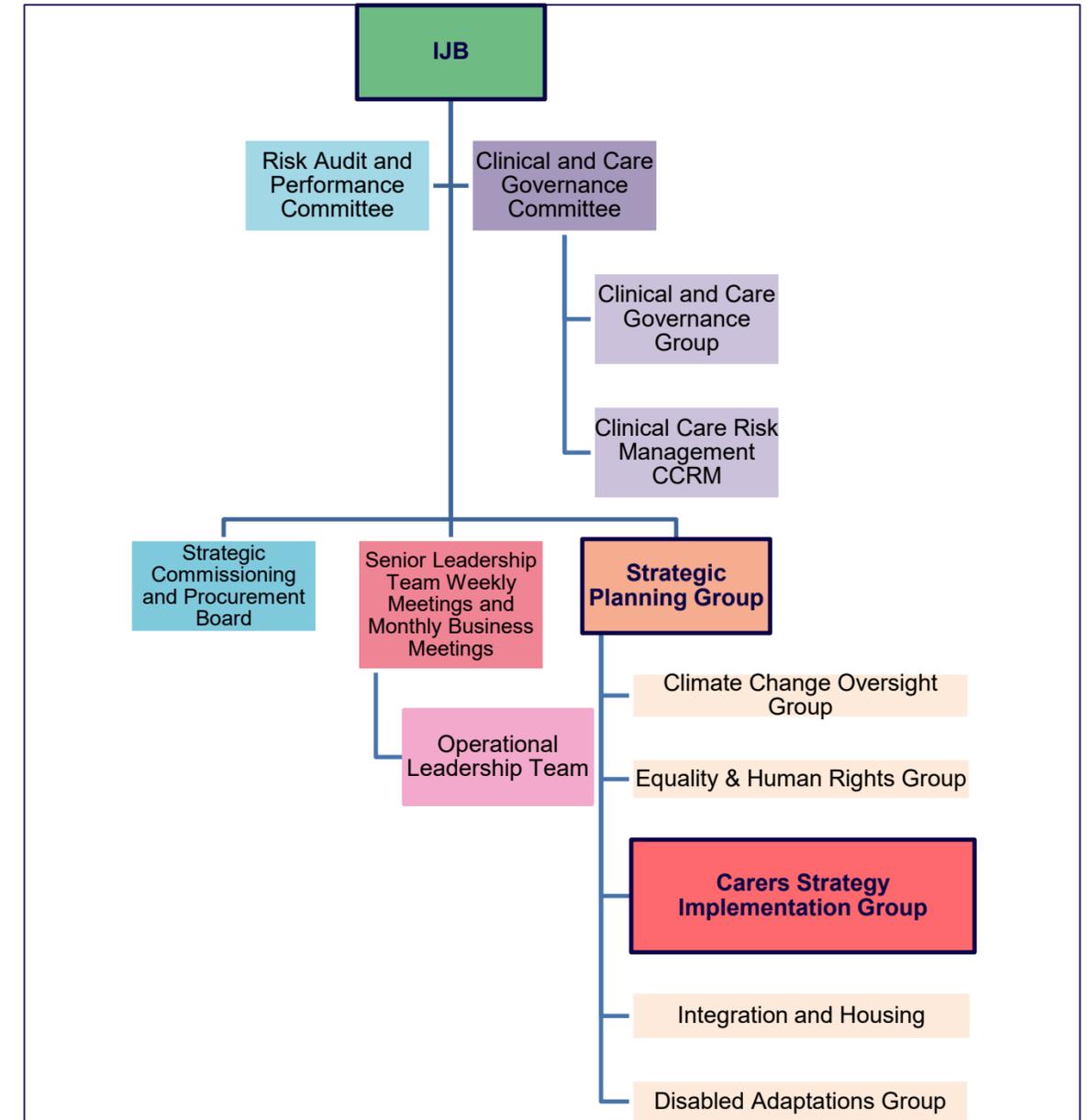
Action Plan Development

The Carers Strategy Implementation Group and Carers Reference group will develop a staged delivery plan upon the launch of the Carers Strategy covering actions for the duration of the 2026-2030 and beyond, linking with the Priorities and Programmes of work as set out throughout this strategy. We will ensure our key performance indicators are relevant and are able to show progress and delivery of the overall strategy.

Key Performance Indicators

National Indicators	Source
Percentage Number of Carers who feel supported to continue in their caring role and other Carer experience measures	Health and Care Experience Survey

Local Indicators	Source
Number of Carers supported with Carers Services (Adult and Young Carers)	Carers Strategy Annual Reporting
Number of Adult Carer Support Plans and Young Carers Statements completed	Carers Census and Carers Strategy Annual Reports
Number of Carers receiving SDS options and care packages	Adult and Children's Social Work
Qualitative information on creative breaks and carers support outcomes.	Carers Services and Partners
Budget for Carers support provision.	Aberdeen City Health and Social Care Partnership
Increased annual local survey response	Local Carer Survey Responses included in Annual Reporting
Increased membership Carers Strategy Implementation Group and Carers Reference Group	Carers Strategy Annual Reporting



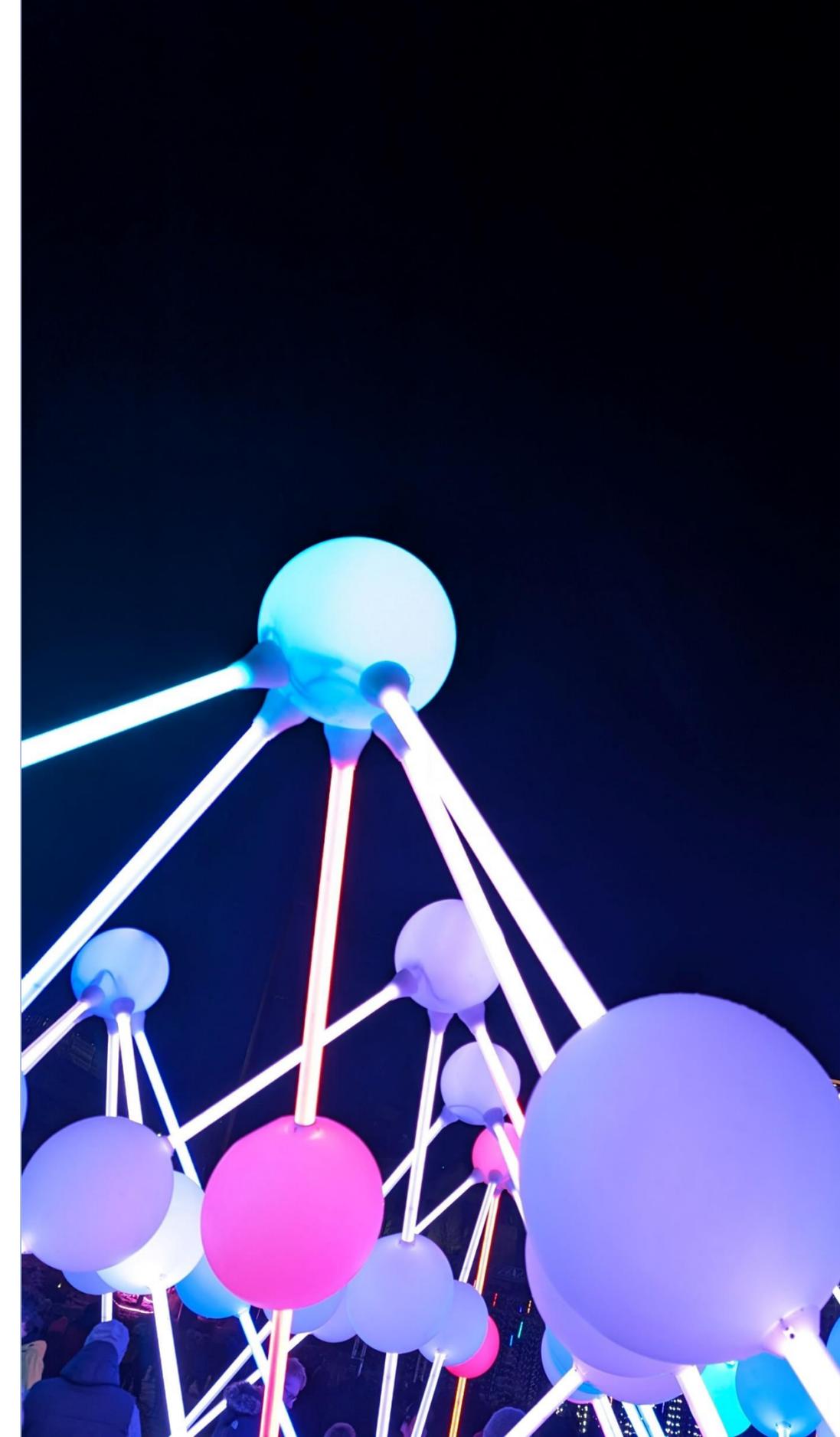
Above is the Aberdeen Health and Social Care Partnerships governance structure, the Carers Strategy is a statutory obligation of the partnership, and is responsible to the Integration Joint Board (IJB). The Carers Strategy Implementation Group report to the Strategic Planning group with progress at each meeting (quarterly) and a progress report is taken to the IJB annually. The Strategic Planning Group also directly reports to the Aberdeen City Strategy Board for oversight and connection to other local strategies.

Training and Support and useful links

Page 123

Key Areas for Support	Link to page or service
Quarriers (Adult Carers Support Service)	Aberdeen Carers Support Service - Virtual Carers Centre
Barnardos (Young Carers Support Service)	Aberdeen Young Carers Barnardo's
Carer Support Payment	Carer Support Payment - mygov.scot
Carers Benefits	Carers - mygov.scot
Self Directed Support Aberdeen City	Self Directed Support Aberdeen City Council
Advocacy Aberdeen	Home - Advocacy Service Aberdeen Advocacy Service in Aberdeen
AGILE – A Guide for Independent Living and Enablement	AGILE Aberdeen City HSCP
Young Scot	Young Scot – Information and Opportunities for Young People

Key Areas for Training and Development	Link to page or service
Equal Partners in Care (EPiC) – Caring for Unpaid Carers	Equal partners in care (EPiC) - Caring for unpaid carers Turas Learn
Impact of Caring film	https://vimeo.com/827235150
Young Carers film	Young carers film - Turas
ABZ Works	ABZ Landing Page - ABZ WORKS





Aberdeen City Health & Social Care Partnership

A caring partnership

If you required further information about any aspect of this document, please contact:

**Aberdeen City Health and Social Care Partnership
Business Hub 8, 1st Floor North
Marischal College
Broad Street
Aberdeen
AB10 1AB**

E: ACHSCPEnquiries@aberdeencity.gov.uk

W: aberdeencityhscp.scot



Aberdeen City
Health & Social Care
Partnership

A caring partnership

Aberdeen City Carers Strategy 2026 – 2030 Consultation and Engagement Summary

A City
for all
Carers



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8. Completing the Feedback Loop	11



1. Key Facts

The engagement, co-production and consultation process is aimed to gather views from unpaid carers and stakeholders to inform the refresh of the Carers Strategy for 2026–2030.

The goal is to ensure the strategy is **written for carers, by carers**, shaping services and actions that reflect their needs and priorities.

Dates:

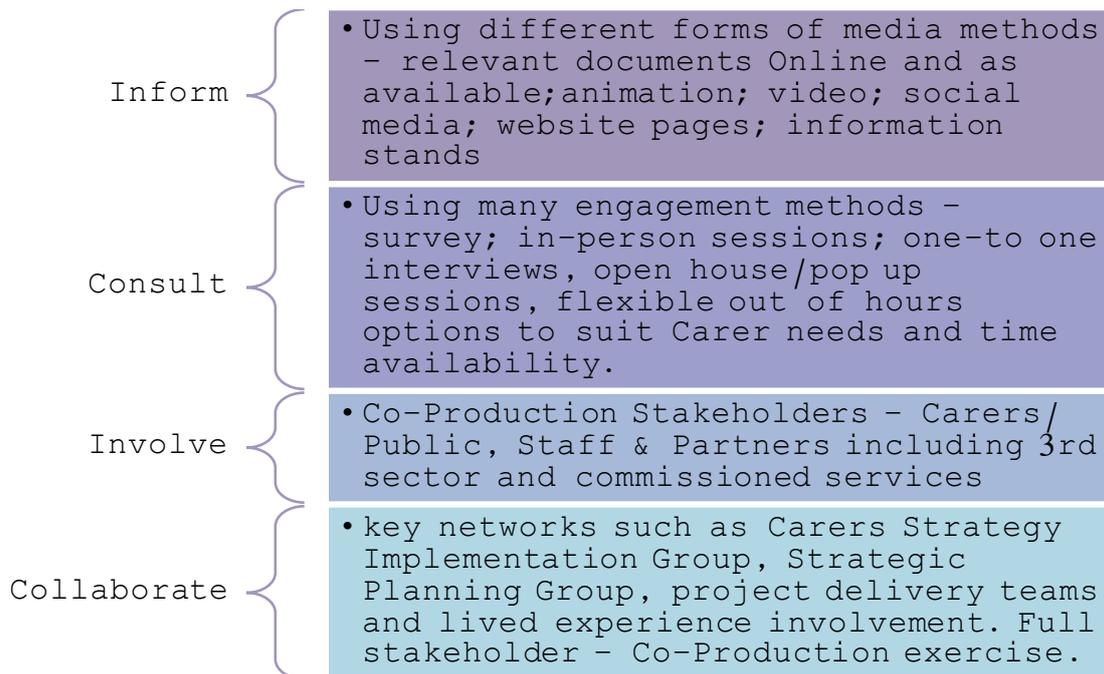
Engagement period – August – September 2025

Co-Production Period – October – November 2025

Consultation period – 15th December 2025– 13th January 2026 (7 weeks)

Leads:

- Transformation Programme Manager, Stuart Lamberton
- Senior Project Manager, Grace Milne
- Development Officer, Matthew Carter



This document notes an extensive engagement and co-production undertaken to develop the Aberdeen City Carers Strategy 2026-2030, a city for all carers. We provide Community Engagement Guidance for staff to use for all our Engagement activity – you can find it here

<https://www.aberdeencityhscp.scot/globalassets/documents/guidance-for-community-engagement-human-rights-and-equalities.pdf>



2. Engagement

Pop Up Events

Help Shape Aberdeen's Carers Strategy (2026 – 2030)
Are you an unpaid Carer? We want to hear from you

Please come to one of our engagement meetings in September.
 Your views and insights will help ensure the new strategy is realistic and effective.

Date	Time	Venue
Wednesday 10 th September	6.30pm – 8.30pm	North East College, Gallowgate, room
Tuesday 16 th September	10.00am – 12.00md	Marischal College, room 1N – 01
Friday 19 th September	10.00am – 12.00md	Marischal College, room 3W - 01
Saturday 20 th September	10.30am – 12.30pm	Tillydrone Campus, Donbank room
Wednesday 24 th September	6.30pm – 8.30pm	North East College, Gallowgate, room
Thursday 25 th September	1.00pm – 3.00pm	Marischal College, room 3W - 01
Saturday 27 th September	10.30am – 12.30pm	Central Library, Information Centre
Tuesday 30 th September	7.00pm – 9.00pm	Online (Microsoft Teams): call or email for link to join.
Wednesday 1 st October	2.00pm – 4.00pm	Online (Microsoft Teams): call or email for link to join.

To get involved, or find out more....
 Phone: **1224 067039** or Email: achscengagement@aberdeencity.gov.uk

Over the course of September into October 7 pop up events were organised, Carers were invited to attend and some events were a natural footfall occurred to catch general public views. These events were over and above the normal support groups called “Wee Blethers” where we have a brilliant number of attendees across Aberdeen City every week.

Young Carers were asked to give feedback after attendance at Barnardos events over the period too, high level feedback was provided, there was an acknowledgement that feedback from Young Carers is sometimes difficult. However young carers have provided what matters to them, and hopefully this is reflected within the Strategy document.

At all sessions Carers and those they care for were able to complete the Carers Survey if they wished, but also gave feedback on the Carers Strategy and what it means for them. Feedback on the current strategy, what has worked and what can improve.



Carer Interviews and feedback

Development Officer for Communication and Engagement undertook 15 interviews with Carers telling their stories over the Engagement period. We acknowledge that Carers journeys are different for almost everyone, and noting these journeys will help us better understand the support required across Aberdeen City.

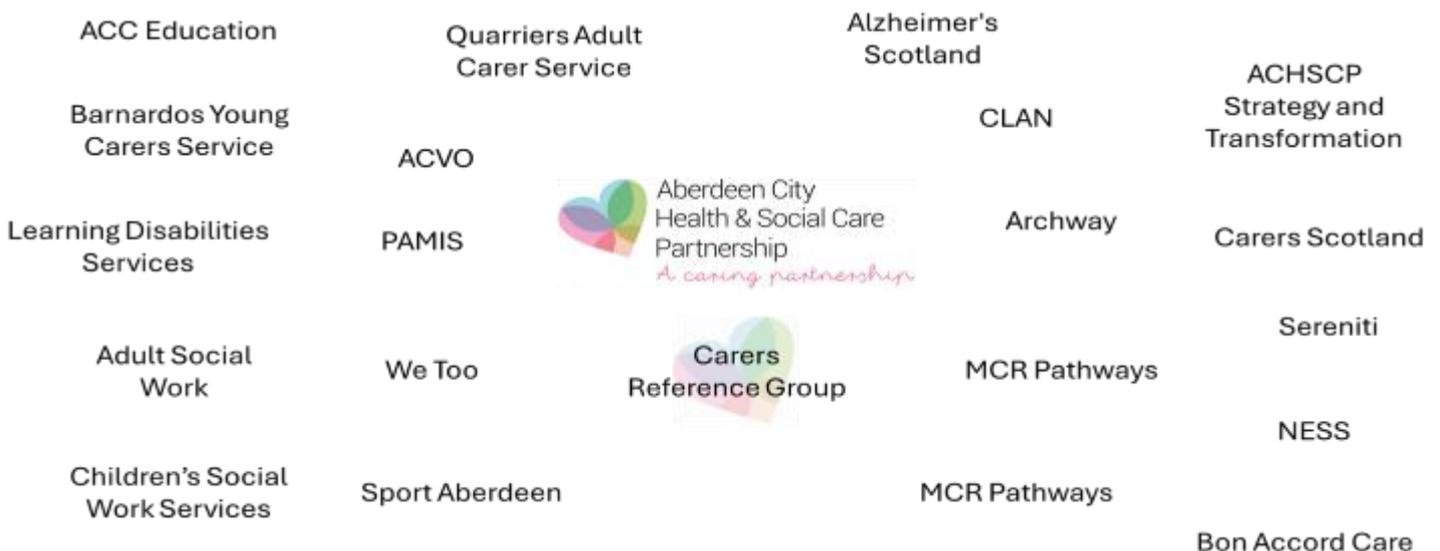
Annual Carers Survey

1. Hosted on Commonplace platform.
2. Open from **August to 3rd October 2025**.
3. Purpose: Collect feedback on the current strategy and ideas for the refresh. Collect local demographic and Carer support information to support national data.

Although with effort of promotion through Social Media, Carers Support distribution lists, and wider dissemination. The annual carers survey does tend to have a low turnout for responses. We have taken lessons learned for this approach – a review of this for the new strategy will be done. However keeping it similar for the duration for the current strategy felt appropriate to gather recurring trend information to support Annual Reporting.

Carers Strategy Implementation Group – Programme Review

All Stakeholders were asked to input to a Digital Whiteboard on the Programme Review of the Current Strategy and also reflections on what works well or could be improved for the implementation of the Carers Strategy. Self reflection – There has been a focused effort to broaden the Carers Strategy Implementation Group. Each meeting has a good attendance from a wide network of partners.





3. Engagement Findings

Key Themes from Engagement from Carers

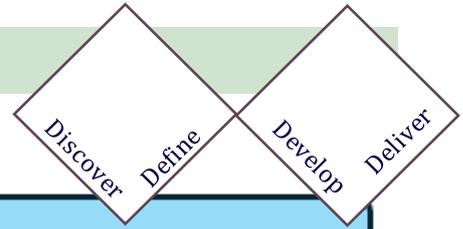
- **Respite:** High demand; carers express desperation for breaks.
- **Rights Awareness:** Carers often unaware of entitlements early in their journey.
- **Communication Gaps:** Between carers and services, and across services.
- **Continuity of Support:** Reduces stress and avoids repeated storytelling.
- **Emergency Care Planning:** Confusion over responsibilities.
- **Action over Aspirations:** Carers want tangible outcomes, not just policy statements.
- **Mental Health & Wellbeing:** Balancing caring with life responsibilities remains challenging.
- Majority of respondents **agree with current priorities**, but stress the need for practical delivery.

Data Highlights

- **Adult Carers supported:** Increased from 803 (2022/23) to 2,065 (2025/26).
- **Young Carers registered:** Increased from 135 to 306 in same period.
- **National Indicator (N18):** Carers feeling supported rose from 32% to 37% locally (vs. Scotland 31%).
- Carers delivering **50+ hours/week** remain a significant proportion.



4. Coproduction Sessions



Co-Production Sessions

Key Elements for Strategy coproduced with Carers, Partners and Professionals

Co-Production Session 1
 What we know and what we can shape together. -
Key Elements
 Aim
 Priorities
 Key Actions
6/10/25
Marischal College

Co-Production Session 2

 Refining Priorities and Assigning key actions

22/10/25
Marischal College

Co-Production Session 3

 Developing Plan on a Page
 Aim, priorities and key programmes of work agreed
07/10/25
Marischal College

Co-Production Session 1 – 6th October 2025

Attended by 15 stakeholders, including Adult Social Work, Children Social Work, Quarriers, Barnardos, ACVO, MCR Pathways, Sport Aberdeen, Strategy and Transformation and Unpaid Carers.

This session included reviewing the data and findings from the engagement period as well as know national data and key legislation.



Break Out Session

Are any of our Current Priorities still relevant?
Can you suggest any other priorities?

What are our main challenges for Carers over the next 4 years?

How do we ensure our Strategy is meaningful for Carers as well as professionals?

Outputs from Session 1

Productive Bunch in session 1

Finance and Resources

Managing Expectations

Service Changes and Gaps

Realistic, accessible and Relevant

Achievable, succinct and informative

Changes or amalgamations needed

Are any of our Current Priorities still relevant?
Can you suggest any other priorities?

What are our main challenges for Carers over the next 4 years?

How do we ensure our Strategy is meaningful for Carers as well as professionals?

Co-Production Session 2 – 22nd October 2025

Session 2 was attended by 12 stakeholders, different unpaid Carers around the table – their input was invaluable to our discussions.

Drafted initial Priorities were scoped from session 1 and presented to the group. The suggestion to amalgamate previous priorities.



PRIORITY 1 - Identifying as a Carer and the first steps to support	PRIORITY 2 - Access to advice and support for Carers	PRIORITY 3 - Supporting future planning, decision making and wider Carer involvement	PRIORITY 4 - Community support and services for Carers
--	--	--	--



MODERNISE OUR APPROACH TO SERVICE DELIVERY



SHIFT OUR FOCUS TOWARDS PREVENTION AND EARLY INTERVENTION

Draft Priority 1

Carers are respected, empowered and informed about their rights and services available to them.

Draft Priority 2

We are creative and innovative with our resources to maximise support to Carers.

I know that I can be clear about what matters to me, and I trust that my choices will be respected and understood by the people who support me

If I need to access services or support, I am treated with kindness, dignity and respect at all times.

the people I am involved with work together with me and each other to share information, in a way that is accessible to me and develop a clear understanding of how to support my wellbeing

The people who support me take the time to listen and understand me as a person and we consider my whole life when making decisions about my life

I have the information I need to make decisions about my life, in a way that works for me, and I am supported to understand what options are available to me, and trusted to know what is right for me

Discussion took place to discuss the drafted priorities. The group decided if these were appropriate and achievable and if they reflect the GIRFE principles. We also discussed initial key actions for these priorities and who and what can be delivered from these. The conversation started talking about language, and framing of these priorities. All of which has led to what they are now reflected in the Drafted Strategy.

Throughout this session we undertook a – Addressing the Elephants session this helped the group understand what we could do, what we couldn't and also what we could influence.

Addressing the Elephants

The Elephants in the room...

Volunteers – there may well be challenges, blocks and barriers to developing and enacting a Carers Strategy that would fully meet the needs of all Carers in Aberdeen City, and for the professionals and groups who support them. Some of those challenges were discussed during the first co-production session back on Monday the 6th of October. We want to take an opportunity during this session for people to identify any other, as yet unspoken, challenges, blocks and barriers that could get in the way of developing, rolling out and enacting the new Carers Strategy.



Not all elephants are the same

Beauniversity – frames context (various) more than one master visibility of budgetary words document

Uncertainty around legislation e.g. right to breaks is not defined, value of National Care Service.

Budgets and potential cuts

Being able to reach all carers,

Access to information when you need it.

Jason

Lack of choice
The Elephant in the room – one, regular carer only.

Differing practice – diff. parts of city

Mr. Blue Budget 'em...

Feelings

availability low where

Expectation

Identification "hidden groups" carers ↔ services

Connection

Carers Needs

Cared for needs

Finding the right people

Care Management 'Gatekeepers'

lack of respite (inc emergency) Resource availability i.e. 6hr slots

eligibility criteria

The Book "You Can't Pour From an Empty Cup" by Elain Mathison talks about Stoicism – drawing on one of the key concepts, namely to distinguish between ...

Supporting our workforce

What is in our control

How we interact with people

- recording
- meeting
- Communication
- assessment of need

Practice improvement for both groups

What can we influence

Manage expectations

Increase awareness of resources – finding the right people

RESPECT

What we cannot control or influence

Finance / Budgets

Timing / Choice

The purpose being to ask unpaid Carers to consider the above and try to accept that some things aren't in our control.

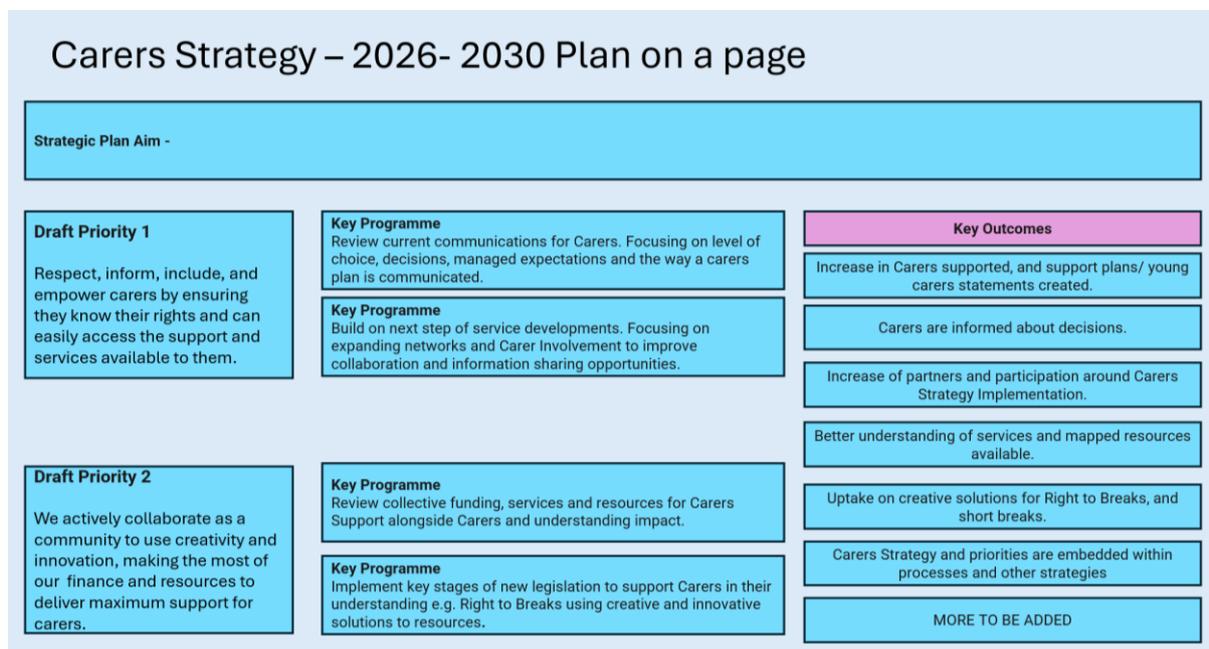
"When we encounter difficult situations, there are often things we can control and things we cannot. The Stoic approach is to concentrate on what we can control and accept what we cannot. This can help us to feel more in control of our emotions, even when faced with adversity."



Co-Production Session 3 – 7th November 2025

This final session was attended by 14 stakeholders. Feedback directly from an unpaid carer said that these sessions have given her a better insight to the workings of the Carers Strategy, and she feels the Carers Strategy should be a key document that Carers are signposted too. She enjoyed being around the Co-Production Events.

Main discussion was agreement of a drafted Plan on a Page for the Carers Strategy. There was conversation about language, and collective community being owners of the strategy. This is all reflected within the draft Carers Strategy.



The key aim of the Strategy was also discussed at the final session. An agreement of using the HACE Carer feeling supported to continue there role is good to keep improving on. However a focus on Carer Engagement and Involvement in decision making felt more appropriate. An ambitious aim of increasing this by 50% was set by the group.

Conclusion from Co-Production stage

Key to make sure that opportunity to have everyone in the same space to do these sessions. Same information being consistently delivered for the group to make informed agreement for collectively agreeing the key elements of the Carers Strategy. This has been a successful Co-Production, given the time and staged development – there were practical expectations of the co-production stage, allowing for the wider strategy development to take place after these key elements were formed.



5. Wider considerations

[Aberdeen City Health and Social Care Partnership Strategic Plan 2025 – 2029](#)

[Children's Services Plan](#)

[The Promise](#)

[Local Outcome Improvement Plan](#) and the supporting [Locality Plans](#)

[National carers strategy - gov.scot](#)

6. Consultation Approach

Drafted Carers Strategy is also going to IJB with the 2025/26 Annual report with will finalise the current strategy in February. The Carers Strategy however will undertake its wider consultation with the following groups, all have been main stakeholders in the Engagement and Co-Production processes.

Consultation for the February IJB is slightly longer due to the Christmas period. All consultees are asked to have comments and amendments back by Monday 12th January 2026.

Strategic Planning Group	11 th December 2025
Carers Strategy Implementation Group	16 th December 2025
Carers Reference Group	19 th December 2025
ACC Strategy Board	8 th January 2026
Children Service Board	19 th January 2026 (Report for noting)
IJB Statutory Consultants	15 th December 2025
IJB Meeting for Approval	3 rd February 2026

7. Assessing our Impact

A full IIA will be included with the final report to IJB. However section1 Proportionality and Relevance section has been undertaken and attached with the consultation documents.

8. Completing the Feedback Loop

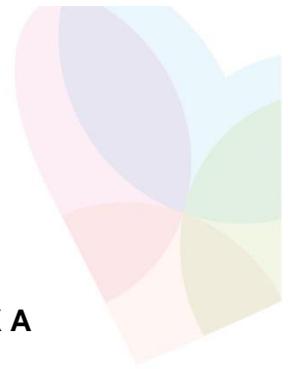
We recognise the importance of demonstrating how the views and impacts gathered in the consultation and engagement process have shaped the Carers Strategy 2026-2030

A Communications Plan will support the Final Carers Strategy full launch, including feedback on what we have heard and what we have incorporated or not, and the



reason why not. This will form the basis of our governance and delivery plan structure to ensure our key messages, initiatives, changes and impacts are clearly consulted and communicated within Aberdeen City.

Ensuring our Strategy is friendly for all readers, we have been seeking views on how best people would like these messages to be relayed, there are many imaginative communication methods. Biteable video summary and our plan on a page easily displayed throughout our communications will be available. However the approach we have taken with the Strategy overall is to create a more visual strategy, succinct and informative.



Areas for Consideration of Impact

APPENDIX A

Protected Characteristics

Age: older people; middle years; early years; children and young people.
Disability: physical impairments; learning disability; sensory impairment; mental health conditions; long-term medical conditions.
Gender Reassignment: people undergoing gender reassignment
Marriage & Civil Partnership: people who are married, unmarried or in a civil partnership.
Pregnancy and Maternity: women before and after childbirth; breastfeeding.
Race and ethnicity: minority ethnic people; non-English speakers; gypsies/travellers; migrant workers.
Religion and belief: people with different religions or beliefs, or none.
Sex: men; women; experience of gender-based violence.
Sexual orientation: lesbian; gay; bisexual; heterosexual.

Fairer Scotland Duty

Low income – those who cannot afford regular bills, food, clothing payments
Low Wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future.
Material Deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies
Area of Deprivation/Communities of Place - consider where people live and where they work (accessibility and cost of transport)
Socio-Economic Background - social class, parents' education, employment, income.

Health Inequality (those not already covered in the Fairer Scotland Duty)

Low literacy / Health Literacy includes poor understanding of health and health services (health literacy) as well as poor written language skills.
Discrimination/stigma – negative attitudes or treatment based on stereotyping. Discrimination can be direct or indirect and includes harassment and victimisation.
Health and Social Care Service Provision - availability, and quality/affordability and the ability to navigate accessing these.
Physical environment and local opportunities - availability and accessibility of housing, transport, healthy food, leisure activities, green spaces, air quality and housing/living conditions, exposure to pollutants, safety of neighbourhoods, exposure to crime, transmission of infection, tobacco, alcohol and substance use.

Education and learning - availability and accessibility to quality education, affordability of further education, Early Years development, readiness for school, literacy and numeracy levels, qualifications.

Human Rights (note only the relevant ones are included below)

Article 2 - The right to life (absolute right) – everyone has the right to life, liberty and security of person which includes access to basic necessities and protection from risks to their life from self or others.
Article 3 - The right not to be tortured or treated in an inhuman or degrading way (absolute right) - which includes anything that causes fear, humiliation intense physical or mental suffering or anguish.
Article 5 - The right to liberty (limited right) – and not to be deprived of that liberty in an arbitrary fashion.
Article 6 - The right to a fair trial (limited right) – including the right to be heard and offered effective participation in any proceedings.
Article 8 - The right to respect for private and family life, home and correspondence (qualified right) – including the right to personal choice, accessible information and communication, and participation in decision-making (taking into account the legal capacity for decision-making).
Article 9 - The right to freedom of thought, belief and religion (qualified right) - including conduct central to beliefs (such as worship, appropriate diet, dress etc.)
Article 10 - The right to freedom of expression (qualified right) – to hold and express opinions, received/impart information and ideas without interference
Article 14 - The right to no discrimination – not to be treated in a different way compared with someone else in a similar situation. Indirect discrimination happens when someone is treated in the same way as others that does not take into account that person's different situation. An action or decision will only be considered discriminatory if the distinction in treatment cannot be reasonably and objectively justified.

UNCRC

Article 2 non-discrimination	Article 15 freedom of association	Article 30 children from minority or indigenous groups
Article 3 best interests of the child	Article 16 right to privacy	Article 31 leisure, play and culture
Article 4 implementation of the convention	Article 17 access to information from the media	Article 32 child labour
Article 5 parental guidance and a child's evolving capacities	Article 18 parental responsibilities and state assistance	Article 33 drug abuse
Article 6 life, survival and development	Article 19 protection from violence, abuse and neglect	Article 34 sexual exploitation
Article 7	Article 20	Article 35

Birth, registration, name, nationality, care	children unable to live with their family	abduction, sale and trafficking
Article 8 protection and preservation of identity	Article 22 refugee children	Article 36 other forms of exploitation
Article 9 separation from parents	Article 23 children with a disability	Article 37 inhumane treatment and detention
Article 10 family reunification	Article 24 health and health services	Article 38 war and armed conflicts
Article 11 abduction and non-return of children	Article 25 review of treatment in care	Article 39 recovery from trauma and reintegration
Article 12 respect for the views of the child	Article 26 Benefit from social security	Article 40 juvenile justice
Article 13 freedom of expression	Article 27 adequate standard of living	Article 42 knowledge of rights
Article 14 freedom of thought, belief and religion	Article 28 right to education	

Specific groups and duties

Looked after (incl. accommodated) children and young people
Carers: paid/unpaid, family members.
Homelessness: people on the street; staying temporarily with friends/family; in hostels, B&Bs.
Involvement in the criminal justice system: offenders in prison/on probation, ex-offenders.
Addictions and substance misuse
Refugees and asylum seekers
Staff: full/part time; voluntary; delivering/accessing services.
Consumer Duty
Armed Forces Covenant

ACHSCP Impact Assessment – Stage 1 – Proportionality and Relevance

Name of Policy or Practice being developed	Aberdeen City Carers Strategy 2026-2030	
Name of Officer completing Proportionality and Relevance Questionnaire	Grace Milne, Senior Project Manager	
Date of Completion	October 2025	
What is the aim to be achieved by the policy or practice and is it legitimate?	The aim of the Carers Strategy is to set out the ambitions of Aberdeen City Health and Social Care Partnership and its partners on how the City supports unpaid Carers from 2026 to 2030. Creating a City for all Carers.	
What are the means to be used to achieve the aim and are they appropriate and necessary?	To achieve the aim, the Carers Strategy Implementation Group (CSIG) have undertaken a review of the current strategy, engaged with Carers on the current strategy and what they want for future planning. There has also been extensive engagement sessions with all stakeholders to co-produce the key elements of the strategy. This includes the aims, priorities, and the key programmes of work underpinned by GIRFE principles. This is to ensure purpose of the new Strategy is agreed and achievable for all that is supporting and delivering.	
If the policy or practice has a neutral or positive impact please describe it here.	The Strategy intends to have a positive impact on Carers, bring together information on rights of Carers, they people they look after and the specific actions and initiatives required to support for Carers in Aberdeen City .	
<p>Is an Integrated Impact Assessment required for this policy or decision (Yes/No)</p> <p><i>Note – if multiple assessments are required please complete a separate template for each of these and embed them in the section below ‘Rationale for Decision’ with a brief supporting narrative. This will ensure all relevant assessments are connected regardless of the stage they are at in the process.</i></p>	Yes a full IIA is required.	
<p>Rationale for Decision</p> <p>NB: consider: -</p> <ul style="list-style-type: none"> • How many people is the proposal likely to affect? • Have any obvious negative impacts been identified? • How significant are these impacts? • Do they relate to an area where there are known inequalities? • Why are a person’s rights being restricted? • What is the problem being addressed and will the restriction lead to a reduction in the problem? • Does the restriction involve a blanket policy, or does it allow for different 	<p>Although the Strategy intends to have a positive affect for Carers across Aberdeen City. Carers still face inequality and although the actions may have a positive impact we will make sure there are no unintended consequences. The full IIA will allow the Carers Strategy to develop and can be reviewed alongside performance reporting that is required annually.</p> <p>The Carers Strategy is there to support all Carers in Aberdeen City. There is an estimated 25,000 – 33,000 Carers in Aberdeen City. Our services currently support 2000-3000 Carers.</p> <p>The Carers Strategy addresses socio economic issues and wider determinants of health that affects Carers on a day to day basis. The strategy aims to support all Carers.</p> <p>The Strategy also covers policies and procedures that support Carers support, eligibility criteria, waiving of charges and also Adult Carers Support Plans and</p>	

cases to be treated differently? <ul style="list-style-type: none"> • Are there existing safeguards that mitigate the restriction? 	Young Carers Statements as set out by the Carers Scotland Act 2016.
Decision of Reviewer	Yes
Name of Reviewer	Alison MacLeod
Date	December 2025

APPENDIX C

ACHSCP Impact Assessment – Stage 2 – Impact Assessment

Description of Policy or Practice being developed including intended aim.	<p>Aberdeen City Carers Strategy 2026 – 2030, a city for all Carers.</p> <p>Carers Strategy for Aberdeen City setting out key priorities and aims for supporting unpaid carers across Aberdeen City, that is compliant with Section 5 Carers Scotland Act 2016.</p>
Is this a new or existing policy or practice?	No
Name of Officer Completing Impact Assessment	Grace Milne
Date Impact Assessment Started	October 2025
Name of Lead Officer	Stuart Lamberton
Date Impact Assessment approved	December 2025

Summary of Key Information

Groups or rights impacted.	<p>The Strategy intends to have a positive impact for Carers across Aberdeen and is the aim to reduce negative impacts for Carers and support them to continue their Caring role.</p> <p>The groups that the Carers Strategy have identified as potentially impacted are</p> <ul style="list-style-type: none"> • Age, Sex and Disability, Race and Ethnicity • Health Inequalities such as - health and social care provision, education and employment, physical environment and local opportunities • Children’s rights UNCRC Articles 12,23,24,25,28,31
Feedback from consultation and engagement and how this informed development of the policy or practice.	<p>The development of the Carers strategy included a review of national and local data, a local carers survey and one to one interviews with Carers. CSIG – a wide network of key stakeholders across Aberdeen – also carried out a programme review of the previous Strategy before launching a co-production process for the key elements of the new strategy.</p> <p>The co-production process included all stakeholders, staff, providers, partners and carers. They formed the key elements of the Carers Strategy 26-30 including the aim, priorities and key programmes of work.</p>

	<p>The identification of the groups and rights impacted have been highlighted throughout the engagement and consultation process.</p> <p>Age Considerations and support looks very different for Young and Adult Carers. However key principles are shared like right to breaks, rights to education, and accessible employment.</p> <p>Young Carers views and opinions need to be heard when look at care and provision for the people they care for (article 12), often siblings supporting the care of children with a disability (article 23), ensuring Young carers have access to health and health services (article 24 & 25) as well as education, leisure and time to play (article 28 and 31).</p> <p>Sex Across all age group we see majority of Carers are female, any actions for the Carers strategy needs to take cognisance of female and male provision, looking at barriers each face when in a caring role. Health and care provision, employment and other opportunities.</p> <p>Disability Not all carers are fit and healthy – figures show that more Carers are also facing long term conditions themselves and that navigating a complex system for the person they care for as well as themselves can be difficult. Whole family approaches need to be considered.</p> <p>Race and Ethnicity Numbers show that Carers identified are low in some ethnic minority groups, and specific supports need to be in place to further outreach to these groups.</p>
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<p>Performance Measures identified, where these will be reported and how impact will be monitored.</p>	<p>A delivery plan will be developed in year 1 of the Carers Strategy including a number of actions to address the key impact areas identified within the engagement and consultation process.</p> <p>Some key measures include</p> <ul style="list-style-type: none"> • Number of carers identified and supported – including breakdown of age, disability, sex and ethnicity. (local data) • Number of carers who feel supported to continue in their caring role (HACE Survey) • Number of responses to local Carers Survey • Carers engagement with support services and local opportunities • Feedback from events, groups and local opportunities
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Review

<p>Date the Impact will be reviewed</p>	<p>Annual Reports 26/27, 27/28, 28/29, 29/30</p>
<p>Rationale for Date</p>	<p>Performance measures and impact assessment which are reviewed annually.</p>

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment could this policy or practice have a negative impact on any of the following. Please answer Yes or No. If you answer Yes, please specify precisely which particular group, duty or right will be impacted and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics	No	Although groups have been identified and specific actions need to be included within the delivery plan, this strategy intends to improve experiences of carers within all these groups, implement duties and support and promote rights of Carers.	
Fairer Scotland Duty	No		
Health Inequality	No		
Specific Groups	No		
Human Rights	No		
UNCRC	No		

Will there be any cumulative impacts between this policy or decision and others	Yes	No	X
Describe what this cumulative impact will be and include evidence mitigations in the sections below	This will be directly aligned to the ACHSCP Strategic Plan 2025 -2029, to support the delivery of the key priorities – focus on prevention and early intervention and modernising our approach to service delivery.		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions
Carers Strategy Implementation Group	CSIG reviewed the key actions from the current strategy and confirmed what needed to be brought through to the new strategy. Reviewed what worked well – collaborative working – improvement projects. Agreed with Carer Reference Group (CRG) and focus on inclusion and engagement are priorities as well as carers understanding their rights. Concern about finance and resources impacting carer support going forward.	Key priorities are shaped with CSIG and all other stakeholders – these will be underpinned by specific actions within the delivery plan, including those that need brought forward from previous strategy as determined by the group. Mitigations will be supported by priority 2, looking at our finance and resources using creative and collaborative approaches. This engagement has also influenced budget setting options across ACHSCP.
Carers Reference Group	CRG want the Carers Strategy to be clear and have achievable actions within the Delivery Plan. Carers	The aim of the strategy – increase carer engagement in Aberdeen City by 50% by 2030, as well as direct quotes from the group and carers feedback page.

	want to feel included in decisions and they are there to support the services, not be a hinderance.	CRG themselves are influencing and delivering parts of the Carers Strategy.
Local Carers Strategy Survey	Local Carers Strategy reflects national data suggesting identified Carers with most delivering over 50+ hours per week of care. Reflections from the survey suggest that carers want to see continuity of support, respite, rights awareness and action over aspirations.	This feedback supports the strategy directly with its context and form. The strategy has direct links to support and training across Aberdeen as well as providing clear direction of development for the next 4 years. Streamlining the priorities with focus on engagement and support as well as services, finance and resources.
Individual Interviews with Carers (approx. 15)	15 individual interviews with carers across Aberdeen City on each of their journeys, understanding what works, what the frustrations are and asking what could be better. Balancing caring with life responsibilities remains challenging and there is a clear need for breaks. Recognition that each carer has a different experience with the person they care for and the services they are accessing these 2 issues still remain similar for all.	Implementing the key legislation change for Right to Breaks under the Care Reform (Scotland) Act will be imperative of the new Carers Strategy. However challenges faced by carers on receiving appropriate breaks are real, the strategy will focus on creative support for breaks. Allowing carers to understand their rights but also accessing different supports for formal and informal break solutions.
Engagement Events (x9)	<p>These were open invitation events, some of the attendees went on to give us individual interviews however those that attended sessions were asked – are our previous strategy priorities still relevant? What works? What doesn't and what could be better if??</p> <p>Majority of respondents agreed that the previous priorities were still relevant but stressed the need for practical delivery. Carers want to see action over aspirations.</p>	<p>Priorities were agreed as relevant, however to shape capacity and streamline the Strategy there were amalgamations made to shape the 2 priorities through the co-production sessions.</p> <p>The Strategy needs to cover both policy and practical solutions – the strategy contains some key performance indicators and what change we want to see. The Delivery Plan will ensure that the practical actions and outcomes are delivered to achieve priorities and Strategy Aim.</p>
Overall Engagement and Consultation Summary	Overview, visuals and feedback are provided withing Engagement and Consultation Summary report for the Carers Strategy 2026-2030.	Link will be inserted to Engagement and Consultation Summary report for the Carers Strategy 2026 – 2030 when publishing to website. Attached with Report Appendix B

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

The Strategy will be supported by providers commissioned to deliver the Carers Support Services across Aberdeen City. Both services deliver high quality, human rights based services in line with Ethical Commissioning and GIRFE principles.

The Regulation of Care (Scotland) Act 2001 provides the legal basis for the application of standards and codes of practice and governance of care services. Principles of care and support from the Disability Discrimination Acts and now enshrined in Self-directed support legislation in relation to participation and dignity; involvement; informed choice; collaboration; and risk enablement inform the commissioning process. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires Local Authorities to mainstream equality duties.

Contracts will be in place for the duration of the Strategy and beyond - requirements around human rights and community benefits including Fairer Scotland duties are implemented and performance in these areas will be monitored as part of routine contract monitoring.

ACHSCP Impact Assessment – Stage 4 – Review

Name of Impact Assessment being reviewed	
Name of Officer completing review	
Date Review Commenced	
Reason for Review (scheduled or accelerated)	
Reason for Accelerated Review	
Name of Lead Officer	
Date Review Completed	

Summary of Key Information

What amendments have been identified to the original Impact Assessment?	
What evidence do you have for these amendments?	
What actions have you taken to review the policy or practice in light of the review?	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment has the impact of this policy or practice changed from the original assessment? Please answer Yes or No. If you answer Yes, please specify precisely what change has occurred and which particular group, duty or right it affects and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Specific Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes	No
Describe what this cumulative impact will be and include evidence mitigations in the sections below		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place in light of the changes identified above.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions



INTEGRATION JOINT BOARD

Date of Meeting	3 February 2026
Report Title	Q3 – 2025 / 2026 Financial Performance; and Indicative results for year end 2025 / 2026
Report Number	HSCP.26.002
Lead Officer	Fiona Mitchelhill Chief Officer, ACHSCP
Report Author Details	Bernadette Bularan Deputy Chief Finance Officer bbularan@aberdeencity.gov.uk
Consultation Checklist Completed	No
Directions Required	No
Exempt	No
Appendices	None
Terms of Reference	The IJB shall consider the any other matter that the Chief Officer determines appropriate to report to the IJB (clause 1c); <i>and</i> Remit and Responsibilities duly noted under “Financials” (clause 15 – 19)

1. Purpose of the Report

- 1.1. To provide an indicative status / forecast / outturn of the Integration Joint Board’s year-end financial performance for fiscal year 2025 – 2026 following the release of Q3 figures from the partners;
- 1.2. To present the financial performance of the Integration Joint Board (IJB) for the nine (9) months period Q3 – 2025/2026, i.e., April – December; and



INTEGRATION JOINT BOARD

- 1.3. To update on:
- a.) Existing activities that further guarantee financial sustainability governance of the IJB; and
 - b.) Public consultation of budget 2026 – 2027’s savings targets impact.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board (IJB) notes the following:
- a) The indicative financial performance of the IJB for the fiscal period 2025 / 2026;
 - b) The financial performance of the IJB in Q3 – 2025/2026 (i.e., 9 months period) in relation to the updated 2025-2026 funding availability;
 - c) The update on on-going digitalisation work in regards to the administration of client care requirements and the role it plays in tracking the management of IJB’s financial performance and position;
 - d) The status of the audit recommendations coming from Audit Scotland’s Annual Audit Report following their FY 2024 – 2025 annual audit.

3. Strategic Plan Context

Financial management for the IJB across financial years is critical and the performance in the current year will underpin the planning for the next financial year. With a forecast budget gap in FY 2026 – 2027 the IJB has undertaken public consultation, and this reached its deadline on 14th December 2025. The results are still under review. Please refer to the table below reiterating the public consultation topics and the target savings for FY 2026 – 2027:

Item	Public Consultation Query impacting Strategic Plan	Targeted savings (£million)
A	Contracts review	2.50
B	Reduction of care home provision due to changing demands (KWCH)	2.00
B1	Reduction of care home provision due to changing demands (BCH)	1.00
C	Raising eligibility criteria	1.00
D	Reduction of support to unpaid carers	0.50
E	Social work out-of-hours review	0.25
F	Review and redesign of Learning Disability supported living placements	0.40
G	Leave Foresterhill Health Centre	0.23



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H	Cease the community-led Health Improvement Fund	0.20 ¹
I	Reduction / Ceasing of Carers Strategy Improvement Fund	0.15
J	Leave Middlefield Hub	0.10
K	Increase of waiting times for Allied Health	0.10
L	Reduction of phone response to non-emergency service receptions	0.08
M	End of transport contract for patients attending Horizon Rehabilitation Centre	0.03 ²

Total savings potential subjected to public consultation as per above is £8.54million. This forms part of the earlier assessed savings target for FY 2026 – 2027 amounting to £16.85million.

The IJB recognises the need to balance delivery of the strategic plan with the challenging aspect of funding limitation, hence, the submission of the above to public consultation. Preliminary results indicate that items C and D have more impact on people and their families. Removing these savings options reduces the extent to which the IJB will be able to balance the budget. The Senior Leadership Team continue to work on identifying where expenditure can be saved.

Further considerations of the above will be expounded during the MTFP presentations in the IJB Committee sessions coming in due course. The budget scenario for 2026 – 2027 is an evolving subject and is being worked on following the Scottish Budget, announced 13 January 2026.

4. Summary of Key Information

4.1. The funding contribution / allocation from each of the partners up to Q3 – 2025 / 2026 is as follows:

INCOME	ACC £'000	NHSG £'000	TOTAL
Funding commitments 2025-2026	(137,197)	(255,207)	(392,404)
Set Asides	(1,771)	(59,238)	(61,009)
eNIC	(303)	(929)	(1,232)
Additional contribution	(4,200)	(6,709)	(10,909)
TOTAL INCOME	(143,471)	(322,083)	(465,554)

The increase are applicable to the following:

¹ Rounded off from £0.197m

² Rounded off from £0.045m, later on adjusted to £0.033m



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Item	Nature of additional funding	Amount £'000
A	Safe to Invest Digital Innovation – Social Care	1.239
B	City Vaccinations (Tranche 2 actual receipt)	1.138
C	Long Covid (Tranche 2)	0.245

4.2. There is therefore an improvement in the performance of the IJB as can be seen in the table below.

However, due focus is given to the following cost pressures which are carried over from Q2:

- a.) Across various Service Lines: Staffing issues - ranging from absence factors such as role covers for permanent staff who are currently on leave or are off ill, to cost uplifts, the percentage of which are finalised from government later than the budget finalisation stage.
- b.) Across various Service Lines: Commissioning costs increase resulting from revised contractual rates from suppliers and amended care package costs of clients. In addition, there is an influx of new Care Package Line Items (CPLI) within Q3.
- c.) Primary Care Prescribing: Increased prescription rates running along with increased volume of prescription requirements. Though there had been an improvement in how the cost is managed within Q3, there is still an indicative overspend at the end of the year.
- d.) Community Health Services: Increased nursing costs brought about by out of area client placements.
- e.) Learning Disabilities and Mental Health: Transition costs for children moving into adult care brought about by the assessment timings not aligning with the budget finalisation timeframe.

PARTICULARS	TOTAL £'000		
	Forecast Y/E 25-26	Annual Budget	Forecast vs Budget
PROJECTED GROSS EXPENDITURES COST OF SERVICES FY 25-26 (Following review of Q3 performance)			
Criminal Justice	281	172	109
Adult Social Care Directorate	1,703	2,093	(390)
Learning Disabilities	53,414	47,847	5,567
Mental Health & Subs Misuse	35,202	32,880	2,322
Adult Svcs OP & Physical Dis	107,121	112,972	(5,851)
Strategy & Transformation	3,406	3,628	(221)
Transformation Projects	985	1,048	(63)
Housing (Set Aside)	1,771	1,771	-
Community Health Services	50,695	50,084	611
Aberdeen City share of Hosted Services (health)	34,162	35,781	(1,619)
Primary Care Prescribing	47,023	44,503	2,520
Primary Care	60,748	62,064	(1,316)
Out of Area Treatments	3,516	2,750	766
Set aside Budget	59,238	59,238	-
City Vaccinations	2,320	2,634	(314)
Uplift Funding	2,837	6,090	(3,253)
TOTAL GROSS EXPENDITURES / COST OF SERVICES	464,423	465,554	(1,131)



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4.3. Q3 – 2025 / 2026 Costs of Services highlight the points noted in clause 4.2.

PARTICULARS AS AT Q3 - 2025 / 2026	ACTUALS up to Q3 £'000	BUDGET up to Q3 £'000	Q3 ACTUALS vs Q3 BUDGET
Criminal Justice	(374)	129	(503)
Adult Social Care Directorate	1,698	1,570	128
Learning Disabilities	41,902	35,885	6,017
Mental Health & Subs Misuse	26,551	24,658	1,893
Adult Svcs OP & Physical Dis	81,193	84,729	(3,536)
Strategy & Transformation	2,609	2,720	(112)
Transformation Projects	807	786	21
Housing (Set Aside)	-	-	-
Community Health Services	37,662	37,541	121
Aberdeen City share of Hosted Services (health)	25,783	26,811	(1,028)
Primary Care Prescribing	34,838	33,847	991
Primary Care	45,110	46,550	(1,440)
Out of Area Treatments	2,439	2,079	360
Set aside Budget	44,429	44,429	-
City Vaccinations	1,755	1,976	(221)
Uplift Funding	-	3,216	(3,216)
TOTAL GROSS EXPENDITURES / COST OF SERVICES	346,401	346,925	(524)

4.4. Provider contracts review, Client care management, Systems and Database update and the impact on financial sustainability reporting:

- a) The extensive systems work via MS Dynamics 365 (aka “D365”)³ is still being carried out to monitor the IJB clients’:
 - i. Care requirements;
 - ii. Care package status in reference to their health status;
 - iii. Care contribution as per relevant policy on either residential or non-residential care; and
 - iv. Care costs further linked up with selected / defined care providers that then steers on-going provider contract reviews.
- b) In conjunction with the work on D365, the systems work on ContrOCC⁴ is being aligned to deliver:
 - i. Client Financial assessments resulting from point 4.4.a.iii above
 - ii. The Assessment Team’s workload management with a view to move on to Online Financial Assessments
 - iii. Processing for:
 - Care providers’ payments
 - Client Care contributions’ invoicing

³ D365 is used as Care Client Relationship Management system (replacing CareFirst’s IAS functionality, i.e., Integrated Assessment System, encompassing both Adult and Children Social Work. Data shared here will touch mainly on Adult Social Work.

⁴ [ContrOCC](#) is used as the comprehensive Social Care Finance system. As in the case of D365, only matters pertaining to Adult Social work are noted here.



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- iv. Provider Portal allowing for the central management of all provider invoices linked to clients' care requirements assessments.
- v. Interface with the Council⁵'s main financial management reporting system, currently EFINANCIALS.

To give a flavour on the level of data dash boarded from work that had been carried out so far, a "scoping" perspective is being shared here.

Power BI as a Data Analytics Platform had been used to summarise data currently inputted in D365 and ContrOCC (hereinafter referred to as the "Social Care Systems"). Further data additions are being considered dependent on current information available from these Social Care Systems.

As examples:

Power BI data on number of total CPLs (Total Care Packages) showing all Client Groups.

⁵ The Social Care Systems noted here, along with Efinancials, are MIS used by the Aberdeen City Council. Consideration will have to be added on the MIS used by NHSG to warrant financial data reporting and processing.



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All Current CPLIs
This page shows all Adult CPLIs that are currently active and authorised. There are some clients with a Client Group of 'Child and Family' or 'Children with Disabilities' but have an adult contract/service.

No. CPLI (groups)	Count of Client	Count of CPLI
1	2433	2433
2 - 4	1083	2088
5 +	38	204
Total	3554	4725

Service Group Class	Count of Client ID	Count of CPLI
Care at Home	1369	1544
Day Care	373	421
Direct Payments	130	346
Housing Support	352	355
Nursing Care	890	956
Residential Care	402	465
Supported Living	257	638
Total	3554	4725

Client Group	Count of Client ID	Count of CPLI
Alcohol Dependency	21	22
Children with Disabilities	1	1
Drug Dependency	6	6
Elderly Client 65+	1489	1671
Elderly Client 65+ with Dementia	788	859
Learning Disabilities	658	1287
Mental Health	389	514
No Client Group	5	5
Physical / Sensory Impairment	257	360
Total	3554	4725

Client Group

- Select all
- Alcohol Dependency
- Children with Disabilities
- Drug Dependency
- Elderly Client 65+
- Elderly Client 65+ with Dementia
- Learning Disabilities
- Mental Health
- No Client Group
- Physical / Sensory Impairment

A “filtered” option showing the total CPLIs showing only the Client Group “Elderly Client 65+”:

All Current CPLIs
This page shows all Adult CPLIs that are currently active and authorised. There are some clients with a Client Group of 'Child and Family' or 'Children with Disabilities' but have an adult contract/service.

No. CPLI (groups)	Count of Client	Count of CPLI
1	1040	1040
2 - 4	446	615
5 +	3	16
Total	1489	1671

Service Group Class	Count of Client ID	Count of CPLI
Care at Home	933	1019
Day Care	22	23
Direct Payments	19	44
Housing Support	49	49
Nursing Care	347	369
Residential Care	138	143
Supported Living	10	24
Total	1489	1671

Client Group	Count of Client ID	Count of CPLI
Elderly Client 65+	1489	1671
Total	1489	1671

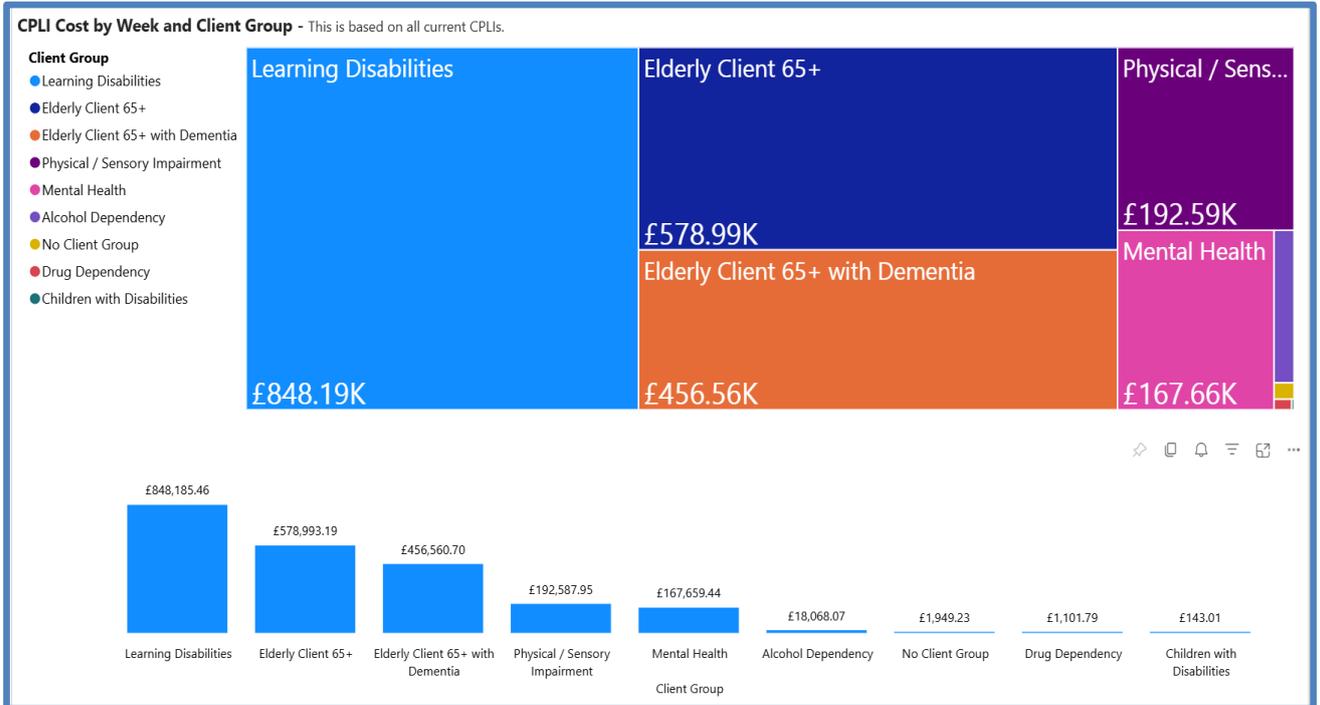
Client Group

- Select all
- Alcohol Dependency
- Children with Disabilities
- Drug Dependency
- Elderly Client 65+
- Elderly Client 65+ with Dementia
- Learning Disabilities
- Mental Health
- No Client Group
- Physical / Sensory Impairment



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A visual dashboard of all the Client Groups with the total costs by week of their CPLIs:



Cost per week covered by Service Providers for the Elderly Clients 65+:

Pages: 2.2 Glossary, 3. Budget 2026 Res, 4. Budget 2026 Non-Res, 5. Budget 2026 ALL, 6. Total CPLIs on System, 7. Total CPLIs cont., 8. Residential Client Costs, 9. Non-Residential Client Costs, 10. Service Providers, 11. All Active Contracts, 12. Active Contracts Filter

File Export Share Explore Monitor

Not all Organisations have a Parent Organisation. To drill down, click on the table and use the arrows to show all Service Providers. The table shows all CPLIs that are currently active and authorised. The cost shown is based on the current pricing

Client Group: Elderly Client 65+

Cost Centre Code: All

Cost Centre: All

ParentOrganisationName	No. of CPLI	No. of Client	Sum of Weekly Cost
Granite Care Consortium Limited	703	618	£113,814.01
Renaissance Care (Scotland) Ltd	96	87	£81,923.47
Bon Accord Care Ltd	300	293	£41,706.52
Barchester Healthcare Limited	34	34	£32,123.70
Vsa Outreach Service	47	46	£16,974.62
Hc One Ltd	19	17	£16,150.36
Living Ambitions Ltd	8	3	£8,171.95
Four Seasons Health Care	6	6	£5,492.00
Pepperwood Care (Management) Limited	7	6	£5,386.08
Blackwood Homes And Care	3	3	£4,396.35
My Care (Grampian) Limited	18	17	£4,317.14
Leonard Cheshire Disability (Hq)	5	2	£4,007.37
Archway (Respite Care And Housing) Ltd	2	2	£3,028.04
Ashley House	3	3	£2,650.44
Crossreach	5	5	£2,532.76
Community Integrated Care Limited	5	2	£2,521.24
Aberdeenshire Council	1	1	£1,835.49
Internal Service Provider	3	3	£960.38
O&C Investments Limited	2	2	£738.30
Richmond Fellowship Scotland Head Office	1	1	£461.60
Trinity Craighall LLP	1	1	£369.15
Turning Point Scotland	3	3	£292.00
Create	3	2	£135.02
Hc One - Hamewith Lodge Nursing Home	2	2	£65.30
Total	1671	1489	£578,993.19



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- 4.5.** The KPMG Diagnostics Report following the Level 4 escalation of NHS Grampian has since been published on NHSG' website on the 9th of October 2025⁶. Periodic checks and follow through between NHSG and IJB have been put in place to monitor and assess the IJB's:
- a.) Financial performance and forecast
 - b.) Financial recovery objectives and activities
- 4.6.** In cognisance of the FY 2024 / 2025 Annual Audit Report⁷ by Audit Scotland:
- a.) Comprehensive handover / induction coverage being prepared for the incoming IJB Deputy CFO
 - b.) IJB Financial model review to best assess its forecasting and reporting to then be the basis of its Social Care Systems, the latter being the source for the IJB's main financial reporting management system⁸ which ultimately provides real-time financial management data.

5. Implications for IJB

5.1. Equalities, Fairer Scotland and Health Inequality

There are no implications arising from the recommendations in this report.

5.2. Financial

- a.) The financial implications are contained within this report. Pending the results of the public consultation, there should be an alignment exercise of cost savings planned to care demands from the public.
- b.) Every organisation must manage the risks inherent in the operation of large and complex budgets. These risks are minimised by the regular review of financial information by budget holders and collectively by the IJB and the Risk, Audit & Performance Committee. This report is part of that framework and has been produced to provide an overview of the current financial operating position.

⁶ [KPMG Diagnostics Report](#)

⁷ [2024 – 2025 Annual Auditors Report](#)

⁸ Currently Efinancials for both ACC and NHSG. Feeder MIS (e.g., Social Care Systems) may differ amongst the partners and how the interface process works.



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5.3. Workforce

As noted in the Strategic Plan Context section, on-going work is being carried out to align all financial reporting works with the Strategic Plan and any workforce / staffing plans are duly noted.

5.4. Legal

There are no direct legal implications arising from this report.

5.5. Unpaid Carers

Following the strategic context section of this report, on-going review of the public consultation results' savings targets' objectives will be covered by the IJB Strategy Team in reference to its strategic deliverables.

5.6. Information Governance

There are no direct information governance implications arising from the recommendations of this report.

5.7. Environmental Impacts

There are no direct environmental implications arising from the recommendations of this report.

5.8. Sustainability

There are no direct sustainability implications arising from the recommendations of this report.

5.9. Other

There are no other direct implications arising from the recommendations of this report.



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Date of Meeting	3 February 2026
Report Title	Fast Track Cities
Report Number	HSCP.26.004
Lead Officer	Sandy Reid, Lead – People and Organisation/Service Manager for Sexual Health.
Report Author Details	<p>Daniela Brawley Consultant in Sexual Health and HIV for NHS Grampian Sexual Health. daniela.brawley@nhs.scot</p> <p>Lisa Allerton Public Health Manager, NHS Grampian lisa.allerton@nhs.scot</p> <p>Penny Gillies, Public Health Practitioner (Advanced) penny.gillies@nhs.scot</p> <p>Chris Littlejohn, Consultant in Public Health, NHS Grampian chris.littlejohn@nhs.scot</p>
Consultation Checklist Completed	Yes
Directions Required	No
Exempt	No
Appendices	N/A
Terms of Reference	1c - Any other matter that the Chief Officer determines appropriate to report to the IJB

1. Purpose of the Report



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1.1 This annual report brings forward an update on activity contributing to the Fast Track Cities (FTCs) Initiative.

2. Recommendations

2.1 It is recommended that the Integration Joint Board (IJB):

- a. notes the delivery of the Fast Track Cities initiative in Aberdeen City and endorses the continuation of this work.

3. Strategic Plan Context

3.1 Nationally, there are two strategic documents which are relevant to HIV diagnosis, treatment and care – the [Sexual Health and Blood Borne Virus Action Plan for Scotland \(2023-2026\)](#) and [HIV Transmission Elimination Plan \(2023-2026\)](#).

NHS Grampian Sexual Health is hosted by Aberdeen City Health and Social Care Partnership (ACHSCP) on behalf of Aberdeenshire and Moray Integration Joint Boards.

4. Summary of Key Information

4.1 In February 2020, and again on 23 November 2022, the Paris Declaration (2014) [amended November 2019] was signed on behalf of the City of Aberdeen. The declaration pledges support to the FTCs initiative as part of the global focus on Human Immunodeficiency Virus (HIV), prevention, diagnosis and treatment. The signing of this declaration indicates the commitment of Aberdeen City to zero stigma, zero new HIV infections and zero AIDS-related deaths by 2030 as a partner in FTCs alongside other worldwide cities.

4.1.2 United Nations Programme on HIV and AIDS (UNAIDS) 95-95-95 targets are:

1. To ensure that 95% of people living with HIV know their status,
2. To improve access to antiretroviral treatment for people living with HIV to 95%,
3. To increase the proportion of people living with HIV on antiretroviral therapy (ART) with an undetectable viral load to at least 95% and to reduce stigma and discrimination related to HIV to zero and by 2030 achieving:
 - Zero new transmissions



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- Zero related HIV-deaths
- Zero HIV-related stigma

4.2 Progress against FTCs initiative in Aberdeen.

4.2.1 The [latest data](#) (published in September 2025) from Public Health Scotland reveals there were 375 people who had a positive HIV result after being tested in Scotland for the first time in 2024.

The majority of these reports 250/375 (67%) were previously known infections, diagnosed outwith Scotland. This is a trend driven by a continued higher number and proportion of diagnoses attributed to heterosexual sexual intercourse previously recorded out with Scotland. The number of people who were newly diagnosed with HIV and thought to have been acquired it within Scotland was just 25 in 2024. This is a reduction from 37 in 2023.

In 2024, heterosexually acquired first ever diagnoses exceeded in number and proportion, those among gay, bisexual and other men who have sex with men (GBMSM) in Scotland (47%, 59/125 versus 38%, 47/125). This has been a trend for the last 3 years.

Note: Data is presented pan Grampian due to collection processes and to maintain confidentiality.

In 2024, NHS Grampian saw a return to the Board's 10-year average, with 14 first ever diagnoses (compared to the annual average of 15 over the last 10 years) after an increase in first ever diagnoses reported in 2023 (N=20).

4.2.4 In 2025 (to end of November) Grampian reports 17 first ever diagnoses; a further 23 people living with HIV are new and being cared for in Grampian (transferred into area/temporary) this year. In Grampian, >95% of those diagnosed are on treatment of which, >97% have an undetectable (untransmittable) viral load; this is monitored thorough local database information collated by the Clinical Lead for HIV. Approximately 520 people are living with HIV in Grampian.

4.2.5 NHS Grampian Sexual Health (hosted by ACHSCP) and NHS Grampian Infection Unit continue to deliver blended care (virtual and face to face) with a team of clinicians and support staff, specialist pharmacist and clinical psychologist; Our Positive Voice Grampian (OPVG) continue been instrumental in supporting those who are newly diagnosed and/or living with or affected by HIV. Our Fast Track Cities Group continues to meet to set actions for improvement across HIV prevention, testing, treatment and care, as well as specific workstreams to tackle stigma. Some of the actions this year have been:



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- Increased 'No Talk Testing' clinics and postal self-sampling/dry blood spot testing creating greater opportunities for people to enter into testing pathways in line with personal preference.
- Postal Blood Borne Virus (BBV) testing pathway is now being used partners and supporting people with mental health needs, people experiencing homelessness, LGBT community, community justice and people who use substances to ensure vulnerable clients have the opportunity to get tested.
- Educational sessions for primary and secondary care colleagues covering indicator conditions to prevent late diagnosis and highlighted updated guidance for BBV testing.
- BBV testing and training and updates for non-clinical partners to deliver dry blood spot testing.
- Following the successful pilot of 'opt out' testing of HIV (and other BBVs) in partnership with colleagues in Aberdeen Royal Infirmary Emergency Department, NHS Grampian is a site for continuation of the Scottish Government funded initiative, re-commencing the pilot in October 2025, the first in Scotland. The NHS Grampian co-ordinating group has been active in contributing to national resources and pathways to aid roll out to other health board areas.
- In partnership with Cornerstone Homeless Charity Street Nurses and the Vaccination and Wellbeing Hub in the Bon Accord Centre – a BBV testing event offering homeless and people using substances in Aberdeen City a chance to get tested.
- Continued Health Café events with Grampian Regional Equality Council (GREC) and Waverly Care.
- NHS Grampian is a site for the UK wide research study "Positive Voices" collating data around the experiences of people living with HIV and sigma.
- Increased public communications:
 - Awareness raising campaign on the dating app 'Grindr' which targeted on the local Gay, Bi-Sexual, Men who have Sex with Men (GBMSM)



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community to raise awareness of transmission and the availability of pre-and-post exposure prophylaxis (PrEP/PEP) for HIV and Safe Sex practices (primary prevention) and highlighted opportunities for early testing to reduce late diagnosis (secondary prevention).

- Developing and continuing to champion anti-stigma e-learning module which was used as a template for national resources.
- Large screen advertising campaign in high footfall areas around Aberdeen (Union Street, Berryden, Garthdee and Union Square) highlighting risk factors for BBVs and sign-posting to testing.
- New posters and resources developed signposting people to Sexual Health promoting PrEP and PEP. These were widely distributed to non-health settings including clubs, bars, gym and educational settings.

4.2.6 The importance of recognising and embedding prevention activity, particularly in the lead up to World AIDS Day (WAD) is an important calendar event. The IJB are asked to note the activity of the FTCs group to keep a profile and awareness of HIV in the public domain, via respective organisations (AHSCP and NHS) and other partner organisations including OPVG, Alcohol and Drugs Action (ADA) and the Alcohol and Drug Partnerships (ADPs).

Several social media posts outlined the importance of awareness of:

- the clinical indicators of HIV;
- knowing your HIV status;
- how to access PrEP and Post-Exposure Prophylaxis (PeP),
- the anti-stigma message U=U – Undetectable=Untransmittable.

For World Aids Day (1st December), a week long campaign with a slide show and window display signposting to testing, prevention and anti-stigma messages was run in the Vaccination and Wellbeing Hub in the Bon Accord Centre. The Bon Accord Wellbeing Hub has become a major distributor of free condoms and self-test Dry Blood Spot kits in Aberdeen.

The FTC group was also part of the organising committee of Scotland first BHIVA World AIDS day event hosted in Glasgow on 30/11/25.

4.3 National FTC progress

4.3.1 In brief the IJB are asked to note that FTCs across Scotland is being co-ordinated by [Waverly Care](#) who hold National Consortium Meetings with representatives from Aberdeen, Dundee, Perth, Edinburgh and Glasgow.



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HIV informed is new national online learning hub designed to help Scotland's health and social care workforce build knowledge, confidence and understanding around HIV which helps to address issues of stigma, outdated knowledge and misconceptions. The IJB are asked to help support the awareness of this hub as part of their commitment to HIV elimination and Fast Track Cities: hiv-informed.scot.

5. Implications for IJB

5.1. Equalities, Fairer Scotland and Health Inequality

It is anticipated that the continued implementation will have a neutral to positive impact on the protected characteristics as defined in the Equality Act (2010). Increased knowledge and awareness of HIV in the general population and within public and private organisations is hoped to create a more positive environment for those living with HIV.

5.2. Financial

There are no specific financial implications as a result of this report. Actions will be delivered within existing budgets which are held jointly across ACHSCP (Sexual Health) and NHS Grampian Public Health.

5.3 Workforce

A workforce review of HIV clinical services is being performed nationally which NHS Grampian will participate in. There are also a number of planned retrials from NHS Grampian Sexual Health in the next 12-18 months, Sexual Health are forward planning for this, taking a phased approach in replacement of posts, this will ensure that there is continuity of, and opportunity to develop staff experience.

5.3. Legal

There are no direct legal implications arising from this report.

5.4. Unpaid Carers

N/A

5.5. Information Governance

There are no direct information governance implications arising from the content of this report.



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5.6. Environmental Impacts

There are no direct environmental implications arising from the content of this report.

5.7. Sustainability

There are no sustainability issues arising from the content of this report.

5.8. Other

There are no other direct implications arising from the content of this report.



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6. Management of Risk

Risk Appetite Statement

6.1 This report provides information on actions that if delivered, will lead to improvements in testing, diagnoses, treatment and care for those who would benefit from prevention and testing, or who are living with HIV.

6.1.2 NHS Grampian Sexual Health has been under sustained pressure since the pandemic. This comes with an increasing HIV cohort due to increasing first ever diagnoses as well as transfers, and was confounded ongoing service demands, including but not limited to Mpox outbreak and vaccine programme, Gonorrhoea vaccine programme and DoxyPEP STI prevention programme. Abortion care demands and the need to deliver contraception especially LARC also significantly impacts service delivery with a small staff pool, and has been escalated via the ACHSCP governance structures. However, NHS Grampian Sexual Health, in collaboration with partners, remains flexible to continue to meet the needs of the population. The IJB are asked to note the ongoing workforce planning work and planned retirements as mentioned under 'Workforce.'

6.2.1 Identified risks(s)

There is no specific risk in relation to FTCs. The NHS Sexual Health risk register can be viewed on request.



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Date of Meeting	03/02/2026
Report Title	Annual Procurement Workplan 2026/27
Report Number	HSCP.26.006
Lead Officer	Fiona Mitchelhill, Chief Officer ACHSCP
Report Author Details	Name: Neil Stephenson Job Title: Strategic Procurement Manager Email Address: nestephenson@aberdeencity.gov.uk
Consultation Checklist Completed	Yes
Directions Required	Yes
Exempt	Yes. This report contains exempt information as described in paragraph 6 (Information relating to the financial or business affairs of any particular person (other than the authority)) and paragraph 9 (Any terms proposed or to be proposed by or to the authority in the course of negotiations for a contract for the acquisition or disposal of property or the supply of goods or services) of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973. This is applied in this case because, in view of the nature of the business to be transacted or in the nature of the proceedings, if members of the public were present, there would be disclosure to them of exempt information as defined in the Schedule.*Appendix B,



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	<p>1) JIB Standing Orders; b) The business relates to the commercial interests, contractual terms (whether proposed or to be proposed), financial or business affairs of any person and confidentiality is required, e.g. when there is an ongoing tendering process or contract negotiation.</p>
Appendices	<p>Non-Exempt: None Exempt: Appendix A - Annual Work Plan for 2025/26 Appendices C & D – Procurement Business Cases Appendices B1 & B2 – Directions to Aberdeen City Council</p>
Terms of Reference	<p>2). Any function or remit delegated under the Aberdeen City Integration Scheme, which is bound to be undertaken by the JIB itself; *As this report relates to the procurement of services in accordance with NHSG and ACC Procurement and/or Financial Regulations</p>

1. Purpose of the Report

1.1 The purpose of this report is to present the Annual Procurement Work Plan for 2026/27 for expenditure on social care services, together with the associated procurement Business Cases, for approval.

2. Recommendations

2.1. It is recommended that the Integration Joint Board:

- a) Approves the **extension for one year, through a direct award**, of 23 National Care Home Contracts (NCHC) for residential services for older people, as is detailed in Appendices A and C
- b) Approves the **extension for one year**, of Housing Support Services in Sheltered Housing Complexes contracts for older people, as is detailed in Appendices A and D



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- c) Notes the update to Individual Out of Area Placements at 4.6
- d) Makes the Directions, as attached at Appendices B1 & B2 and instructs the Chief Officer to issue the Directions to Aberdeen City Council.

3. Strategic Plan Context

- 3.1. This report seeks Integration Joint Board (IJB) approval for the social care contracts which have been commissioned under the eight Ethical Commissioning Principles: person centred care first; full involvement of people with lived experience; high quality care; human rights approach; Fair working practices; financial transparency and commercial viability; climate and circular economy; and shared accountability.
- 3.2. Proposals outlined in the business cases secure the care for current residents. The proposals do not preclude the Aberdeen City Health & Social Care Partnership (ACHSCP) from reducing spend across these contracts in pursuit of our aspirations outlined in the Market Position Statement on Independent Living and Specialist Housing Provision (MPS) and being mindful of the financial environment in which the ACHSCP is operating. Each contract has in-year termination clauses, so the IJB is not constrained by any decision flowing from this report in terms of contract length, contract terms, or contract value. This provides the ACHSCP with flexibility over time to, for example, create savings by reducing capacity and/or reallocate resource to spend which can help people stay in their own home longer where that is appropriate and represents best value. The Commercial and Procurement Shared Service (CPSS) has adapted contracts to ensure there's always measures available to remain responsive to changes.

4. Summary of Key Information

- 4.1 The IJB directs Aberdeen City Council (ACC) to purchase and enter contracts with suppliers for the provision of services in relation to functions for which it has responsibility. ACC procures services through CPSS in accordance with ACC's Scheme of Governance.
- 4.2 ACC Powers Delegated to Officers includes, at delegation 1 of section 6, that the Chief Officer of the Aberdeen City Integration Joint Board (also referred to and known as the Chief Officer of the ACHSCP) has delegated authority to facilitate and implement Directions issued to ACC from the IJB, and in accordance with the requirement of the ACC Procurement Regulations.



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- 4.3** These Regulations require the submission of an annual procurement work plan prior to the commencement of each financial year detailing all contracts to be procured by Aberdeen City Council in the coming year with a value of £50,000 or more, to relevant Boards/Committees. In the case of adult social care services, this is the IJB. The Regulations also require that procurement business cases to support items on the work plan are brought to the IJB prior to any tender being undertaken or contract awarded directly. Although the intention is that all procurement should be planned, there may be occasions, where this is not possible and supplementary work plans and/or business cases may be required.
- 4.4** This report presents the Annual Procurement Work Plan for 2026/27. Supporting procurement Business Cases are attached at Appendices C & D. The Work Plan comprises two (2) items, including recommendations which will ensure best value. Included are the extensions to contracts to where ethical commissioning work is ongoing, where the services are considered the service users' homes, and for the annual NCHC extension. As noted in 4.3 regarding supplementary work plans, currently, **it is likely that we will submit a supplementary workplan to the IJB during 2026/27 with a focus on training & skills development services.**
- 4.5** Each entry on the Work Plan describes a contract or grouping of contracts that are due to expire in the coming financial year, together with the aggregated value of these over the defined period. For example, there is one entry relating to all the contracts for residential care homes for older people, rather than multiple entries. The value of the contracts is made up of the cost of all the individual placements in residential care establishments, or the cost of all the individual care and/or support arrangements in the case of non-residential or community-based services.
- 4.6** Out of Area or Cross Border Individual Placements - Residential: There are twenty-nine (29) contracts for thirty-two (32) individuals in out of area placements, with eight (8) expiring in 2026/2027. It is anticipated that direct awards will be made for these eight (8) placements for a further three (3) years from 1 April 2026 to 31 March 2029. Approval for these placements will be sought from the Chief Officer, in line with financial regulations. Out of Area or Cross Border Individual Placements - Non-Residential: There are five (5) contracts for six (6) individuals in out of area supported living placements, but these will not expire until 2030/2031. Approval for direct awards for these placements was given by the Chief Officer, also in line with financial



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regulations. Work is ongoing to review these placements ensuring that the best service/value is always achieved.¹

4.7 Links with Strategic Commissioning

The procurement of works, goods and services is driven by strategic aims. The ACHSCP has established a Strategic Commissioning and Procurement Board (SCPB) to create a clearer link between the programmes of work, the associated budgets, and the procurement work plan and outcomes, in line with the Commissioning Cycle. Throughout the year, the SCPB has considered the items on this Annual Procurement Work Plan and determined that the services currently represent best value in meeting need within the city.

5. Implications for IJB

5.1. Equalities, Fairer Scotland, and Health Inequality

As noted in the Business Cases, Inequalities Impact Assessments (IIA) were carried out by review teams as part of wider estate reviews. In regards to Business Case D, there are no changes to the current service for the extension period and the existing IIA remains relevant - a new IIA will be carried out dependent on the outcome of the review work. There are no specific equality or health implications from this report. Nor is there any direct implication for our Fairer Scotland Duty.

5.2. Financial

The estimated contract values are based on current and future need in line with the Market Position Statement (MPS) and we have allowed 6% notional uplifts for 2026/27 to accommodate an annual national increase including the Real Living Wage (RLW). Notional uplifts are applied to Business Cases over each future year. The national negotiation on the NCHC is ongoing with a potential settlement offer being presented to COSLA leaders in February. If the offer is rejected by COSLA leaders, there may be a protracted negotiation once again with the budgetary impacts not being known until the end of this financial year (2025/2026). The ACHSCP has included a 10% uplift in the budget for the NCHC for 2026/27 due to this uncertainty. The value of these contracts form part of the recurring base budget of the IJB and the uplift

¹ In accordance with Clause 15.5.2 of the Aberdeen City Council Procurement Regulations



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percentages have been considered when calculating future budget requirements within the Medium-Term Financial Framework.

5.3. Workforce

There are no direct workforce implications arising from the recommendations of this report.

5.4. Legal

The procurement of care and support services is a complex area, it is given special consideration under procurement legislation, with specific statutory guidance and best practice guidance issued by The Scottish Government. Because of this special consideration, there is a discrete team within the CPSS to support and manage the commissioning, procurement and contract management of care and support services, and the Work Plan for these services is presented separately to other reports. The Business Cases have been considered and no risk significant enough to warrant a halt to proceeding has been identified.

5.5. Unpaid Carers

There are no direct implications for unpaid carers arising from the recommendations of this report

5.6. Information Governance

All personal data required by all parties (including NHSG, where appropriate) in respect to contractual arrangements will be managed within Aberdeen City Council's existing procedures and guidelines. Where commissioned services work between ACC and NHSG, input will be sought from the Data Protection Officers (DPOs) of all partners to assure best practice is assured. Contract templates are reviewed and approved by Aberdeen City Council's Legal Services annually and before any contract enters the signing process. There are no direct information governance implications arising from the recommendations other than what will be managed through contract monitoring once contract are agreed.



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5.7. Environmental Impacts

- The Business Cases presented here will deliver care and support to vulnerable people. Whilst travel by car or public transport to provide care and support will have a negative impact on the environment; it is necessary for the services if they wish to fully carry out their statutory duties. The use of technology, such as eHealth, will be considered wherever face-to-face care and support is not required to balance the environmental impact. Any provider who submits a bid on a tender must respond to carbon reduction questions which are scored. All contracts will include clauses on carbon reduction and circular economy which are monitored through quarterly and annual contract monitoring along with business continuity and emergency response planning
- A full Environmental Impact Assessment (EIA) is not required for the direct or indirect implications of the recommendations of this report, as they do not fall within either Schedule 1 or Schedule 2 outlined in the Town and Country Planning (Environmental Impact Assessment) (Scotland) Regulations 2017.
- There is no direct environmental, net zero, and climate change impacts from the recommendations of this report. The recommendations relate to existing services rather than new or additional services. Where a service provider may change as a direct or indirect result of the recommendations of this report, any positive or negative climate change impacts will be captured through the ongoing contract monitoring.
- Commissioned services are key to the Partnership meeting its statutory climate change duties and the Commissioning team are collaborating closely with the ACHSCP Climate change team to develop and implement strategies to identify and reduce Greenhouse Gas (GHG) emissions and other climate change impacts in support of the Partnership's net zero and climate change adaptation goals.

5.8. Sustainability

- The provision of social care services is key to the sustainable development of Aberdeen City Communities by providing the right care infrastructure for those with care needs. The commissioning of these services through both collaborative and competitive approaches ensures the best value for money and supporting organisational sustainability. While social and economic factors are weighted higher than environmental, considerable work is



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planned to progress the identification and reduction of climate and environmental impacts as highlighted under 5.7.

- All contracted providers must adhere to the Fair Work First dimensions notably the RLW and providing staff with an effective voice. Additionally, all providers who submit a bid on a tender must respond to questions on community benefits, which are scored, where there is an expectation that providers demonstrate a positive impact on people, communities, and the environment. The potential for environmental impact is noted at 5.7, however the social benefits to in-person participation in social care settings is thought to outweigh this. Outcomes on sustainability will be monitored through quarterly and annual contract monitoring.

6. Management of Risk

6.1. Identified risks(s)

- a) If the recommendations are not approved, there is a risk that denying both statutory and non-statutory services to vulnerable people will result in a high risk to safety and to life. The IJB has no or low tolerance for risks relating to patient/client safety and service quality.
- b) If the recommendations are not approved, there is a medium to high risk of reputational damage. The IJB will accept medium to high risks to reputation where the decision being proposed has significant benefits for the organisation's strategic priorities. Such decisions will be explained clearly and transparently to the public. In this case, the proposals in this report fit in with the organisation's strategic priorities so non-approval will require considerable work with providers, service users, their families, and the media
- c) If the recommendations are approved, there is a risk that contractual requirements are not met resulting in best value concerns. This is usually related to staff and staffing concerns. The IJB has medium to high tolerance for risks relating to service redesign or improvement where, as much risk as possible has been mitigated. By maintaining formal contractual arrangements and robust processes to monitor contracts with external organisations the IJB has assurance not only that it is getting best value but also that this expenditure is aligned to their strategic priorities and is reviewed regularly.

6.2. Link to risks on strategic or operational risk register:

These proposals are linked to **Risks 1 & 7** on the Strategic Risk Register.



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Risk 1: Description of Risk: Cause: The commissioning of services from third sector and independent providers (eg General Practice and other primary care services) requires all stakeholders to work collaboratively to meet the needs of local people.

- Event: Potential failure of commissioned services to continue to deliver on their contract
- Consequence: There is a gap between what is required to meet the needs of local people, and services that are available.
- Consequences: to the individual include not having the right level of care delivered locally, by suitably trained staff.
- Consequences: ability of other commissioned services to cope with the unexpected increased in demand.
- Consequences to the partnership includes an inability to meet people's needs for health and care and the additional financial burden of seeking that care in an alternative setting.

Risk 7: Description of Risk: Cause-The ongoing recruitment and retention of staff

- Event: Insufficient staff to provide patients/clients with services required
- Consequence: Potential loss of life and unmet health and social care needs, leading to severe reputational damage.

All risks associated with commissioned services, including risks 1 & 7, will be mitigated primarily through collaborative working and relationship management encouraging dialogue to meet challenges together

Neil Stephenson 15th December 2025

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