



REPORT TO: MORAY INTEGRATION JOINT BOARD ON 26 NOVEMBER 2020

SUBJECT: PROGRESS ON THE IMPLEMENTATION OF THE CARERS (SCOTLAND) ACT 2016

BY: JANE MACKIE, CHIEF SOCIAL WORK OFFICER/ HEAD OF SERVICE STRATEGY AND COMMISSIONING

1. REASON FOR REPORT

- 1.1 To inform the Board of the progress to date to implement the Carers (Scotland) Act 2016 into everyday practice in line with the duties encompassed within the Act and key areas for development.

2. RECOMMENDATION

- 2.1 **It is recommended that the Moray Integration Joint Board notes the:**

- i) progress to date in relation to the Carers Act;**
- ii) developments highlighted to ensure that key duties and requirements within the Act are embedded in Moray; and**
- iii) considerable amount of flexible and creative responses adopted by Quarriers in terms of maintaining direct carer support throughout the Covid19 situation.**

3. BACKGROUND

- 3.1 The Carers (Scotland) Act 2016 came into effect 1st April 2018 introducing new rights for unpaid carers and new duties on Local Authorities and Health Boards.
- 3.2 A Carers Act Implementation Action Plan was developed to support the implementation of the Act taking into consideration the key points in line with the legal duties of the Act.
- 3.3 A Young Carers Strategy Officer was recruited at the beginning of the year to support with the implementation of the Act in Children and Families and Justice Social Work.

4. KEY MATTERS RELEVANT TO RECOMMENDATION

- 4.1 The SDS (Self Directed Support) & Carers Officer has been working collaboratively with the Young Carers Strategy Officer and the Service Coordinator for Quarriers to develop a joint Implementation Action Plan to enable processes to be aligned across the services.
- 4.2 A Carers Steering Group has been developed and meets bi monthly with representation from Adults and Children's Services and Quarriers to drive the change and innovation required.
- 4.3 Both the SDS & Carers Officer and Young Carers Strategy Officer are active members of the National Carers Network, attending bi monthly meetings, and more recently monthly meetings during COVID, feeding back national developments to the steering group. During COVID-19, the national network meetings have taken place via Microsoft teams and continue to do so.
- 4.4 Quarriers responded quickly to the implication of lockdown, adapting practice and communications to ensure ongoing contact with carers of all ages deemed most at risk from the rapidly changing circumstances. Through adoption of multiple online platforms (Zoom, Teams, Facebook Groups etc.), introduction of regular telephone contact with those carers not comfortable/familiar with online engagement, and where necessary enabling safe doorstep contact in certain circumstances, the service has been able to maintain active support with almost 700 carers.
- 4.5 Additional funding was secured by Quarriers to enable provision of free meals to over 40 families in the Elgin area on a weekly basis for 6 weeks, and to continue provision to 12 particularly vulnerable families throughout the school holidays. Additional funding, secured by Quarriers, has also enabled provision of over 200 Wellbeing Packs to parent carers and older carers, encouraging them to look after their own wellbeing through short breaks at home, and over 40 young carers have benefitted from activity packs and support to engage in online activities and challenges, including Lego club, creative writing, jewellery making, recycling and more. Working with Outfit Moray, Quarriers enabled a short programme of outdoor activities for young carers, including mountain biking, archery, paddle-boarding, climbing and bushcraft, and Service staff facilitated a Moray Mini-Festival, offering outdoor activities in Forres and Lossiemouth for 16 young carers at the end of the summer holidays. Young carer direct support relied on socially distanced walks from home, allowing discussion of personal circumstances and identification of areas of concern for further action, ensuring no young carer was overlooked throughout the period. On return to school, contact with some young carers has reduced, reflecting the more stable nature of their role, but for those in challenging circumstances, socially distanced walks from school remain the most frequent method of personal contact.

- 4.6 The SDS & Carers Officer and Young Carers Strategy Officer have attended two Adult Carer online meetings to allow unpaid carers to liaise directly with Health and Social Care Moray, to ask questions and discuss services and supports they require to enable them to continue in their caring role.
- 4.7 Work has been undertaken to review and refine the current processes in place for the completion of an Adult Carers Support Plan to ensure that it is meeting the requirements. This work was completed and is currently being used as a template for the development of a similar process for Young Carer Statements.
- 4.8 Work is currently under way to review the Adult Carer Support Plan paperwork to ensure that it is streamlined and fit for purpose. This work is taking place through regular discussion with Quarriers who complete the initial assessment to allow eligibility to be determined. Carers of adults using substances are involved with other carers in informing the final draft of the ACSP, to ensure widest possible reach, and improve takeup.
- 4.9 The work undertaken has highlighted issues in the length of time it is taking for Adult Carer Support Plans to be eligibility assessed once referred from Quarriers. This has led to the production of an SBAR to propose the development of a Carers Practitioner/ Social Worker who would be dedicated to progress the assessments in line with the Act.
- 4.10 Certain aspects of the Implementation Plan have been put on hold due to COVID, and the delay in the national reports being published. This includes the work on involving carers in hospital discharge and the development and consultation on a new Carers Strategy.
- 4.11 An appointment had previously been made to a 12 month temporary post of Assistant SDS Support & Carers Officer to support a specific project. The post holder had only completed 2 months of the project work prior to being redirected to the Covid response and this post holder has since resigned. It is now necessary for the work to recommence through the appointment of a full 12 month temporary position to continue with the development of the Carers Act implementation.

5. **SUMMARY OF IMPLICATIONS**

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP)) and Moray Integration Joint Board Strategic Plan “Moray Partners in Care 2019 – 2029”

The recommendations in this report support the MIJB strategic plan, in particular outcome 6 ‘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’. Key areas of focus for

the MIJB during 2018/19 included the implementation of the new Carers Act and the foundations of this work now need to be built upon.

(b) Policy and Legal

The MIJB has a legal duty to promote the rights of unpaid carers through the Carers (Scotland) Act 2016.

(c) Financial implications

The cost for 12 months of a Assistant SDS Officer is £30,173 currently . This funding has been previously allocated but the individual appointed was redirected to the Covid – 19 response. It will now be necessary to recruit again for a 12 month period and the funding has been committed from within the funding allocation for Carers. The annual cost of a Carer Practitioner / Social Worker is £52,904. This has been committed on a permanent basis from the Scottish Government funding allocation for Carers.

(d) Risk Implications and Mitigation

Without the required additional resources identified in the Carers Act Implementation Action Plan there is a risk that the requirements and duties which form the Carers Act cannot be fully implemented.

(e) Staffing Implications

Additional staffing resource required for 1FTE Assistant SDS Officer at Grade 5 on a temporary basis. It is also proposed that a 1FTE Carer Practitioner post is developed at Grade 9 to support the practical delivery for both Adult and Children's Services. The creation of these posts will be progressed through council policies and procedures for the establishment of posts using the Delegated Authority Report mechanism.

(f) Property

There are no implications in relation to property or accommodation.

(g) Equalities/Socio Economic Impact

Not required as there is no change to policy. Through the introduction of the Carers Act and developments around this, the recommendations are expected to promote equality of opportunity for unpaid carers.

(h) Consultations

Chief Social Work Officer/Head of Service-Strategy and Commissioning, Head of Service- Adult and Children's Services, Chief Financial Officer, Katrina McGillivray, Senior HR Advisor, Commissioning and Performance Officer, Children's Wellbeing Manager, Equal Opportunities Officer, Sandi Downing; Project Manager, Quarriers Carer Support Service (Moray),

6. CONCLUSION

- 6.1 This report to the MIJB updates on the progress regarding implementation of the Carers Legislation, and focuses on the work to be undertaken to progress.**

Author of Report: Michelle Fleming, Self-Directed Support & Carers Officer

Background Papers:

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