



ANGUS HEALTH AND SOCIAL CARE

INTEGRATION JOINT BOARD – 23 JUNE 2021

UPDATE ON PROGRESS WITH IMPLEMENTATION OF THE CARERS (SCOTLAND) ACT 2016

GAIL SMITH, INTERIM CHIEF OFFICER

ABSTRACT

The implementation of the Carers (Scotland) Act 2016 has been progressing. A Strategy for Carers in Angus was published in December 2019 and this identified a range of improvement areas that required to be delivered to meet the intentions of the legislation. This report provides an update on progress. It is recognised that the implementation of the National Review of Adult Social Care anticipates changes in the approach to carer support and Angus is keen to participate in, and contribute to, this national development.

1. RECOMMENDATIONS

It is recommended that the Integration Joint Board:

- (i) Notes the content of the report and progress made to date with the implementation of the Carers (Scotland) Act 2016;
- (ii) Agrees the funding and commissioning intentions set out in the finance section of this report;
- (iii) Approves the direction attached at Appendix 2.

2. BACKGROUND

Significant progress has been made with the implementation of the Carers (Scotland) Act 2016 (the Act) and this was set out in report IJB 89/21.

3. CURRENT POSITION

The means of carer assessment and carer support has changed twice in the last 6 years. Prior to 2015 a **carer assessment** determined additional support required in terms of home care, day care and respite as a care package, very often associated with, at that time, the service users care plan.

The first change was the implementation of Self-Directed Support (SDS) from 2015. This introduced a new **carer supported self-assessment** that delivered a maximum calculated budget that carers could use to develop their support plan. This change was implemented over 3 years to 2018 with all carers known to Adult Social Work being reassessed using this SDS model of assessment.

By 2018 a second change was necessitated through the implementation of the Carers (Scotland) Act 2016 (the Act) when the **carer supported self assessment** was replaced by the **adult carer support plan**. SDS rules still applied to the new adult carer support plan. New eligibility criteria, as required by the Act, were agreed and applied to the support plan process and the approach to calculating the budget was changed. The reassessments required to deliver the **adult carer support plan** and apply the eligibility criteria have still not been completed.

The changing systems and the time taken to deliver re-assessments meant that there are data consistency issues in our systems relating to carers. Further examination and refining of available data; have led to a reconsideration of the conclusions reached with the Carers Strategy Group. The pace of re-assessments being undertaken by Care Management in relation to carers requires to be increased, possibly through additional temporary support to conclude the re-assessments.

The IJB is not in a position to present a full financial plan for the resources associated with the Act until these data quality issues are resolved. We do not want these issues to prevent progress on work with our carers, third sector partners and other associated Workstreams. These are considered below.

- **Third sector support for carers**

Carers support is provided through a variety of third sector support mechanisms, some of which have been in place since before the Act. The increased funding to Angus Carers supports the development of Adult Carer Support Plans and Young Carers Plans for those carers who do not meet the eligibility criteria for higher level interventions.

We have identified a gap in our support arrangements in relation to the support of carers of people with Dementia. In Angus the third sector hosts a nationally recognised service, Kirrie Connections, which largely operates in the North West locality. Kirrie Connections has been in existence for several years and have not required financial support from Angus Council or Angus HSCP before. The Carers Strategy Group recommends that we now introduce support (£50k per year) for Kirrie Connections to ensure that they can continue to leverage other funding to continue to deliver their services and that we also provide Kirrie Connections some additional one off funding (£50k) for 12 months to allow development work in the other Angus localities.

Full Carer plans will be submitted to the IJB and approval sought in year two for up to £50k funding to enable similar services and support to be delivered in the other Angus localities.

- **Waiving of Charges and Residential respite**

It is recommended that the current policy continues until further reviews are complete.

- **Care Management**

The level of assessments being undertaken by Care Management in relation to carers requires additional support to speed up the process and ensure reviews can be undertaken more regularly. It is therefore recommended that an ongoing commitment of £100k is provided to care management to enhance assessment support.

4. PROPOSALS

It is proposed that:

- i. £50,000 per year is made available to the third sector for the development of support for the carers of people with dementia through Kirrie Connections and £50k of one-off funding

- ii. £100,000 per year to support care management to increase the number of referrals and ensure that reviews are completed. (Noting this has commenced.)

5. FINANCIAL IMPLICATIONS

The Scottish Government has made £70m additional resources available to support the delivery of the Act in Scotland. The share of the funding allocated to Angus is:

Year	2018-19	2019-20	2020-21	2021-22
Annual Funding	200,000	697,000	972,000	1,648,000

The commitments noted above are local priorities and will be managed within the above funding. The spending plan for the overall funding will be provided following investigation of the data quality issues that we have noted above and consultation with the Carers Strategy Group.

6. RISK

There are risks associated with poor data quality and with the increase in home care where we need to understand how much of this is related to support for carers. An approach to demand management for care at home is being delivered to address some of these issues. There is a planned review of the eligibility framework to ensure we drive improvements for carers and this is applied fairly and equitably across Angus.

7. OTHER IMPLICATIONS

None

8. EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment is required. (**Appendix 1**)

9. DIRECTIONS

The Integration Joint Board requires a mechanism to action its strategic commissioning plans and this is provided for in Section 26 to 28 of the Public Bodies (Joint Working) (Scotland) Act 2014. This mechanism takes the form of binding directions from the Integration Joint Board to one or both of Angus Council and NHS Tayside.

Direction Required to Angus Council, NHS Tayside or Both	Direction to:	
	No Direction Required	
see Appendix 2	Angus Council	X
	NHS Tayside	
	Angus Council and NHS Tayside	

REPORT AUTHOR: Vivienne Davidson, Principal Planning Officer
EMAIL DETAILS: DavidsonVA@angus.gov.uk

List of Appendices:
 Appendix 1 Equality Impact Assessment
 Appendix 2 Direction



EQUALITY IMPACT ASSESSMENT BACKGROUND

Date of Assessment: (25/01/2021)	IJB Report Number:
Title of document being assessed:	Waiving Charges for Carers Policy
<ul style="list-style-type: none"> This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> <p>This is a new budget savings proposal (If Yes please check box) <input type="checkbox"/></p>	<ul style="list-style-type: none"> This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input checked="" type="checkbox"/> <p>This is an existing budget savings proposal being reviewed? (If Yes please check box) <input type="checkbox"/></p>
<ul style="list-style-type: none"> Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA) 	<p>Vivienne Davidson Principal Officer Carers Strategy Group</p>
<ul style="list-style-type: none"> Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes. 	<p>To deliver support for carers of people with dementia. To ensure that reassessments following the implementation of the Carers Act can progress more quickly. To review the charging arrangements for residential respite.</p>
<ul style="list-style-type: none"> What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries? 	<p>That resources available for carers are distributed in a fair and equitable manner that is transparent.</p>
<ul style="list-style-type: none"> Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here? <p>If Yes, please give details.</p>	<p>Improvement work continues with carers who were involved in the development of the Carers Strategy which was subject to an earlier EQIA. Engagement continues with the Carers Strategic Group and with carers through Carers Centre newsletter.</p>

EQUALITY IMPACT ASSESSMENT (EQIA) - RELEVANCE SCREENING

1. Has the proposal already been assessed via an EQIA process for its impact on ALL of the protected characteristics of: age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

YES

Unless there have been significant changes, no further action is required. Please add your name, position and date below at 2.
Please note that it is a legal requirement that any EQIA is made publicly available.

NO

Please answer the 1a and 1b questions below.

1 a. Does the proposal have a potential to impact in ANY way on the public and/or service users holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? This applies to service users of not only NHS Tayside and Angus Council, but also the 3rd sector.

Yes - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

Yes, Carers are protected by association due to their role in caring for people who have protected characteristics e.g. due to age and or disability. Our data also tells us that most carers are women and are older.

1 b. Does the proposal have a potential to impact in ANY way on employees holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? This applies to employees of not only NHS Tayside and Angus Council, but also the 3rd sector.

Yes - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

Where carers are employees and are protected by association

2. Name: Vivienne Davidson

Position: Principal Officer

Date: 07.06.2021



FULL EQUALITY IMPACT ASSESSMENT (EQIA)

Step 1.

Is there any reason to believe the proposal could affect people differently due to their protected characteristic? Using evidence (e.g. statistics, literature, consultation results, etc.), justify whether yes or no. If yes, specify whether impact is likely to be positive or negative and what actions will be taken to mitigate against the undesired impact of a negative discrimination. **When considering impact, please consider impact on: health related behaviour; social environment; physical environment; and access to & quality of services of NHST, Angus Council or 3rd sector social justice.**

1a. The public and/or service users holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE	x		
GENDER	x		
DISABILITY	x		
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSINGMENT			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from "discrimination by association" with the PCs of age and disability)	x		

1b. The employees holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE	x		
GENDER	x		
DISABILITY	x		
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSINGMENT			
MARRIAGE/CIVIL PARTNERSHIP			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)	x		

1c. Does the proposal promote good relations between any of the Protected Characteristics?

YES

NO

NOT SURE

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

Yes this promotes good relations between carers and those they care for who have protected characteristics

1d. What steps will you take to collect the Equality Monitoring information needed to monitor impact of this proposal on PCs, and when will you do this?

We gather information on carers who are supported by us through the development of the adult carer support plan. This includes the core data set allowing for equality monitoring.

Step 2

Publish The Equality Impact Assessment.

Where will the Equality Impact Assessment (EQIA) be published?

Along with IJB report on the Angus Council website with links provided on the Angus HSCP website.

CONTACT INFORMATION

Name of Department or Partnership:	Improvement and Development Team, Angus HSCP
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	X
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Manager Responsible	Author Responsible
Name: Vivienne Davidson	Name: Vivienne Davidson
Designation: Principal Officer	Designation: Principal Officer
Base: Angus House	Base: Angus House
Telephone:	Telephone:
Email: DavidsonVA@angus.gov.uk	Email: DavidsonVA@angus.gov.uk

Signature of author of the policy:	Date: (26/05/21)
Signature of Director/Head of Service:	Date: (dd/mm/yyyy)
Name of Director/Head of Service: George Bowie	
Date of Next Policy Review: Spring 2022	

For additional information and advice please contact: tay.angushscp@nhs.scot

For assistance with accessing equalities evidence and completing the EQIA, please contact: annamaria.kaczmarek@nhs.scot



AGENDA ITEM No 7
REPORT NO IJB 18/21
DIRECTION No 2/21

INTEGRATION JOINT BOARD

DIRECTION

ISSUED UNDER S26-28 OF THE PUBLIC BODIES (JOINT WORKING) (SCOTLAND) ACT 2014

ANGUS COUNCIL is hereby directed to deliver for the Angus Integration Joint Board, the services noted below in pursuance of the functions noted below and within the associated budget noted below.

Services will be provided in line with the Angus Integration Joint Board's Strategic Plan and existing operational arrangements pending future directions from the Angus Integration Joint Board.

RELATED REPORT No: (IJB REPORT No 18/21)

APPROVAL FROM IJB RECEIVED ON: 23 June 2021

DESCRIPTION OF SERVICES / FUNCTIONS:

To secure additional resources to support care management to undertake additional assessment and review activity.

To provide procurement support for the development of grant arrangements in respect of new support to be developed in conjunction with the third sector for carers supporting people with dementia.

REFERENCE TO THE INTGRATION SCHEME: *Annex 2 Part 1*

Specifically:

Social Care (Self-directed Support) (Scotland) Act 2013 section 7

Carers (Scotland) Act 2016 sections 24 and 25

LINK TO STRATEGIC PRIORITIES:

This action is related to the priority 'Improving health, wellbeing and independence' set out in the Angus HSCP Strategic Plan 2019-22. The work is to be developed under the heading "Delivering for Carers". The Angus Carers Strategy and Improvement Plan sets out detail in relation to the delivery of the Act.

TIMESCALES FOR DELIVERY

Start date: 1 April 2021

End date: 31 March 2022, and then on an ongoing basis where a recurring plan.

Resources Allocated:

Care management	£100,000
Support for people with dementia	£100,000

Details of funding source:

Funding associated with the Carers (Scotland) Act 2016.