

Health Inequality Impact Assessment

Stage 3



Analysis of findings and recommendations

Aberdeen City Carer Strategy and Action Plan

Please detail a summary of the purpose of the proposal being developed or reviewed including the aims, objectives and intended outcomes

In line with the Carers (Scotland) Act 2016 the Aberdeen City Health and Social Care Partnership (ACHSCP) has a responsibility to plan support for all Carers in Aberdeen City via a Local Carer Strategy. The ACHSCP's existing Strategy was extended from 2021 to 2022 due to the varying impacts of the COVID-19 Pandemic.

The Carers (Scotland) Act 2016 and subsequent regulations outline the nine specific areas which are to be included within a Local Carer Strategy. These are listed below;

- Plans for identifying relevant carers and obtaining information about the care they provide (or intend to provide) to cared-for persons in the local authority's area
- An assessment of the demand for support to relevant carers
- Support available to relevant carers in the authority's area from -
 - the authority,
 - the relevant health board,
 - any other organisations that the authority and health board consider appropriate

- An assessment of the extent to which demand for support to relevant carers is currently not being met
- Plans for supporting relevant carers
- Plans for helping relevant carers put arrangements in place for the provision of care to cared-for persons in emergencies,
- An assessment of the extent to which plans for supporting relevant carers may reduce any impact of caring on relevant carers' health and wellbeing,
- The intended timescales for preparing adult carer support plans and young carer statements.
- Information relating to the particular needs and circumstances of young carers.

The Strategy identifies four main priorities. These are;

- 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

The associated Action Plan determines how we aim to deliver on these priorities. The Strategy is focussed on supporting 'All Carers' and as such consideration of inequalities and human rights is embedded within our approach as outlined below.

Where there are relevant actions from this HIIA they have been incorporated with the Action Plan accompanying the Strategy.

An 'All Carers' approach fosters good relations by ensuring all Carers are recognised whilst also ensuring that individual circumstances, including intersectionality across a range of protected Characteristics, are considered.

Equality Act 2010 – Relevant Protected Characteristics as identified in Stage 1 (remove those that do not apply)

Protected Characteristic	Equality Duty		What impact and or difference will the proposal have	How will you know - Measures to evaluate
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Age	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	<p>This Strategy aims to have positive impact in relation to Age. It focuses on improving outcomes for all Carers. Specific impacts related to Age are;</p> <ul style="list-style-type: none"> • Positive - Continued provision of specific support services for young carers to ensure they are able to continue to live life as a child, have access to opportunities for all children and improve quality of life. • Positive - The Young Carers service has a role in educating the wider system on Young carer issues which will foster good relations. • Positive - The Strategy includes specific actions to ensure Carers individual support needs are assessed and further referral to support is available. For Older carers this may include support to meet their own health needs, condition specific advice, e.g. Dementia Support. 	<p>Specific Actions are included in the Action Plan which will monitor support for Young carers. These actions are monitored by a multi-agency group the Carers Strategy Implementation Group (CSIG) which reports regularly to the ACHSCP's Strategic planning group. Annual reports on progress on all actions will be provided to the Integration Joint Board (IJB).</p> <p>Older people – Specific Actions within the action plan focus on provision of care which meets the specific needs of both older carers and older people who are being cared for.</p>
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Disability	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	<p>Positive - The Strategy aims to ensure available Carer Support is accessible for Carers living with Disabilities. This is a specific action with regard to ensuring information is available in accessible formats.</p> <p>Specific actions are included in the Action plan in relation to accessibility.</p>	<p>Specific actions are included with the Action plan in relation to accessibility specifically; Action 1.1.2 - Work with commissioned and internal services and carers themselves to review the information available particularly in relation to accessibility.</p> <p>Action 1.1.6 Review the information held online for Carers to ensure it is easy to</p>
	Advancing equality of opportunity	X		
	Fostering good relations by reducing prejudice and promoting understanding	X		

			<p>Positive - Our Support Service providers are responsible for ensuring that groups and activities are accessible for those living with disabilities.</p> <p>Positive - Ensuring accessibility will support the Strategy to advance equality of opportunity for Disabled carers and foster good relations.</p> <p>Positive - In the majority of circumstances the cared for person is living with a disability as defined in the Equality Act 2010. Carers play an essential role in supporting the Cared for. Ensuring that a range of support is available for all Carers will indirectly enhance equality of opportunity for the Cared for person and foster good relations.</p>	<p>access, signposts correctly and is kept up to date.</p> <p>Performance reporting from our Support Service Providers will highlight any complaints or areas of concern where accessibility issues were highlighted.</p> <p>The detailed Action Plan for the Strategy outlines a range of measures to support Carers to continue caring which will have an enhancing impact on Cared for people living with a disability. This will be monitored on an ongoing basis with Annual review built.</p>
Gender Reassignment	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		<p>Positive - The Strategy identifies specific areas where we have knowledge gaps around the experience of some Carers. This includes Adult Carers who have undergone, or are undergoing, gender reassignment. The Strategy includes consideration of how to better understand the support needs of LGBTQ+ Carers.</p> <p>Positive - The Young Carers service includes an LGBTQ+ group which supports young people with Young Carer specific support related to their gender identity.</p>	<p>This will be taken forward in partnership with the Strategic Planning Group's Equality and Human Rights sub-group. The aim is to better understand support needs and develop services accordingly.</p> <p>The Quarriers Adult support service are also developing a specific role within their service with a focus on better understanding the diverse needs of Carers. Evaluation of the</p>
	Advancing equality of opportunity	X		
	Fostering good relations by reducing prejudice and promoting understanding			

				impact of this role will inform further developments.
Marriage and Civil Partnership	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Neutral - Caring relationships often occur between married parties or those in civil partnerships. There are no actions proposed within the strategy which would negatively impact on marriage or civil partnership however supporting Carers in their caring role may have an indirect positive impact.	Priority 3 within the Strategy highlights the importance of recognising the individual needs of both parties in a caring relationship and the need for staff to be mindful of domestic abuse and coercive control therefore minimising the likelihood of victimisation and fostering good relations. These will be monitored by the CSIG through the Action Plan on a quarterly basis specifically; Action 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.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Pregnancy and Maternity	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		Neutral - There have been no identified impacts related to pregnancy or maternity. We do however recognise the diverse group that have the role of Carers in Aberdeen City and will monitor this.	The CSIG will be responsive to any new information received on the impact of the strategy related to pregnancy and maternity via feedback or complaints received by the ACHSCP.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding			
Race	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Positive - The Strategy identifies specific areas where we have knowledge gaps around the experience of some Carers. These are detailed pages 16 & 17 of the Strategy.	Actions within the Action Plan aim to work with communities to better understand the needs of Carers and have options for support which meet those needs. Specifically;
	Advancing equality of opportunity	x		

	Fostering good relations by reducing prejudice and promoting understanding	x	<p>Engagement on the strategy has involved working with Grampian Regional Equalities Council to gauge how aware our minority ethnic Carers are of their rights and support services available which will inform ongoing service development. The aim is to improve the knowledge of all Carers on available support services to ensure they can access them if needed.</p> <p>Actions within the strategy aim to develop approaches to engaging with minority ethnic Carers.</p>	<p>Action 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;</p> <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 <p>Action 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.</p> <p>This will be carried out in partnership with the Strategic Planning Group's Equality and Human Rights sub-group.</p>
Religion & Belief including non-belief	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	<p>Positive – Information on religion was gathered via the public consultation survey this indicated that respondents were, in the majority of no religion (54%) or of Christian denominations (35.49%). We did not have any responses from those who identified as Muslim, Jewish, Sikh, Hindu or Pagan. It is not reasonable to believe that we do not have people in caring roles in these religious communities therefore it indicates we have not reached these people with this consultation.</p> <p>Actions within the strategy aim to work with communities to better understand the needs</p>	<p>Actions within the Action Plan aim to work with communities to better understand the needs of Carers and have options for support which meet those needs.</p> <p>Specifically:</p> <p>Action 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;</p> <ul style="list-style-type: none"> • Develop approaches to engaging with minority ethnic Carers • Develop approaches to engaging with LGBTQ+ Carers
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		

			of Carers (including Carers from different religious and faith groups) and have options for support which meet those needs.	<ul style="list-style-type: none"> Religious and Faith groups Carers with Disabilities This will be carried out in partnership with the Strategic Planning Group's Equality and Human Rights sub-group.
Sex	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Positive - Evidence indicates that the majority of Carers across all Age groups are female. Therefore, the impact of the Caring role disproportionately impacts on women. Ensuring support is available for all Carers will have an enhancing effect for women. Consideration is also made within Priority 3 with regard to ensuring the cared for and the Carer have access to support in their own right, including where required, Adult Protection and Domestic abuse advice.	This will be monitored through the Action Plan specifically; Action 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.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Sexual Orientation	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Neutral - The Strategy identifies specific areas where we have knowledge gaps around the experience of some Carers. Similar to Gender reassignment we do not know enough about the experience of Lesbian, Bisexual or Gay Adult Carers in Aberdeen and whether the support currently provided is supportive of their specific needs. Specific targeted reach was made via Four Pillars to gain the perspective of adults from this community. We have not identified any negative impacts related to sexual orientation as a result of this Strategy. Actions within the strategy aim to work with communities to better understand the needs	Actions within the strategy aim to work with communities to better understand the needs of Carers and have options for support which meet those needs. Specifically: Action 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
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		

			of LGBTQ+ Carers and have options for support which meet those needs.	<p>This will be carried out in partnership with the Strategic Planning Group's Equality and Human Rights sub-group.</p> <p>Young carers have already identified a need for specific support and have established an LGBTQ+ group within the Young Carer service.</p>
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Human Rights – Reference those identified in Stage 1 (remove those that do not apply)

Article	Enhancing or Infringing	Impact and or difference will the proposal have	How will you know - Measures to evaluate
Right to Liberty	Enhancing	Whilst not a formal restriction of liberty Carers can often feel unable to take time away from their caring role due to the dependency of the Cared for person. This strategy promotes development of more options for carer breaks and as such more ability to have freedom to pursue their life beyond the caring role.	We will Survey known Carers annually to evaluate their experience. We aim to see that Carers express that they have been able to experience breaks from their caring role.
Right to respect for private and family life, home and correspondence	Enhancing	Many Caring roles take place within the home or within a close family caring relationship. Ensuring suitable support is available for all Carers, including Young Carers, will have an enhancing impact on this right ensuring that children can have a normal childhood with limited impact on them from their caring responsibilities.	We will Survey known Carers annually to evaluate their experience. We aim to see that Carers are well supported and family life is supported.

Fairer Scotland Duty

Identify changes to the strategic programme/proposal/decision to be made to reduce negative impacts	Consideration has been made to socio-economic deprivation within this strategy. Carers Support services are non-chargeable. Support services are available to Carers from all areas within Aberdeen.
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Identify the opportunities the strategic programme/proposal/decision provides to reduce or further reduce inequalities of outcome	Any specific services developed from this strategy will be subject to further impact assessment and as such will further consider any additional inequalities of outcome at that time.
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Health Inequality Impact Assessment Recommendations

What recommendations were identified during the HIIA process:

Recommendation	Recommendation owned by:	Date recommendation will be implemented by	Review Date
Identified impacts to be monitored as a specific action within the performance reporting for the Carer Strategy	Alison Macleod (Strategy & Transformation Lead)	January 2023	Annual

Monitoring Impact – Internal Verification of Outcomes

How will you monitor the impact this proposals affects different groups, including people with protected characteristics?

These actions are monitored by a multi-agency group, the Carers Strategy Implementation Group (CSIG), which reports regularly to the ACHSCP's Strategic planning group. Annual reports on progress on all actions will be provided to the Integration Joint Board (IJB).
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Procured, Tendered or Commissioned Services (SSPSED)

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 Adult Carer Support service and Young Carer Support service are required to provide performance reporting. This includes any information on Complaints / feedback and the gathering of equalities monitoring data.
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Specific impact assessments will be carried out should these services, or any newly identified, require to be tendered during the lifespan of the Strategy.

Communication Plan (SSPSED)

Please provide a summary of the communication plan which details how the information about this policy/service to young people, those with a visual or hearing sensory impairment, difficulty with reading or numbers, learning difficulties or English as a second language will be communicated.

A period of public Consultation took place in October- December 2022 which will be followed by annual surveys. Accessibility of carers information is an identified action within the strategy with this reviewed within 2023.

Signed Off By: Alison Macleod

Name Strategic Lead: Amy Richert

Date 18/01/2023

