

Draft version

Name of Policy: Cardiff and Vale Unpaid Carers Charter

Person/persons conducting this assessment with Contact Details

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Date

1. The Policy

Is this a new or existing policy?

New

What is the purpose of the policy?

To support unpaid carers in the region including; identification, information, assessment and support services.

How do the aims of the policy fit in with corporate priorities? i.e. Corporate Plan

The Social Services and Well-being (Wales) Act 2014 (*the Act*) specifically references the responsibilities for partner organisations in supporting unpaid carers. Under Part 9 of the Act references are made to co-operation and partnership working to support carers.

A Healthier Wales reinforces the commitment for supporting unpaid carers.

Population Needs Assessment 2022 addressed the needs of carers

The RPB Joint Area Plan, due for publication in April 2023 is also required to address the needs of unpaid carers.

Who will benefit from the policy?

People living in Cardiff and Vale, especially:

Unpaid carers, including those of the following:

Older people

Adults with learning disabilities

Adults in vulnerable situations

Young people transitioning between children's and adult's services

Children and young people in crisis

Children and young people with additional learning and/or complex needs

Children and young people with emotional, wellbeing and mental health needs

What outcomes are wanted from this policy?

Unpaid carers make a vital contribution to their community and to the people they care for, as such, by identifying and supporting unpaid carers this policy will impact all 8 outcomes outlined in the Regional Outcomes Framework:

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Specific indicators which will help to monitor this include:

- Number of carer assessments undertaken

- Number of new contacts to the Carers Gateway
- Number of hours of support/respite provided for unpaid carers
- Number of registered unpaid carers/young carers
- Number of recorded instances of carer breakdown
- Percentage increase in carer wellbeing scores

Are there any factors that might prevent outcomes being achieved? (e.g. Training/practice/culture/human or financial resources)

There are a number of risks to this work:

- Lack of support across organisations to make a joint commitment – mitigated through stakeholder engagement and development of the Charter by partner organisations
- Lack of funding to provide additional services and significantly support unpaid carers – the Unpaid Carers Board includes representation with budget holder responsibility within partner organisations in order to support this work
- Losing momentum due to engagement and governance processes – ongoing reporting and stakeholder engagement to try and ensure continued support

2. Data Collection

What qualitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?

What quantitative data do you have on the different groups¹⁶ (e.g. findings from discussion groups, information from comparator authorities)?

Please indicate the source of the data gathered? (e.g. Concerns/Service/Department/Team/Other)

What gaps in data have you identified? (Please put actions to address this in your action plan?)

- The 2011 census provides age and gender of those who provide unpaid care.
- In 2019, an engagement exercise for the draft regional unpaid carers strategy was undertaken by Tempo (noting age, gender, ethnicity) and also via an online survey (noting age and gender) – representation from non-white individuals was limited or not monitored in this exercise and will be addressed in the action plan.
- Local authority data on unpaid carers, including equality monitoring, was not available at the time of writing this impact assessment – this will be addressed in the action plan.
- Carers Gateway service is able to provide full equalities monitoring on people who use their service.

3. Impact

Please answer the following

Consider the information gathered in section 2 above of this assessment form, comparing monitoring information with census data as appropriate (see www.ons.gov.uk Office National Statistics website) and considering any other earlier research or consultation. You should also look at the guidance in Appendix 1 with regard to the protected characteristics **stating the impact and giving the key reasons for your decision.**

Do you think that the policy impacts on people because of their age? (This includes children and young people up to 18 and older people)

Yes – the Unpaid Carers Charter includes commitments for all unpaid carers this includes children and young people up to 18 who may care for an adult, as well as adult unpaid carers. We will need to ensure the Charter is accessible for people of different ages.

Carers may face different challenges as a result of their age:

Young carers - we are aware the situations young carers are in may lead to them needing very different support. We will test the Charter with young carers and amend based on their response. We will ask them how best to communicate with other young carers.

Adult carers – may be caring for children or parents (can also encompass people who have recently given birth). We will engage with people through our Living Well Partnership.

Older people are more likely to have a disability/long-term limiting illness themselves and are less likely to be able to access information online (although most older people are now online). We are engaging with older people about this work and this will inform any changes we need to make and how we will reach older people.

We will ensure that people of a range of ages are represented in our imagery.

Do you think that the policy impacts on people because of their caring responsibilities?

Yes – the Unpaid Carers Charter seeks to support anyone who may have unpaid caring responsibilities.

Do you think that the policy impacts on people because of their disability? (This includes Visual impairment, hearing impairment, physically disabled, Learning disability, some mental health issues, HIV positive, multiple sclerosis, cancer, diabetes and epilepsy.)

Yes – the Unpaid Carers Charter may support people with a disability who provide unpaid care for someone, or unpaid carers who provide support for a person with a disability. We will need to ensure the Charter is accessible for people who may have a disability. We recognise that carers with disabilities may face additional challenges. The likelihood of being a carer and having a disability increases with age, so we will ensure that this is considered as part of our engagement work. We will also ask the Vale of Glamorgan Council if they have any insight as a result of their engagements with carers.

We will ensure that people with disabilities are represented in our imagery.

Do you think that the policy impacts on people because of Gender reassignment? (This includes Trans transgender and transvestites)

Not specifically, but yes if they are an unpaid carer.

Do you think that the impacts on people because of their being married or in a civil partnership?

Not specifically, but yes if they are an unpaid carer.

Do you think that the policy impacts on people because of their being pregnant or just having had a baby?

Not specifically, but yes if they are an unpaid carer.

See section on age

Do you think that the policy impacts on people because of their race? (This includes colour, nationality and citizenship or ethnic or national origin such as Gypsy and Traveller Communities.)

We are engaging with relevant groups to ensure the Charter is relevant and accessible to diverse communities across Cardiff and the Vale of Glamorgan. We understand that different communities may have different expectations around caring, but these may not be shared across the generations. We also understand from a recent conversation with a representative of Women Connect First that their members feel a lack of trust and abandonment from services. We are testing the Charter with members to explore this further. We will translate the draft Charter into Gujrati, Hindi, Urdu, Arabic Portuguese, Somali and Bengali to ensure members can access the Charter as we were advised these were the languages the group uses.

We will ensure that people from different races are represented in our imagery.

Do you think that the policy impacts on people because of their religion, belief or non-belief? (Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering impacts)

No – but we realise we will need to ensure the Charter is accessible to diverse communities across Cardiff and the Vale of Glamorgan.

Do you think that the policy impacts on men and woman in different ways?

The census and local engagement work has found women are more likely to identify as unpaid carers. We will need to ensure the Charter is accessible for men and women equally and will ensure they are represented in any imagery.

Do you think that the policy impacts on people because of their sexual orientation? (This includes Gay men, heterosexuals, lesbians and bisexuals)

Not specifically, but yes if they are an unpaid carer.

Do you think that the policy impacts on people because of their Welsh language?

No – but we realise we will need to ensure the Charter is available in the Welsh Language across Cardiff and the Vale of Glamorgan and English and Welsh are treated equally.

4. Summary.

Which equality groups have positive or negative impacts been identified for (i.e. differential impact).

Is the policy directly or indirectly discriminatory under the equalities legislation?

If the policy is indirectly discriminatory can it be justified under the relevant legislation?

No negative impacts have been identified but we recognise that there is a huge diversity of carers and our engagement and testing phase will help us ensure the Charter is inclusive and relevant. We will tailor our content and communications plan in line with the results of this engagement.

The policy is designed to have a positive impact on people in most protected areas as our engagement plans have allocated resource to ensure that diverse voices are represented and integral to our decision making.
The policy is neutral to people based on their marital status.

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Appendix 3

Cardiff and Vale University Health Board Action Plan

Section B: Action

5. Please complete your action plan below. Issues you are likely to need to address include

- What **consultation** needs to take place with equality groups (bearing in mind any relevant consultation already done and any planned corporate consultation activities?)
- What **monitoring/evaluation** will be required to further assess the impact of any changes on equality target groups?

Equalities Impact Assessment Implementation Mitigation/Action Plan

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments
Ensuring diverse voices are included in our engagement plan	Kate Hughes	Allocate resource to engaging with specific communities on a rolling programme and building representation into citizen panel	31 st July 2022	Tbc	
Build an understanding of diversity and equality of unpaid carers through shared data	Chris Ball	Development of equality monitoring through the Unpaid Carers Board reporting	30 th June 2022	A data collection survey was shared alongside the Charter that individuals could complete with numbers and any	

				equality monitoring information they were happy to share.	
Ensuring outreach of the Unpaid Carers Charter through various channels: media, news, social media, diverse groups, third sector, alternative languages	Chris Ball	Development of clear set of alternative languages and formats which make the Charter accessible for all	30 th June 2022	Charter was available in multiple languages including Easy Read and was shared throughout multiple channels, and via partners, and regional stakeholders.	

6. Report, publication and Review

Please record details of the report or file note which records the outcome of the EQIA together with any actions / recommendations being pursued (date, type of report etc)

We plan to monitor the results of our engagement and ensure that it can be filtered and analysed by protected characteristic. A platform to support the RPB for this is being considered at the moment.

Please record details of where and when EQIA results will be published

In RPB CAV Annual Review

Please record below when the EQIA will be subject to review.

April 2023

Name of person completing: Chris Ball

Signed _____
Date: _____

Name of Responsible Executive/Clinical Board Director Authorising Assessment and Action Plan for publication

Signed: _____
Date: _____

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