

## SECTION 1 - DO I NEED AN EIA?

### DO I NEED AN EIA?

**Name of policy/activity:**

Moray Carers Strategy 2023-2026

Please choose one of the following:

Is this a:

- New policy/activity?

**Decision**

Set out the rationale for deciding whether or not to proceed to an Equality Impact Assessment (EIA)

- Health and Social Care Moray are required to have a Carers Strategy that sets out the strategic priorities, following consultation with unpaid carers in Moray for the next three years, and detail how these will be achieved. The strategy will align with the national Carers Strategy.
- Implementation of the strategic plan is designed to improve and have a positive impact on unpaid carers, to feel recognised, valued and supported. This will be achieved through the identification of the three key priorities for Moray as identified through the carer engagement.

**Date of Decision:** .../.../2023

**If undertaking an EIA please continue onto the Section 2. If not, pass this signed form to the Equalities Officer.**

**Assessment undertaken by** *(please complete as appropriate)*

Director or Head of Service	Chief Officer Simon Bokor-Ingram
Lead Officer for developing the policy/activity	SDS & Carers Officer
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	Equal Opportunities Lead Corporate Manager

## SECTION 2: EQUALITY IMPACT ASSESSMENT

### Brief description of the affected service

#### 1. Describe what the service does:

The Carers Strategy sets out how Health & Social Care Moray (HSCM) plans to deliver on its commitment to support unpaid carers of all ages in Moray over the next three years.

It will inform all other HSCM strategies and transformation plans so that meeting the needs and aspirations of carers is embedded in all services across the partnership, including those it commissions externally.

The strategy will be underpinned by an implementation plan with clear actions setting out how we will take a human rights approach to working together to improve the health, wellbeing and experiences of carers.

Our Carers Strategy has been shaped by the voice and experience of carers, and the organisations that support them, to ensure that the priorities for the future are based on what is most important.

#### 2. Who are your main stakeholders?

Intensive consultation and engagement occurred in 2021 with unpaid carers to create the strategy and to identify the key priorities for Moray. The strategy was written following the engagement, with further consultation following the development of the draft strategy to ensure it was delivering on the areas identified by the carers

Stakeholders include:

- Unpaid carers
- Carers Support Service
- Service users
- Elected members
- Citizens of Moray
- Internal workforce

#### 3. What changes as a result of the proposals? Is the service reduced or removed?

The Strategic plan will support to inform commissioning activity in relation to the Carers Support Service, as well as offering opportunities to explore local requirements which may emerge from collaboration with unpaid carers through regular engagement at Carer Voice Meetings.

The strategy will ensure HSCM are delivering on their duties under the Carers Act (Scotland) 2016 which extends and enhances the rights of carers. The key aim is to support carers on a more consistent basis so they can continue to care, should they wish, in good health and to have a life alongside caring.

**4. How will this affect your customers?**

Morays strategic plan will determine the direction for Health and Social Care Moray, focusing efforts and ensuring that all stakeholders are working towards a common goal. It will support the allocation of resources and encourage collaboration with partners across all sectors to ensure effective delivery of the strategic plan.

<b>5. Please indicate if these apply to any of the protected characteristics</b>		
<b>Protected groups</b>	<b>Positive impact</b>	<b>Negative impact</b>
Race		
Disability		
Carers (for elderly, disabled or minors)	x	
Sex		
Pregnancy and maternity (including breastfeeding)		
Sexual orientation		
Age (include children, young people, midlife and older people)	x	
Religion, and or belief		
Gender reassignment		
Inequalities arising from socio-economic differences		
Human Rights	x	

**6. Evidence.** What information have you used to make your assessment?

<b>Performance data</b>	<b>Commissioning performance returns from Carer Support Service</b>
<b>Internal consultation</b>	<b>With the carers team</b>
<b>Consultation with affected groups</b>	<b>Engagement and consultation with unpaid carers of all ages from 2021-23</b>
<b>Local statistics</b>	<b>Local carer information/ statistics</b>

	<b>from Quarriers Carer Support Service, internal carer statistics</b>
<b>National statistics</b>	<b>From national unpaid carer statistics and national carer strategy</b>
<b>Other</b>	

### 7. Evidence gaps

Do you need additional information in order to complete the information in the previous questions?

**No**

### 8. Mitigating action

*Can the impact of the proposed policy/activity be mitigated? Yes/No*

Please explain

N/A

### 9. Justification

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

What is the aim of the proposal?

NA

Have you considered alternatives?

## SECTION 3 CONCLUDING THE EIA

### Concluding the EIA

1. No negative impacts on any of the protected groups were found.	x
2. Some negative impacts have been identified but these can be mitigated as outlined in question 8.	
3. Negative impacts cannot be fully mitigated the proposals are thought to be justified as outlined in question 9.	
4. It is advised not to go ahead with the proposals.	

#### Decision

Set out the rationale for deciding whether or not to proceed with the proposed actions:

The aim of the strategy is to deliver improved outcomes for all unpaid carers in Moray, to ensure they are supported in their caring role, and to have a life outside of their caring roles. Moray's strategic direction has been developed through engagement with unpaid carers.

**Date of Decision:** .../.../2023...

#### Sign off and authorisation:

<b>Service</b>	
<b>Department</b>	
<b>Policy/activity subject to EIA</b>	
We have completed the equality impact assessment for this policy/activity.	Name: Position: Date:
Authorisation by head of service or director.	Name: Position: Date:
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	