

# Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability





## Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

<b>Title of Policy/ Proposal</b>	East Lothian Carers' Strategy – Eligibility Criteria
<b>Completion Date</b>	30/03/2018
<b>Completed by</b>	Ashley Hardy – Strategy Officer, East Lothian Health and Social Care Partnership
<b>Lead officer</b>	Trish Leddy, Group Service Manager, Rehabilitation and Access, East Lothian Health and Social Care Partnership

### Type of Initiative:

Policy/Strategy

☒

Programme/Plan

☐

Project

☐

Service

☐

Function

☐

Other

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New or Proposed

☐

Changing/Updated

☐

Review or existing

☐

### 1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

The new carers eligibility criteria will be used in conjunction with Adult Carer Support Plans and Young Carer Statements to support to determine the level of carer needs and carers eligibility to access a personal budget for support. This is in line with requirements outlined in the new Carers (Scotland) Act 2016 and is required to be in place by 1<sup>st</sup> April 2018.



## 2. What will change as a result of this policy?

A specific carers assessment/ support plan will identify carer needs and their eligibility to receive support services in their own right in order to mitigate and reduce the impact of the caring role on the carer. If carers are eligible, and depending on their level of eligibility, they may be able to access an Individual Budget under Self Directed Support, or gain access to a range of support and information services at lower levels of eligibility.

## 3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	Yes
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
5. The policy/proposal has little relevance to equality	
6. The policy/proposal has negligible impact on the economy	
7. The policy/proposal has no/ minimal impact on the environment	
<b>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</b>	

**If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.**

**If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.**



**4. What information/data/ consultation have you used to inform the policy to date?**

Evidence	Comments: what does the evidence tell you?
Data on populations in need	We worked in conjunction with local Carer Organisations including Carers of East Lothian, East Lothian Young Carers and The Bridges Project who all keep statistics on carers within East Lothian. Information was also taken from surveys conducted through the 2011 Census on Caring, East Lothian Winter Partnership Survey on Caring and statistics from the Scottish Health Survey 2012/13. The data tells us that there are a significant number of carers within East Lothian who may not access services at the moment. The Carers Eligibility criteria will allow carers to be clear about the criteria the Health and Social Care Partnership are using to determine the level and types of support available to carers.
Data on service uptake/access	Figures for carers in East Lothian vary from 9.5% (8150 carers) from the 2011 Census up to 17% (14585 carers) from the Scottish Health Survey 2012/13.
Data on quality/outcomes	Outcomes will be set individually by carers, although there are general wellbeing categories set through the use of the eligibility criteria that provision of support to carers will seek to improve. This includes Health & Wellbeing, Relationships, Living Environment, Employment & Training, Finance, Life Balance and Future Planning. Outcomes have also been set by through Integration Joint Board Directions 30 <sup>th</sup> March 2017.
Research/literature evidence	Carers (Scotland) Act 2018, Scottish Government Guidance on the Eligibility Criteria, comparative Eligibility Criteria from other Local Authorities in Edinburgh, Falkirk and Dundee and the National Carer Organisation Best Practice Framework for Eligibility. Information from these sources told us that the favoured approach across other local authorities was the one developed by the National Carer Organisations which we have also used in developing our Carers Eligibility Criteria.
Service user experience information	Consultation with carers, caring groups and representatives through Carers Strategy "Breakfast" event June 2017, Survey Monkey questionnaires online,



	consultation through the consultation hub and consultation published through local media. Feedback from carers via these means advised that carers also favoured the criteria developed by the National Carers Organisation as being the most straightforward approach, although carers advised they would prefer the criteria focus on the preventative work at lower levels of the criteria. This has been taken into account in developing the local criteria and the Eligibility Triangle inverted to demonstrate this preventative work.
Consultation and involvement findings	See above for Service User experience
Good practice guidelines	See above in Research/Literature
Other (please specify)	None
Is any further information required? How will you gather this?	No

## 5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
<b>Equality Groups</b> <ul style="list-style-type: none"> <li>• Older people, people in the middle years,</li> <li>• Young people and children</li> <li>• Women, men and transgender people (includes issues relating to pregnancy and maternity)</li> <li>• Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)</li> <li>• Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-</li> </ul>	<p>The impact of caring affects all age groups including young carers and people of all backgrounds. Provision of support to carers that will be met by the introduction of this policy will provide support, information and advice services to all carers regardless of age or background and attempt to alleviate the impact of caring which can include:</p> <ul style="list-style-type: none"> <li>- Impact on physical health</li> <li>- Mental Ill-health, stress, anxiety and depression</li> <li>- Financial difficulties</li> <li>- Access to employment and education opportunities</li> <li>- Those young carers in an inappropriate caring role</li> </ul>



<p>English speakers)</p> <ul style="list-style-type: none"> <li>• Refugees and asylum seekers</li> <li>• People with different religions or beliefs (includes people with no religion or belief)</li> <li>• Lesbian, gay, bisexual and heterosexual people</li> <li>• People who are unmarried, married or in a civil partnership</li> </ul>	<ul style="list-style-type: none"> <li>- Deterioration in family/other relationships</li> </ul> <p>Data shows the following:</p> <ul style="list-style-type: none"> <li>- The greatest number of carers are aged between 25 - 49</li> <li>- Those providing the highest number of hours of care tend to be over the age of 65 and that this age group is more likely to have one or more health conditions of their own to contend with.</li> <li>- That our older carers are less likely to claim the benefits they are entitled to</li> <li>- That mental ill health affects those most in the age range of 25 – 49</li> </ul>
<p><b>Those vulnerable to falling into poverty</b></p> <ul style="list-style-type: none"> <li>• Unemployed</li> <li>• People on benefits</li> <li>• Single Parents and vulnerable families</li> <li>• Pensioners</li> <li>• Looked after children</li> <li>• Those leaving care settings (including children and young people and those with illness)</li> <li>• Homeless people</li> <li>• Carers (including young carers)</li> <li>• Those involved in the community justice system</li> <li>• Those living in the most deprived communities (bottom 20% SIMD areas)</li> <li>• People misusing services</li> <li>• People with low literacy/numeracy</li> <li>• Others e.g. veterans, students</li> </ul>	<p>See above</p>



<b>Geographical communities</b> <ul style="list-style-type: none"> <li>• Rural/ semi rural communities</li> <li>• Urban Communities</li> <li>• Coastal communities</li> </ul>	See above, however carers in rural and semi-rural communities are also more likely to provide a higher number of care hours due to issues with service provision.
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**6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?**

Introduction of this policy is likely to increase the demand for services to the department and staff will need training around the use of the new criteria. However, this is in line with the current Self Directed Support criteria used for our clients currently with which staff are familiar.

**7. Is any part of this policy/ service to be carried out wholly or partly by contractors?**

If yes, how have you included equality and human rights considerations into the contract?

It is anticipated that we will continue to work in partnership with third sector groups and caring organisations such as Carers of East Lothian, East Lothian Young Carers and The Bridges project who will provide support in completing Adult Carer Support Plans and Young Carer Statements which will then be used in conjunction with the proposed Carer Eligibility Criteria.

Carers of East Lothian Service Level Agreement includes a requirement to work in line with the Adult Support and Protection Act 2007 in protecting adults and children from risk of harm. It also outlines the requirement to work in line with the Human Rights Act 1998.

Contractors used will be required to satisfy equality, diversity and human rights issued detailed within the Council's procurement process.

**8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?**

We are working with an East Lothian Council Communications Officer in publicising and disseminating information around the policy. Easy read leaflets have already been prepared. The policy has also been shared with Deaf Action and RNIB and we can provide this in a different format if requested.



## 9. Please consider how your policy will impact on each of the following?

Objectives	Comments
<b>Equality and Human rights</b>	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The policy will improve access to services and implementation of the Carers (Scotland) Act 2016 requires us to improve our ability to identify caring groups and collect detailed data on service provision
Promotes good relations within and between people with protected characteristics and tackles harassment	Alleviating the impact of caring and providing a greater range of services to carers will improve the relationships between family members or the carer and cared-for person.
Promotes participation, inclusion, dignity and self control over decisions	Through our consultation process in developing the policy carers and caring groups have been actively encouraged to participate and feedback on the process so far and we will continue to review this. The eligibility criteria must be reviewed within 3 years following the introduction of the Act. Carers will set outcomes that best fit with their caring role and individual circumstance and this will promote self control.
Builds family support networks, resilience and community capacity	The future planning and life balance aspects of the policy will encourage carers to plan in advance for any change to their situations which will assist them in building family support networks and resilience.
Reduces crime and fear of crime	N/A
Promotes healthier lifestyles including <ul style="list-style-type: none"> <li>• diet and nutrition,</li> <li>• sexual health,</li> <li>• substance misuse</li> <li>• Exercise and physical activity.</li> <li>• Lifeskills</li> </ul>	The policy aims to reduce the impact of caring which positively impact on carers physical, mental health and substance misuse. It will also allow carers to set outcomes that include positive impacts on lifeskills, exercise and physical activity.
<b>Environmental</b>	



Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	The policy will have little impact on environmental factors although may reduce people's need to travel as support for carers will be able to be provided in people's own homes if that is their wish.
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	
<b>Economic</b>	
Maximises income and /or reduces income inequality	Carers will be supported to access additional benefits in relation to their caring role and signposted to Welfare Rights and carer organisations who can provide advice around this.  Young carers will be supported to access positive destinations and improve access to educational opportunities, short break services and peer support groups through East Lothian Young Carers and The Bridges Project. This will also positively impact literacy and numeracy as it is anticipated that carers will be supported to remain in school.  Older carers will be able to access support to remain at work and gain greater balance in their life by reducing the impact of caring.
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	N/A



## 10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

## 11. Sign off by Head of Service

Signature :

*Alison Macdonald*

Name:

Alison Macdonald

Date:

16<sup>th</sup> May 2018