

## Appendix 1

In Doncaster, there are 33,000 people who have self-identified as carers in the 2011 census. We know that there are likely to be thousands more adult carers out there, as often people do not see themselves in this role. Additionally, Young Carers cannot identify through this process as it is specifically for adults. Therefore it is crucial that we continue to identify and support carers to care well, maintain their own health, balance education / work and care, as well as have a life of their own outside of their caring role.

Doncaster's All Age Carers Strategy illustrates further the profiles of carers in Doncaster.



The Cross Governmental – All Age Carers Action Plan was launched July 2018, containing;

- 64 points
- Over 5 areas

The plan sets out the cross-governmental programme of work to support carers over the next 2 years. It has been noted that locally the progress of this plan will be checked upon every 6 months however, we await the shape and detail of this.

The 5 themes in the action plan are;

- 1. Services and systems that work for carers**
- 2. Employment and financial wellbeing**
- 3. Supporting young carers**
- 4. Recognising and supporting carers in the wider community and society**
- 5. Building research and evidence to improve outcomes for carers**

The plan draws on responses from the consultation of over 6,000 carers through the 'Call for Evidence Survey 2016'.

<https://www.gov.uk/government/publications/carers-action-plan-2018-to-2020>

### **Key messages**

Due to the commitment and focus within Doncaster across our Communities, we have already made some great progress across the 5 theme areas and have identified those elements that need further development;

- A 'Supporting Working Carers' e-learning package is now available within the Councils Learning Zone, which is also accessible to partners. This training will be included in the Council's staff induction programme and built into a rolling mandatory training programme for Managers. This intervention will support culture change internally, giving greater recognition, value and support to working carers
- The carers information booklet, "Supporting Working Carers" is in place and there will be opportunities for this to be promoted immediately after the relaunch, using carers week, carers rights day and young carers day and diversity events as platforms. A refresh of Human Resources project ledger will also promote the Health and Wellbeing of employees.

- Carers will be referred to specifically as carers within key policy guidance e.g. Employee Leave Arrangements Section, Special Leave rather than the current use of bereavement and other leave.
- A new HR system is being installed with a potential function to help identify carers on joining the authority or at any point in time when they become carers whilst employed by the authority.
- Further internal Human Resource developments include carer conversations being part of PDR's and supervision templates. Human Resource to also take a fresh look at recruitment in order to appeal to carers and previous carers.
- Carers engagement across all ages to enable the carer voice to be heard, examples include:
  - Co-design of the All Age Carer Charter (young and adult carers)
  - Carers are an inclusive part of tender evaluations for the first time in Doncaster
- Young carer provision has been reviewed and is being relaunched. The co-designed All Age Carers Charter and the subsequent carer campaign will be used to promote this service. The team are actively raising awareness across the borough which will assist in identifying and supporting young carers at the earliest opportunity.
- The linkage across Adults Health & Wellbeing provision is strengthening and moving towards the adoption of a whole family approach. Communities' staff are becoming skilled in the identification of young carers in their roles and are now using safety talks in schools to help get the young carer message out there and the support that can be accessed.
- A pathway to aid transition of young carers to adult services between adult commissioned service and young carer's service is under development.
- Transformation is underway in terms of using carer commissioned services and communities to offer a more varied proportionate carer offer based on a Community Led Support and Early Intervention and Prevention model. Further transformation is being scoped to bring innovation within the statutory offer to enable a system change that is embedded in the wider transformation.

- Communities' team are positively engaging across Doncaster with carers and cared for, to expand community opportunity for self-help and lower level help, including activities, networks and peer support groups. These also includes expansion of recognising Carers through Anti-Social Behaviour, Stronger Families, Community Resilience and Wellbeing theme work to increases identification and understand better how to help and improve Carers outcomes.

### **Financial investment for carers**

The current investment for carers in 2018/19 is broken down as follows:

- 90K- adult carer service
  - 20K- carers emergency card (until March 2019)
  - 50K- young carers service
- = 160K (reducing to 140K in March 2019)