



ANGUS
Health & Social Care
Partnership

Carers in Partnership

A strategy for unpaid carers in Angus 2019-22







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Foreword

Unpaid carers make an extraordinary contribution to communities in Angus by supporting family members, friends and loved ones who could not manage without them. Many see themselves simply as husbands, wives, partners, parents, siblings or friends, but they provide crucial support and make an immense difference to the lives of those they care for.

Angus Health & Social Care Partnership recognises that carers have a demanding role which will have an impact on their own health and wellbeing. We are committed to recognising and valuing their contribution and ensuring they know how to access support when they need it, to ensure a fulfilling life alongside their caring role. We could not manage without them.

Vicky Irons
Chief Officer, Angus Health and Social Care Partnership

A strategy for unpaid carers in Angus 2019-22

Introduction

This is our strategy for supporting carers in Angus from 2019 to 2022. By carers we mean unpaid carers, as opposed to people who are employed in the role - there are more detailed definitions in the “Am I a carer?” section at Appendix 1. This strategy has been developed in partnership with carers by the Angus Carers Strategic Partnership Group and sets out our priorities for the next three years.

Carers (Scotland) Act 2016

This new legislation places a number of duties on Angus Health and Social Care Partnership, Angus Council and NHS Tayside to support unpaid carers. The table below shows our progress in meeting the key requirements:

Requirement	Achieved ●	In Progress ●	Outstanding ●
Prepare a local Carer Strategy	●	-	-
Prepare an Adult Carer Support Plan	●	-	-
Prepare a Young Carer Statement	●	-	-
Prepare Local Eligibility Criteria for Carers	●	-	-
Provide an Information and Advice Service for Carers	●	-	-
Prepare a Short Break Services Statement	●	-	-
Waiving of Charges for Carers Policy	-	●	-
Ensure carer involvement in hospital discharge planning for cared-for people	-	●	-
Involve carers in services and service planning	-	●	-

Preparing the strategy

Since 2015 a range of conversations and events have taken place to help us identify how carers in Angus want to be supported. These conversations have enabled us to focus and shape the carer strategy and improvement plan.

Carers consultation events and methods (see Appendix 2)

Young Carers Consultation Day	April 2015
Carers Consultations Local Carers Support Groups	May - June 2015
Stakeholders Review event & Survey Monkey	April - May 2015
Carers Census Consultation	Nov 2016
Young Carers Stakeholders Event	Nov 2016
Carers Diary Project	May 2017
Carers (Scotland) Act 2016 Consultation on draft regulations	July 2017
Carers Conversations Day	August 2018
Review of Angus Carers Strategy 2013-16	May - August 2019
Carers Conversations Day	June 2019

In Angus we want our strategy to go beyond the legal requirements (see Appendix 3) and reflect the things that local carers have told us are important to them. We will work with our key partner Angus Carers Centre as well as carers themselves and other third sector organisations in Angus, to carry forward our plans.

This work is also underpinned by the Scottish Government’s health and wellbeing outcomes framework which aims to improve people’s experience of health and care services and produce services of a consistent quality across the country. There are nine “outcomes” which are defined as what matters to people using services and the impact they have. Outcome six is:

“People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and wellbeing”

The Scottish Government is also developing a Carers Strategic Policy Statement to support national and local planning. The themes they have chosen resonate with this strategy: carer voice and engagement, health and social care support, social and financial inclusion and young carers.

Our Vision for Carers
Carers of all ages are recognised and valued as equal partners, are fully involved in shaping services in Angus and are supported to have fulfilling lives alongside caring.

Caring in Angus



Identifying how many adult and young carers there are in Angus, and understanding how that number might change in the future, is very challenging. There are complex and varied reasons why people often don't recognise themselves as carers, or seek any kind of support.

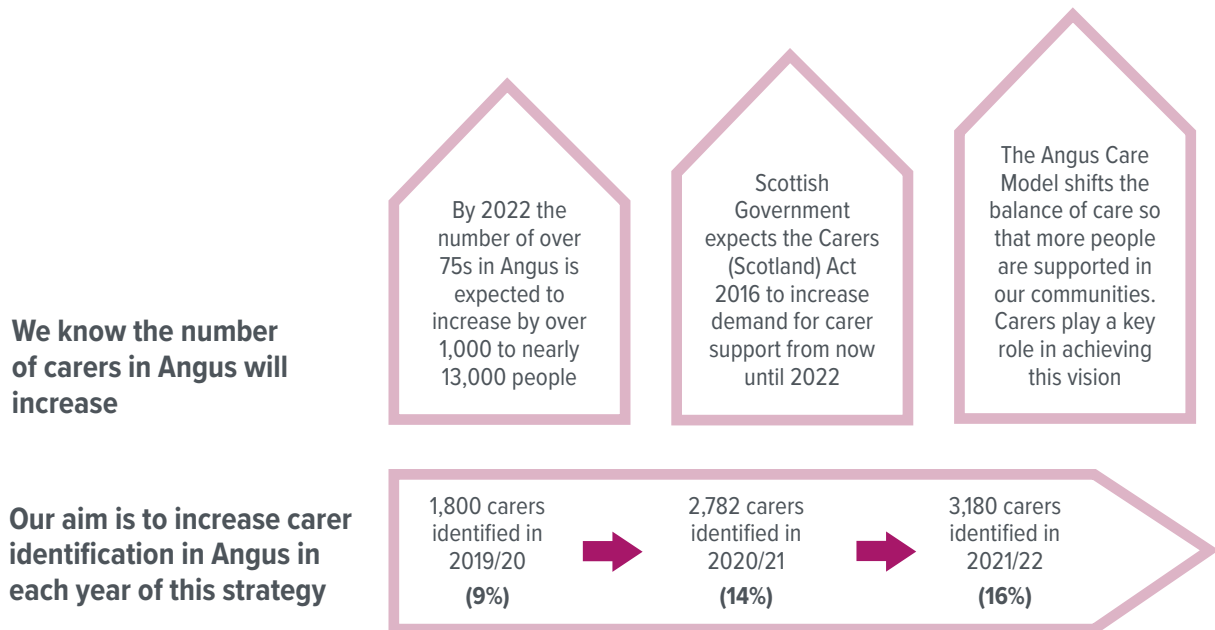
At the moment we can only estimate how many people are in a caring role in Angus. What we do know is that they make a tremendous contribution to supporting people in our community, often at a cost to their own health and wellbeing. Only a proportion of carers will ever need support from Angus Health and Social Care Partnership, Angus Council, Angus Carers Centre, or other local agencies. However, the Carers (Scotland) Act 2016 recognises that preventative support at an early stage can reduce the risk of carers coming to crisis,

and help carers to continue to manage independently. So we want to help carers to identify themselves so that they can readily get the support they need if and when they need it.

The Scottish Health Survey estimates that there are more than 19,000 carers in Angus. As at 1 June 2019 up to 1,800 carers are being supported by Angus Carers Centre and adult social care services. Other carers will be supported by schools and other services, but we are still only reaching under 10% of local carers. We need to do better than this, and to reach carers before they come to crisis point.

We expect the numbers of carers in Angus to increase, especially those supporting increasing numbers of older people living at home, and we want to ensure that they are supported to care for as long as they feel able and willing to do so.

More information about support for carers in Angus can be found through the Angus Carers Centre Tel. 01241 439157 www.anguscarers.co.uk and Angus Social Care and Health Partnership AHSCP www.angushscp.scot/support-for-carers/



How will Angus identify and support carers?

We are building our strategy on the principles of Equal Partners in Care (EPiC).

Why use the principles of Equal Partners in Care?

Carers have a unique role in the life of the person, or persons, that they care for. They also have valuable knowledge to contribute to the planning and delivery of care and services for those persons. But sometimes professionals don't fully appreciate the valuable contribution of unpaid carers, or the impact of change on them.

Being Equal Partners in Care means that providers of health and social care services (and other relevant organisations) should listen to and involve carers in planning and decision-making for the person they care for; creating an environment of mutual respect.


These principles reflect both national priorities and what is important to carers in Angus. We know they are ambitious but believe they are achievable and worth striving for.

The EPiC principles are:

- Carers are identified
- Carers are supported and empowered to manage their caring role
- Carers are enabled to have a life outside of caring
- Carers are fully engaged in the planning and shaping of services
- Carers are free from disadvantage or discrimination related to their caring role
- Carers are recognised and valued as equal partners in care.

This is our strategy for carers in Angus


Our six priority areas follow the Equal Partners in Care themes and contain a number of actions which are further developed in the Improvement Plan document. For a copy of the Improvement Plan please contact the Council's ACCESSLine on 03452 777 778.



Carers are identified

To achieve this we will:


- Support those in a variety of caring roles to recognise themselves as carers
- Promote public awareness of carers and the diversity of the caring role
- Ensure training for all relevant staff (particularly in health, social care and education) includes carer awareness and carer support



Carers are supported and empowered to manage their caring role

To achieve this we will:

- Provide accessible information, advice and direction to support for all carers across Angus
- Develop supports for carers that will prevent them reaching crisis
- Develop local arrangements to support carers in crisis



Carers are enabled to have a life outside of caring

To achieve this we will:

- Ensure that there are a range of short break options accessible to the diverse population of local carers to support them in their caring role
- Support opportunities for carers to work or continue to work where they wish to
- Provide opportunities for carers to participate in a range of supports and activities that are important to them

Carers are fully engaged in the planning and shaping of services

To achieve this we will:

- Ensure the views of carers are consistently represented in Angus Health and Social Care Partnership's decision-making
- Ensure that carers are informed about opportunities to shape services
- Ensure that we deal with anything that gets in the way of carers being fully engaged, such as resources, location and timing of meetings etc

Carers are free from disadvantage and discrimination related to their caring role

To achieve this we will:

- Consult with carers to identify any areas of disadvantage or discrimination
- Address barriers that disadvantage or discriminate against carers
- Support professionals to understand the impact protected characteristics (i.e. age, disability, gender, race, pregnancy & maternity, gender re-assignment, marriage and civil partnership, religion and belief, sexual orientation) can have on a carer

Carers are recognised and valued as equal partners in care

To achieve this we will:

- Ensure that all professionals value the role and contribution of carers in supporting people in their community
- Recognise the expertise that carers bring and ensure their views are fully reflected in planning to meet a supported person's needs
- Recognise the contribution that carers make to the supported person's life and to society in general

What we will do next

We will involve unpaid carers, and all those involved in supporting them in working to meet the aims that have been identified in this strategy. We want to ensure that the support of unpaid carers becomes a greater priority in Angus; that all services take account of how carers can be identified, supported and included in decision-making; and that they recognise the value of carers as expert and equal partners.

How will we know the strategy is successful?

The Improvement Plan sets out how we will measure success in achieving our aims. We will also measure our success in achieving our vision that “Carers of all ages are recognised and valued as equal partners, are fully involved in shaping services in Angus and are supported to have fulfilling lives alongside caring”. We will do this by collecting feedback in a range of ways, including satisfaction surveys and consultation events. You can follow progress at the Angus HSCP website.

Comments from some local carers supported through the Angus Carers Centre

“ Thank you. I found a little bit of me today!

“ Thank you – you’ve given me a bit of hope.

“ The Carers Craft Group is the most relaxing two hours I have each week.

“ Thanks for all your wonderful words of wisdom.

“ We loved every minute of our stay there. So tranquil. It did us the world of good.

“ Chatting to you and knowing that you get it is amazing. I know that you don’t feel I am being a horrible person by saying no to people either.

This document was produced in partnership with carers, by Angus Carers Strategic Partnership Group. If you have any comments or suggestions, please contact Angus Carers Centre on 01241 439157 or listening@anguscarers.org.uk

Appendix 1

Am I a carer?

In the Carers (Scotland) Act 2016, “caring” is understood as providing what is necessary to the cared-for person, to support their physical and mental health and wellbeing.

It doesn't need to be a certain kind of care, or take a certain amount of time, for a person to qualify as a carer. A carer doesn't need to live with the person they care for.

There are many examples of what carers do and these include:

- Helping someone to wash, dress or take medication
- Practical support with shopping, attending appointments, or going to social events
- Emotional support such as encouragement or reassurance

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.

More Information about carer definitions can be found **here**

Appendix 2

Carers Act (Scotland) 2016 Section 31: Duty to prepare local carer strategy

'Carers in Partnership' is the Local Unpaid Carer Strategy for 2019-22. It has been jointly prepared by Angus Health and Social Care Partnership together with Angus Carers Centre as its primary partner in delivering support and advice to unpaid carers in Angus.

The strategy document aims to present an agreed vision for supporting unpaid carers, which has been informed through extensive consultation with unpaid carers, volunteers, professionals and organisations which work with adult and young carers. It should be read alongside the Improvement Plan which identifies key actions to improve the identification and support provided to unpaid carers in line with the Equal Partners in Care approach.

The Strategy document and Improvement Plan set out:

- plans for identifying carers and obtaining information about the care they provide or intend to provide to cared-for persons in the local area
- an assessment of the demand for support to carers
- links to further information about the support available to carers in Angus
- 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 carers put arrangements in place for the provision of care to cared-for persons in emergencies
- an assessment of how supporting carers may reduce any impact of caring on 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
- how the EPiC principles will become integral to supporting carers in Angus



ANGUS
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Partnership

Carers in Partnership

Improvement Plan



Published February 2020

Consultation undertaken to create the strategy

Since 2015 a range of conversations and events have taken place to help us identify how carers in Angus want to be supported. Unpaid carers have actively informed and shaped the carer strategy and improvement plan, through inclusion of representatives in the Angus Carers Strategic Partnership Group and through the Angus Carers Voice Network. The draft strategy document and Improvement Plan were also refined through consultation with key stakeholders - professionals in the Health and Social Care Partnership, Angus Council, members of the public and unpaid carers.

Carers consultation events and methods (see Appendix 2)

Young Carers Consultation Day	April 2015
Carers Consultations Local Carers Support Groups	May - June 2015
Stakeholders Review event & Survey Monkey	April - May 2015
Carers Census Consultation	Nov 2016
Young Carers Stakeholders Event	Nov 2016
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Carers Conversations Day	August 2018
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Carers Conversations Day	June 2019

The implementation of the Carer Strategy and Improvement Plan will be evaluated regularly in consultation with stakeholders in order to maintain a partnership approach, with a keen eye on delivery of the vision, the emergence of unforeseen consequences, and the need to adapt and develop the plan over its lifetime.

This Improvement Plan lists the actions we will take to achieve our outcomes to ensure that:

- Carers are identified
- Carers are supported and empowered to manage their caring role
- Carers are enabled to have a life outside of caring
- Carers are fully engaged in the planning and shaping of services
- Carers are free from disadvantage or discrimination related to their caring role
- Carers are recognised and valued as equal partners in care.

It explains how the Angus Carers Strategic Partnership Group (ACSPG) will measure success, who is responsible for the work and the time-scales for it.

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 1 - Carers are identified					
1a) Support those in a variety of caring roles to recognise themselves as carers	Introduce and promote a new carers emergency card	Increase uptake of card and review its impact and effectiveness	Emergency planning sub-group	April 2020	2 ,3 & 6
	Develop carers information and give clear directions for support on the Independent Living Angus website. Highlight the range of caring roles and that people being cared for do not have to be getting support services for someone to qualify as a carer.	Monitor how often the information is accessed Monitor feedback from users Monitor feedback from agencies mentioned on the site	ACSPG	On-going over life of strategy	2 & 6
	Promote Carer Positive accreditation to local employers	Increase the number of accredited local health and social care employers by 50%	ACSPG	April 2021	2 ,3 & 6
1b) Promote public awareness of carers and the diversity of the caring role	Promotion of the new Carer Strategy through a range of media and locations	Monitor how often the information is accessed Monitor feedback from users	ACSPG	December 2019	2 & 5
	Develop and deliver a digital plan to ensure on-going promotion of carers' issues	Monitor how often the information is accessed Monitor feedback from users	ACSPG	April 2020 and on-going	2 & 5
	Ensure information is widely available in a range of formats	Monitor feedback from users	ACSPG	April 2020 and on-going	2 & 5
1c) Ensure training for all relevant staff (particularly in health, social care and education) includes carer awareness and carer support	Carers are consistently identified by staff irrespective of the impact of their caring role	Increase in number of carers identified at the Carers Census Increase in the number of Adult Carer Support Plans (ACSPs) offered to 16% of local carers Increase in the number of Young Carer Statements (YCSs) offered to 30% of local young carers	ACSPG	April 2020 and 6-monthly afterwards	2 ,3 & 6
	Increase the proportion of new adult carers identified below the Local Eligibility threshold	Increase in the number of ACSPs offered to 16% of local carers	ACSPG	By April 2022	2 ,3 & 6
	Increase the proportion of new young carers identified below the Local Eligibility threshold	Increase in the number of YCSs offered to 30% of local young carers	ACSPG	By April 2022	2 ,3 & 6

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 2 - Carers are supported and empowered to manage their caring role					
2a) Provide accessible information, advice and direction to support for all carers across Angus	Involve carers in the design of a "What do you need to know and when" information booklet for carers in transition	Booklet is produced and available in a range of formats	Angus Carers Centre	April 2020	4, 5 & 6
	Build on the presence of locality workers in Locality Improvement Networks to increase professional awareness of the role of carers and how best to support them	Increase in carer identification and appropriate level of support provided.	Locality Improvement Group Planning Officers and Locality Workers (Angus Carers Centre & Voluntary Action Angus)	On-going over life of strategy	1 & 5
	Provide specific training for carers on managing their finances and budgeting (particularly during transitional stages, e.g. post school/ leaving or returning to work & retirement	Provide at least one workshop in each locality	Financial Inclusion Group	April 2020	5
	Provide SDS Support & Brokerage Service to carers	Carers are supported to use SDS budgets effectively	Dundee Carers Centre	On-going over life of strategy	5 & 3
	Consider the needs of carers who are geographically or socially isolated or not accessing support for other reasons; and how these can be met.	Action plan in place	ACSPG	On-going over life of strategy	1 & 5
	Develop a clear "Local Carer Pathway" so that carers know how to access support; in partnership with the Coalition of Carers and local stakeholders.	"Local Carer Pathway" in place	ACSPG	April 2020	2, 4, 5 & 6
2b) Develop supports for carers that will prevent them reaching crisis	Adult and young carers receive Carer Information & Support Plan/Adult Carer Support Plans/Young Carers Assessment/Young Carer Statements within the agreed time-scales which identify their personal needs and outcomes. Verify that assessment tools and eligibility criteria are working effectively to manage referrals/meet outcomes appropriately	AHSCP responds to referrals and completes adult carer support plans in line with Eligibility, Case Prioritisation & Assessment Operational Instruction. Young Carer Statements will be completed within 4 working weeks of a young carer being offered or requesting one. Angus Carers Centre responds to referrals within 5 working days and completes support plans within 28 working days.	ACSPG	On-going over life of strategy	1, 5 & 6

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 2 - Carers are supported and empowered to manage their caring role					
	Increase the numbers of young carer statements in place – promote proactive engagement in education, post 16 and the community.	Increase number of Young Carers Statements offered and completed by 50%. Continue awareness-raising activity in schools	Young Carers Strategic Group	On-going over life of strategy	1, 5 & 6
	Introduce an automatic referral to Angus Carers Centre following the completion of an Adult Carer Support Plan which identifies the carers having below the threshold needs	Increase number of appropriate referrals to Angus Carers Centre from Angus Adult Services Teams by 30% Carers self-report improvement on “Better Quality of Life” Outcomes	ACSPG Learning & Development Group	April 2020	1 & 5
	Investigate opportunities for a “Test of Change” to promote the use of Carer Mentors to provide community based info & support to those who have low to moderate impact caring roles	Complete 1 trial session of “Coaching/Mentoring” Training for carers who meet training criteria	ACSPG/Angus Council & HSCP Organisational Development. Communities Team	August 2020	4 & 6
2c) Develop local arrangements to support carers in crisis	Investigate the extent to which carers access independent advocacy in Angus	Increase the number of carers referred to Angus Independent Advocacy by 20%	ACSPG/Angus Advocacy Strategic Group	April 2020 & On-going over life of strategy	4, 5 & 6
	Support carers when their caring role comes to an end	Sustain appropriate level of Bereavement Support for registered carers (aged 18 plus) for up to 2 years	Angus Carers Centre	On-going over life of strategy	3
	Ensure that carers are given clear and consistent information about waiving of charges and service contribution policies	Monitor how often the information is accessed Monitor feedback from users	ACSPG Angus Support and Care Support Steering Group Providers Forum	On-going over life of strategy	5
	Continue the Counselling Service for registered carers aged 16+	Service is provided in all localities at times appropriate for carers	Angus Carers Centre	On-going over life of strategy	

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 3 - Carers are enabled to have a life outside of caring					
3a) Ensure that there are a range of short break options accessible to the diverse population of local carers to support them in their caring role	All support plans include an outcomes plan which identifies if any short break activities are needed to support carers to sustain their caring role	Number of support plans completed appropriately Range of carer populations benefiting from short breaks option increases Range of evaluation methods used to capture carer experience	ACSPG Learning & Development Group ACSPG	On-going over life of strategy	2, 5 & 6
	Ensure that the range of adult and young carers have a greater choice of a variety of local, innovative and flexible respite/short break options, including activities which promote mental health & well-being	Number of support plans completed appropriately Carers report increase in self-resilience	ACSPG Learning & Development Group Angus Health & Well Being Network	On-going over life of strategy	2, 5 & 6
	Increase access to the Short Breaks Bureau, including continuation of the Respitality scheme to support outcome planning including digital information	Increase in use of Short Breaks Bureau, by wider public, workers from HSCP and carers Increase in visits to Angus Carers Centre Website Increase in Businesses donating to Respitality Angus Carers Centre	ACSPG Learning & Development Group Angus Council Angus Social Enterprise Network	On-going over life of strategy	2, 5 & 6
3b) Support opportunities for carers to work or continue to work when they wish	All support plans include an Outcomes Plan which identifies any carer aspirations to take up, continue or return to study employment, or training	Number of support plans completed appropriately	ACSPG Learning & Development Group	On-going over life of strategy	2, 5 & 6
3c) Provide opportunities for carers to participate in a range of supports and activities that are important to them	Publicise local groups and activities and support carers to attend; Ensure activities are targeted at all carer groups and held in a variety of geographical locations; promote use of Angus Locality Locator	Increase in groups and orgs advertising on Locality Locator Increase in number of groups and activities attended by carers	Voluntary Action Angus	On-going over life of strategy	2, 5 & 6
	Facilitate peer support for carers through flexible opportunities to attend a range of activities including support groups and social activities, day-time, evenings and weekends	Carer support activities are identified in appropriate third sector contracts	Angus Council Contracts Team Angus Carers Centre	On-going over life of strategy	2, 5 & 6
	Develop links between ACSPG and Angus Social Enterprise Network to develop innovative short break programmes	Evidence of partnership working Alternative short break programmes identified	ACSPG/Angus Social Enterprise Network	April 2020 & On-going over life of strategy	2, 5 & 6

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 4 - Carers are fully engaged in the planning and shaping of services					
4a) Ensure the views of carers are consistently represented in Angus HSCP's decision-making	All change programmes and projects will identify carers as key stakeholders	Carer perspectives will be clearly recognisable in recommendations in all reports Carer representatives will be supported to participate in working groups	ACSPG to audit	April 2020 & On-going over life of strategy	5 & 6
	All reports submitted to the IJB will include a carer impact assessment or reference to carers in 'other implications' section	Carer's perspective becomes expected as part of IJB business	IJB carer representative to monitor	April 2020 & On-going over life of strategy	5 & 6
	All assessment documents will include reference to carer consultation and perspective	Carer's perspective becomes expected as part of all assessment decisions and required 'field' in electronic documents	ACSPG to audit	August 2020 & On-going over life of strategy	5 & 6
4b) Ensure that carers are informed about opportunities to shape services	Social media, newsletters etc will be used to publicise how carers are shaping services	Awareness will be raised and carers will feel empowered and valued Verify through feedback	ACSPG to audit	April 2020 & On-going over life of strategy	5 & 6
	All assessment documents will include reference to carer consultation and perspective and how they can shape services	Seeking carers' perspectives on shaping services will become the norm	ACSPG to audit	August 2020 & On-going over life of strategy	5 & 6
	Care management training will include learning outcomes relating to carers involvement in shaping services	Workers will proactively seek carer involvement in shaping services	ACSPG to audit	August 2020 & On-going over life of strategy	5 & 6
4c) Ensure that we deal with anything that gets in the way of carers being fully engaged, such as resources, location and timing of meetings etc	Arrangements will be made to support carers to participate in engagement opportunities	Ensure times and venues for carer engagement opportunities are 'carer-friendly' and accessible	ACSPG to audit	April 2020 & On-going over life of strategy	5 & 6
	Consider whether participation in carer engagement qualifies for 'replacement care'	Remove financial disincentives to participation in carer events/groups	ACSPG to audit	August 2020 & On-going over life of strategy	5 & 6
	Ensure that language and presentation of materials are customer-facing and encourage carer engagement	Ensure that carers feel included, and can clearly understand how to participate and their value as contributors	ACSPG to audit	August 2020 & On-going over life of strategy	5 & 6

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 5 - Carers are free from disadvantage and discrimination related to their caring role					
5a) Consult with carers to identify any areas of disadvantage or discrimination	We will ask a wide range of local adult and young carers, what they think the local issues are and what would help	Feedback from carers	ACSPG	April 2020	2 & 4
	We will seek the views of the local agencies which support adult and young carers across Angus	Feedback from carers' representative organisations	ACSPG	April 2020	2 & 4
	We will consult other groups which are in contact with people with protected characteristics (i.e. age, disability, gender, race, pregnancy & maternity, gender re-assignment, marriage and civil partnership, religion and belief, sexual orientation) to raise awareness of the caring role and seek their views	Feedback from other groups engaged with people with protected characteristics	ACSPG	April 2020	1,2 & 4
	We will seek the views of Scotland's dedicated minority ethnic carer's organisation (MECOPP) on good practice in this area	Good practice criteria established	ACSPG	April 2020	2 & 4
5b) Address barriers that disadvantage or discriminate against carers	We will draw up a local action plan to address barriers, based on feedback from: <ul style="list-style-type: none"> carers their representative organisations other groups in contact with people with protected characteristics and MECOPP 	Action plan in place ACSPG		August 2020	2 & 4
	All proposed changes to strategy and policy will be checked for their impact on carers with protected characteristics.	AHSCP's Equality Impact Assessments are monitored and evidence that any impact on carers with protected characteristics has been considered.	ACSPG	On-going over life of strategy	2 & 4
	We will link with work of the Angus Advocacy Strategy to ensure carers with protected characteristics have access to support to challenge disadvantage and discrimination	Monitor how often the service is accessed by carers with protected characteristics Monitor feedback from carers	ACSPG	On-going over life of strategy	2

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 5 - Carers are free from disadvantage and discrimination related to their caring role					
5c) Support professionals to understand the impact protected characteristics can have on a carer	We will provide resources and training opportunities to raise their awareness of the barriers faced by adult and young carers who have protected characteristics	Monitor how often the information is accessed Monitor feedback from training opportunities Monitor feedback from carers	ACSPG	On-going over life of strategy	2
	We will provide information and resources for professionals on how to source resources to support communication with carers, for example translation services	Monitor how often resources and information are accessed Monitor feedback from carers	ACSPG	On-going over life of strategy	2

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 6 - Carers are recognised and valued as equal partners in care					
6a) Ensure that all professionals value the role and contribution of carers in supporting people in their community	Develop carers sections on Angus Council and Angus HSCP websites, and proactively link to them.	Measure impact through feedback mechanisms, including 'hits' on webpages	ACSPG	April 2020	2 & 4
	Develop training materials so that professionals are exposed to carers' issues in their training	Measure impact through feedback mechanisms (e.g. what did you think of the carers input in your training?)	ACSPG	August 2020	2 & 4
	Ensure that we use opportunities to publicly recognise carer's positive contributions through a variety of media	Measure impact through feedback mechanisms (e.g. what did you think of the carers input in the newsletter?)	ACSPG	On-going over life of strategy	1, 2 & 4
	Identify opportunities to extend the message to professionals less directly exposed to the carers issues	More professionals are aware of carers' contributions. See measures above	ACSPG	On-going over life of strategy	1, 2 & 4
	Ensure that carers are aware that that can get support from independent advocacy services	Number of carers who access independent advocacy	ACSPG	On-going over life of strategy	4 & 5

Intended outcome	Improvement action	Success criteria	Responsible	Timescale	Link to National Outcome
OUTCOME 6 - Carers are recognised and valued as equal partners in care					
6b) Recognise the expertise that carers bring and ensure their views are fully reflected in planning to meet a supported person's needs	Incorporate this concept, and its limitations, in all Social Work and Health professional training	'Equal partners' becomes the general understanding and approach More carers should feel more involved and that they are treated as equal partners	ACSPG	April 2020 and on-going over life of strategy	2 & 4
	All Health and Social Care professionals will proactively seek the expert views that carers have when planning to meet supported peoples' needs	Professionals value and seek out carer input when planning care and support, including the importance of continued support and communication; and reviewing effectiveness	ACSPG	August 2020 and on-going over life of strategy	2 & 4
	All assessment documents will include reference to carer consultation and perspective, and how they can positively contribute in planning to meet needs. This will be routinely documented	Measure impact through feedback mechanisms – e.g. 'Did you feel treated as an equal partner? – how could this be improved?' More carers should feel more involved and that they are treated as equal partners	ACSPG	August 2020 and on-going over life of strategy	2 & 4
6c) Recognise the contribution that carers make to the supported person's life and to society in general	Ensure that we use opportunities to publicly recognise carer's positive contributions through a variety of media, presentations to community groups, social events etc.	The Angus Carers newsletter, and Integration Matters, will include a regular section on carers contributions Measure impact through feedback mechanisms	ACSPG	April 2020 and on-going over life of strategy	1, 2 & 4
	Promote the Emergency Card for Carers and plan in order to raise awareness among carers, professionals and public of the important contribution that carers make to peoples' lives	Measure uptake of the card Measure impact through feedback mechanisms	ACSPG	April 2020 and on-going over life of strategy	1, 2, 4 & 5
	Promote the "Triangle of Care" Model to support carers who look after someone with poor mental health within Inpatient, Child and Adolescent Mental Health Services (CAMHS) and Community Adult Mental Health Services	Monitor how often resources and information are accessed	Angus Mental Health & Wellbeing Network	On-going over life of strategy	2
	Develop training materials so that professionals are exposed to carers' issues in their training, and can recognise and value their contributions to supporting people and the wider community	Measure impact through feedback mechanisms	ACSPG	August 2020	1, 2 & 4

