

Community Impact Assessment

Staffordshire's Joint All-Age Carers Strategy 2024 - 2029

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Cross Cutting themes – Impacts that affect all or multiple protected characteristics and health and care needs</p>	<p>This is an all-age strategy for unpaid carers which covers young carers aged from 5 – 17 and adult carers. It is joint with the Integrated Care Board and therefore covers primary care.</p> <p>This strategy replaces the current “All Together for Carers” Strategy 2018 - 2023. It builds on the 7 priorities which are in our current strategy, with some significant high-level actions to support how we identify carers and help carers to self-identify.</p> <p>All the actions within the Strategy are designed to support unpaid carers in a positive way, which will consider and is intended to benefit all groups of people with protected characteristics who are unpaid carers.</p> <p>The strategy complements the Staffordshire Health and Wellbeing Strategy, the Integrated Care Partnership Strategy, and supports delivery of the outcome for residents to be healthier and independent for</p>	<p>Successful delivery of strategic priorities relies on the support of partner organisations including primary care and the voluntary sector.</p> <p>The strategy covers a 5-year period and there is a risk that delivery will cease to be a priority for partners or that priorities will change during the lifespan of the strategy.</p> <p>Feedback from carer engagement has told us that older people and people with a disability may be part of a group which is more digitally excluded.</p> <p>Research for the strategy identified that ethnic minorities are under-represented in carers support services.</p>	<p>We have established joint ownership and governance of the strategy and its implementation plan through the Carers Partnership Board. The board has membership from the Council, the Integrated Care Board, voluntary sector providers and carers. The Board has responsibility for overseeing the implementation of the strategy.</p> <p>It will report progress to the Disability Neurodiversity Partnership Board and annually to the Health and Wellbeing Partnership Board.</p> <p>The strategy includes high-level actions, and once it is approved, we will co-produce a detailed implementation plan with carers.</p> <p>Carers feedback and national guidance showed us that our priorities for carers are universal and relevant, however the implementation plan will be dynamic, and actions may be added during its lifespan.</p> <p>The Carers Strategy recognises that digital means do not work for everyone and will ensure that carers can access support,</p>

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	<p>longer in Staffordshire County Council's Strategic Plan 2022 – 26.</p> <p>In the new strategy digital solutions will have a greater role in supporting unpaid carers to access support, information, advice and guidance (IAG).</p>		<p>including IAG, through non-digital means. This links with our Supportive Communities works programme, and community help points.</p> <p>It is a high-level action within the strategy to identify barriers and improve equality of access for all under-represented groups.</p> <p>Carers who do not speak English can be supported by an Interpreter through SCC's Translation and Interpretation contract.</p>
Age	See cross cutting themes	See cross cutting themes	See cross cutting themes
Disability			
Gender reassignment			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race -		See cross cutting themes	See cross cutting themes
Religion or Belief -			

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Sex -			
Sexual orientation -			

➤ **Workforce Assessment**

Who will be affected –	Benefits	Risks	Mitigations / Recommendations
SCC employees across Staffordshire	<p>See cross cutting themes section</p> <p>The strategy will raise awareness of working carers and help working carers to self-identify.</p> <p>Carers awareness training will be mandatory for all social care professionals and will be available to all staff within the Council, and will be an aid for managers to identify and</p>	<p>See cross cutting themes section</p> <p>Raising awareness may mean more SCC working carers are identified and may need additional support to help them balance their work and caring roles.</p> <p>Staff may have difficulty accessing the relevant training and finding time to complete this.</p>	<p>See cross cutting themes section</p> <p>We will work with SCC working carers to identify other means to support them such as a Viva Engage group, and how to help them self-identify and be aware of support / services if appropriate or to set up a support group to connect using our Staff Network Guidance.</p> <p>Actions to deliver the strategy will include consideration of whether SCC pursue the Carer Friendly mark to demonstrate its commitment to supporting its employees who are also unpaid carers and to act as a role model and leader to other businesses and organisations.</p>

Who will be affected –	Benefits	Risks	Mitigations / Recommendations
	<p>support staff who are unpaid carers.</p>		<p>We will work with SCC working carers to identify other means to support them such as a Viva Engage group, and how to help them self-identify and be aware of support / services if appropriate.</p> <p>Carers awareness training, with a separate module for social and health care professionals, is already available on the Learning Hub and on the SCC website. We will deliver communications for staff and managers about making provision for staff to complete the training.</p>

➤ **Health, Well-being and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Encouraging good health and wellbeing</p>	<p>See cross cutting themes section</p> <p>An intended outcome of the new strategy is that adult and young carers can access the support they need to maintain good physical and mental wellbeing. A range of high-level activities to support delivery of this outcome have been identified within the strategy.</p> <p>Carers will continue to be able to access one-off direct payments to support their good physical and mental wellbeing by taking a break from caring.</p>	<p>See cross cutting themes section</p> <p>Unpaid carers are at a significantly greater risk of health inequalities due to the impact of their caring role.</p> <p>Failure to identify carers in education or primary health care settings means that carers may not be aware of the support available to them.</p> <p>Carers may not be aware of the availability of one-off direct payments that would enable them to better maintain their health and wellbeing.</p>	<p>See cross cutting themes section</p> <p>Activities within the strategy will support primary care surgeries and schools to identify carers early, and support carers to take a break from caring.</p> <p>We will continue to promote the uptake of one-off direct payments for carers who are eligible and explore how to ensure consistent practice in offering one-off direct payments to carers.</p>
<p>Encouraging resilience and independence</p>	<p>See cross cutting themes section</p>	<p>See cross cutting themes section</p>	<p>See cross cutting themes section</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>Our strategic approach is to help people to help themselves in the first instance and to promote independence by building on carers' own assets and networks and linking carers to their community resources or to reliable sources of information, advice and guidance. The strategy also links to the Supportive communities' programme and voluntary sector provision.</p>	<p>Identifying carers, and helping them to self-identify, may increase the number of carers who seek social care support and / or support from our commissioned carers support provider.</p> <p>See Communities Assessment section</p>	<p>Many carers tell us they do not want or need formal social care support but do need timely access to IAG to meet their immediate needs. Improving access to reliable and up to date IAG is a key priority in the strategy.</p> <p>It is a high-level strategic action to explore how we can use digital technology to meet the immediate needs of carers by enabling them to build their own digital support plan, using online IAG (local and national) and seeking support, where appropriate, from universal and community services. Providers of similar digital support services report a high proportion of carers whose needs are met in this way and who do not progress to seek formal support.</p> <p>We will continue to review demand for the commissioned support provider's services and those of its partner organisations to monitor capacity and</p>

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			demand, and will take this into account when the service is re-tendered.

Communities Assessment

Key consideration	Benefits	Risks	Mitigations / Recommendations
Community development / capacity	<p>See cross cutting themes.</p> <p>The strategic approach is to use community capacity to support carers where appropriate, so that will be an opportunity to strengthen work with communities and capacity within them.</p>	<p>See cross cutting themes</p> <p>Failure to identify and share information about needs for specific localities or groups of people within communities (and gaps in provision), could lead to less effective community capacity.</p>	<p>See cross cutting themes</p> <p>We will work with our commissioned carers support provider and assessment teams to identify and understand gaps in community capacity, and we will share information on gaps in capacity / provision with VCSE organisations and the Carers Partnership Board to support development of additional resources where appropriate.</p> <p>Alongside this, we will liaise with a wide range of people involved in development of community capacity including links with Community Champions programme, Supportive Communities programme and VCSE.</p>
Educational Attainment and Training	<p>See cross cutting themes.</p> <p>It is a priority in the carers' strategy to provide</p>	<p>See cross cutting themes.</p>	<p>See cross cutting themes.</p> <p>Additional resource has been identified to increase carers champions roles in</p>

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	<p>support to young carers to access education, and training, ensuring that the education and life chances of young carers are not compromised by their caring role.</p>	<p>The caring role can negatively impact a young carers' educational attainment, and therefore their life chances.</p> <p>Failure to identify young carers at an early point will disadvantage them by not being able to access the support available.</p>	<p>schools to support the identification of young carers.</p> <p>Carers awareness training will be mandatory for social care professionals.</p>
<p>Rural communities</p>	<p>See cross cutting themes.</p> <p>Our strategic approach includes exploring the use of digital technology to link carers to local support and services. This is a universal offer to all carers.</p> <p>Carers who access support from our commissioned carers support provider and who want to join a carers peer support group</p>	<p>See cross cutting themes.</p> <p>Carers who live in rural communities, whether they are known to us or not, may have fewer opportunities to access local social networks and support groups, and therefore be at greater risk of social isolation.</p> <p>Carers in rural communities may also have more limited access to reliable broadband services and be more at risk of digital exclusion.</p>	<p>See cross cutting themes.</p> <p>Through the strategy we will ensure that all carers have a digital and in person offer of support.</p> <p>We will also explore new ways in which we can help under-represented carers, including those in rural areas, to be better socially connected and experience fewer feelings of isolation, and we will seek funding opportunities, such as a bid to the Accelerating Reform fund.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	have a digital and in-person offer.		

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Economic Growth	<p>See cross cutting themes.</p> <p>The strategy will support adult and young carers to access training and support to retain or gain employment, and aims to ensure young carers have good educational outcomes which is beneficial to economic growth.</p> <p>We will offer welfare benefits advice and support through our commissioned carers support provider to support carers to maximise their income.</p>	<p>See cross cutting themes.</p> <p>Provision of welfare benefit advice and support to make benefit claims may mean that some carers choose to give up work entirely in order to continue their caring role.</p>	<p>See cross cutting themes</p> <p>The carers support service will always offer support and advice on how to gain or retain employment, alongside the caring role.</p> <p>We will provide information and advice to Staffordshire employers and businesses, so they can identify working carers and help them to balance their working and caring roles and stay in the workplace.</p>

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Travel and transport	The strategy promotes the use of digital technology as a means of connecting carers to social networks, with benefits of reducing the impact of transport and travel as well as enabling carers to use their time more effectively.	If we deploy community worker(s) to reach and engage under-represented groups including people who live in rural communities, there is likely to be greater reliance on private transport, and a higher associated carbon footprint. See also rural communities	We will ensure that any specific worker(s) are deployed in an energy and time efficient manner, such as focusing on specific districts and localities, working from home, using digital approaches where appropriate. We will promote the use of sustainable transport where this is practical to do so.

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Environment assessment	No impact.		