

Health Inequalities Impact Assessment (HIIA) – Stage 1 Proportionality and Relevance

Completion of the template below will give senior officers the confidence that the Equality Duty, the Scottish Specific Public Sector Equality Duties, Human Rights and the Fairer Scotland Duty have been considered at the beginning of and throughout the proposal development and that action plans are in place, where applicable, to; identify relevant stakeholders, undertake robust consultation to deliver a collaborative approach to co-producing the HIIA.

What Integration Joint Board (IJB) report or Partnership decision does this proportionality and relevance assessment relate to:

Carers Strategy 2023 – 2026.

Due to various required redirection of resources as a result of the COVID-19 pandemic this strategy will be engaged and consulted upon in three phases

Phase 1 – Initial engagement (took place between July and December 2021)

Phase 2 – Engagement to inform the draft strategy (took place between January 2022 and October 2022)

Phase 3 – Consultation on the draft strategy (took place between October 2022 and December 2022)

An HIIA has previously been completed for the draft and this HIIA further evidences the impact of the Strategy and required ongoing actions in the Stage 3 document.

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (indicate all that apply)

Age	Disability	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non belief)	Sexual Orientation
x	x	x	x	x	x	x	x	x

Human Rights (enhancing or infringing)

Life	Degrading or inhumane treatment	Free from slavery or forced labour	Liberty	Fair Trial	No punishment without law	Respect for private and family Life	Freedom of thought, conscience and religion	Freedom of expression	Freedom of assembly and association	Marry and found a family	Protection from discrimination
			Enhance			Enhance					

Main Impacts	Are these impacts positive or negative or a combination of both	Are the impacts significant or insignificant?
Improve the support that is given to carers in Aberdeen city.	Positive.	Significant.

Is the proposal considered strategic under the Fairer Scotland Duty?	Yes
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HIIA to be undertaken and submitted with the report – Yes If no – please attach this form to the report being presented for sign off	Proportionality & Relevance Assessment undertaken by: Amy Richert (Senior Project Manager, Strategy)
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Health Inequalities Impact Assessment (HIIA)

Stage 2 Empowering People - Capturing their Views



Aberdeen City Health and Social Care Partnership's Carers Strategy

HIIA Team

Role	Name	Job title	Date of HIIA Training
DiversCity Officer	Amy Richert	Senior Project Manager (Strategy)	Jan 2022
Service Lead	Alison Macleod	Lead Strategy and Performance Manager	Jan 2022
Report Author	Amy Richert	Senior Project Manager	Jan 2022

Evidence Gathering (will also influence and support consultation/engagement/community empowerment events)

Evidence Type	Source	What does the evidence tell you about the protected characteristics affected?
<p>Adult Social Care: Independent review (3 February 2021)</p>	<p>National review of adult social care in Scotland – Adult social care: independent review - gov.scot (www.gov.scot)</p>	<p>60% of us will become Carers at some point with those being cares for affected by disability, physical or mental ill health. 4% of the population are young Carers aged 4-18. Highlights the specific impacts of Caring on carers including financially, emotionally and physically.</p>
<p>Data on populations in need (Gathered at phase 1 stage July – December 2021)</p>	<p>City Population Needs Assessment PNA-2021-Final.pdf (communityplanningaberdeen.org.uk) Data broken down to locality level where possible. Combined with insight from local people and staff to provide overview of needs and opportunities in area. Locality Plans – North, South and Central – Community Planning Aberdeen</p>	<p>The needs assessment highlight differences in health outcomes across the city across geographical areas as well as communities of interest.</p>
<p>Data on relevant protected characteristic (Gathered at phase 1 stage July – December 2021)</p>	<p>A range of information provided by Grampian Regional Equality Council.</p>	<p>Aberdeen has the most ethnically diverse population in Scotland which should be celebrated but also considered carefully when planning services.</p>

	<p>Demographic information gained from October/November Carers Strategy refresh survey.</p> <p>Demographic information gained through Consultation survey.</p>	<p>As of 06 11 21 we have very low response from a number of protected characteristic groups including religion, race, sexual orientation and gender.</p>
<p>Data on service uptake/access (Gathered at phase 1 stage July – December 2021)</p>	<p>Data from Quarriers, who are commissioned to provide the main carer support service in Aberdeen.</p> <p>Numbers of carers identified by GP practices.</p> <p>Numbers of carers recorded on Aberdeen City Council’s case recording system.</p>	<p>We know that statistics show that there are more carers in Aberdeen than are currently known to services. We need to work continually to identify more carers so than support can be offered to them.</p>
<p>Data on socio economic disadvantage (Gathered at phase 1 stage July – December 2021)</p>	<p>Locality Plans – North, South and Central – Community Planning Aberdeen</p> <p>The locality plans have identified a number of priority neighbourhoods based on using SIMD data.</p>	<p>The following neighbours across Aberdeen have been identified as priority neighbourhoods based on Scottish Index of Multiple Deprivation (SIMD):</p> <p>Heathryfold; Middlefield; Northfield; Cummings Park; Mastrick; Kincorth; Torry; Tillydrone; Seaton; Woodside; Stockethill; Ashgrove; George Street.</p>
<p>Existing experiences of service information incl Care Opinion (Gathered at phase 1 stage July – December 2021)</p>	<p>Carer engagement done around the development of Stay Well Stay Connected.</p> <p>Co-production of the Carer support service provided by Quarriers.</p>	<p>Provides an overview of Carer experiences within Aberdeen.</p>

	GREC engagement work 2020/2021 – analysis and themes document.	
Evidence of unmet need (Gathered at phase 1 stage July – December 2021)	Data from Quarriers, who are commissioned to provide the main carer support service in Aberdeen. Data from Aberdeen City Council’s case recording system.	Evidence suggests a significant gap between those supported by the support service and those that are estimated to be caring nationally.
Good practice guidelines (Gathered at phase 1 stage July – December 2021)	The National Standards for Community Engagement lie at the heart of our approach to engagement. Planning with People guidance also helped to shape our engagement.	Gave a strong basis for good practice while engaging with our diverse communities.
Risks Identified (At phase 1 stage July – December 2021)	Consultation fatigue, particularly when Carers are caring and have little available time to participate. Not using appropriate communications channels. A very wide range of approaches and resources are needed to try and reach such a diverse range of communities.	Make use of previous, relevant engagement exercises. Ensure that we use the communications platforms that our communities prefer. Develop a range of means that people can use to participate. Be realistic and proportionate and prioritise to make best use of available resources.
Additional evidence required (At phase 1 stage July – December 2021)	Further Engagement & Consultation activity was necessary to inform the final strategy.	

<p>Care Inspectorate Inquiry into adult Carer experiences of Social work and social care services (At Phase 3 – December 2023)</p>	<p>External report published by the Care inspectorate; Unpaid carers report December 2022.pdf (careinspectorate.com).</p>	<p>Includes 8 recommendations which HSCPs should consider to inform continuous improvement;</p> <ol style="list-style-type: none"> 1. Develop and improve accessibility and availability of short breaks available to support Carers to continue to care 2. Promote awareness of the rights of Carers, including 'hidden Carers', have to an adult care support plan and the benefits of having one in place. 3. Improve Carers experiences of systems and processes including initial access resource allocation and reviews 4. Ensure there is refocus on prevention and early intervention, self-directed support and outcome-focused practice for carers. 5. Further support social work and social care staff to be more knowledgeable about the Carers (Scotland) Act 2016 6. Further develop with carers engagement and consultation approaches including evaluation of these approaches and how best to feedback carers' views. 7. Ensure that local carer strategies, short-break services statements and eligibility criteria are up to date and are coproduced with carers and carers' organisations. <p>All recommendations are considered to be in line with the final Strategy.</p>
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		<p>Specific actions in relation to this HIIA;</p> <ul style="list-style-type: none"> • ensuring accessibility of information, including that on short breaks to ensure it is accessible to a range of audiences e.g. those with disabilities. • Developing a Carers reference group which seeks to represent the views of a breadth of the community and include them in implementation of the strategy going forward. <p>Aberdeen City were one of 6 HSCPs who participated directly in this Inquiry. Aberdeen city specific data is referenced in the Consultation section below.</p>
<p>National carers strategy (21 December 2022)</p>	<p>Scottish Government Strategy on support for unpaid Carers - National carers strategy - gov.scot (www.gov.scot)</p>	<p>Highlights 5 areas of priority;</p> <ol style="list-style-type: none"> 1. Living with COVID-19 2. Valuing, recognising and supporting Carers 3. Health and Social Care support 4. Social and financial inclusion 5. Young Carers <p>All priorities are considered to be in line with the final Strategy. Specific national actions on Social and financial inclusion (as it relates to the faorer soctland duty) will be monitored via the Carers Strategy Action Plan.</p>

Consultation/Engagement/Community Empowerment Events

What do we currently do that helps to lessen this inequality?

What other actions might we take to help lessen this inequality?

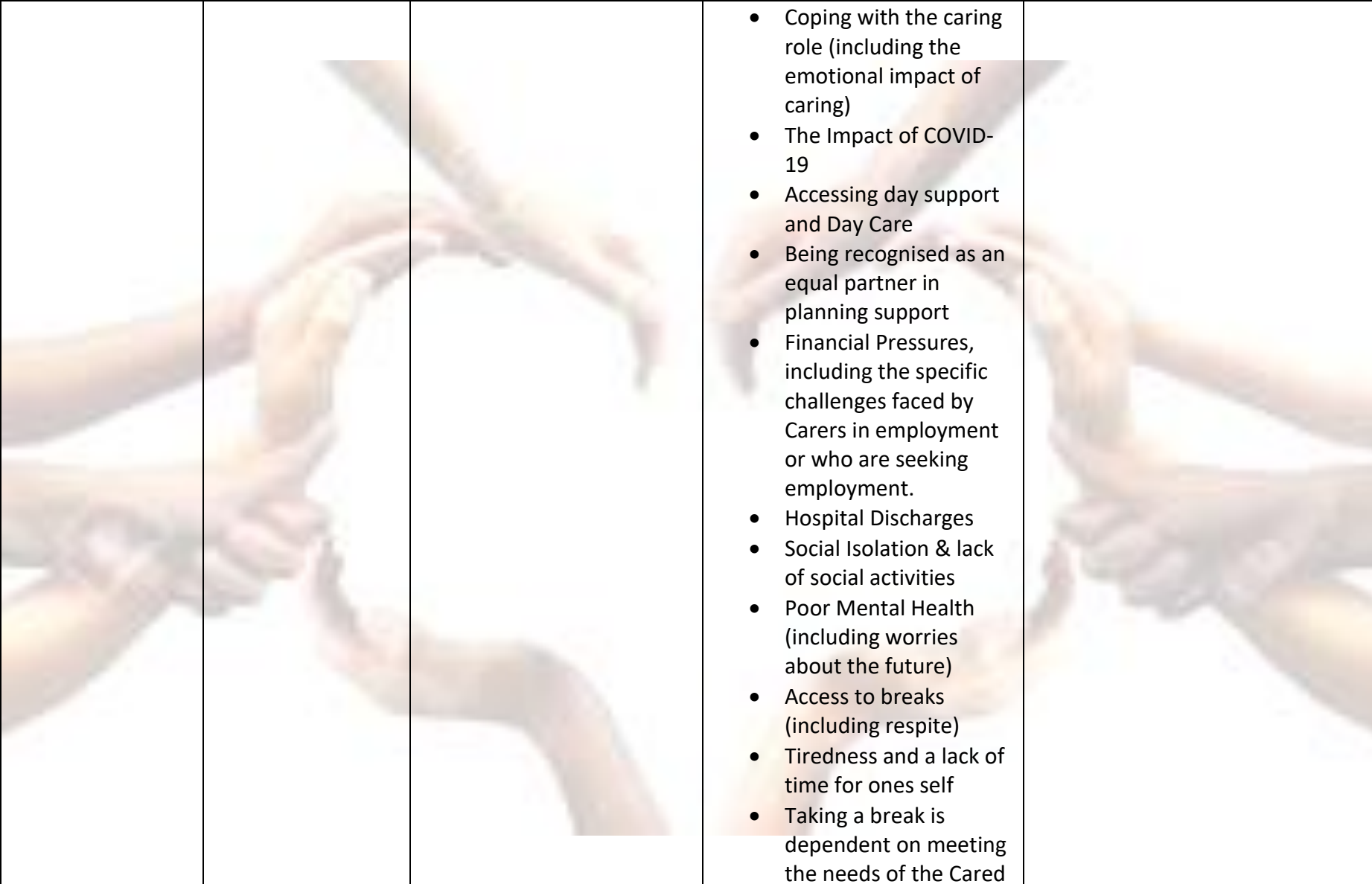
Date and Venue	Number of People in attendance by category*	Protected Characteristics Represented	Views Expressed	Officer Response
Woodside young carers group Phase 1 - Oct 2021	3	Age; Sex/Gender (this is based on observation – people weren't asked about protected characteristics at the meeting)	Loneliness and isolation. Concerns about eating well.	Young Carers Toolkit has been developed for support in identifying young carers and ensuring support is in place.
Quarriers male carer café Teams Phase 2 – Oct 2021	4	Age; Sex/Gender (this is based on submission – people weren't asked about protected characteristics at the meeting)	Concerns about the specific needs of people with Dementia voiced by their Carers. E.g. Hospitals not being have adequate knowledge in treating people with dementia, Expense related to power of attorney, online consultations. Lack of day care causing lots of problems for lots of people.	Ensure Carers and the cared for person are signposted to appropriate condition specific advice and support as well the specific support available to them from the Carer support service. Ensure that opportunities for breaks, including access to day services for the Cared for person

			<p>People have deteriorated seriously during the pandemic and are no longer able to take part in activities.</p> <p>Having family close to you can really ease the caring burden.</p>	<p>are included as a focus within the new strategy.</p> <p>Physiotherapists are involved alongside our OT colleagues supporting Falls Carers group in partnership with Sport Aberdeen.</p> <p>Recognise the importance of family support in Carers Strategy.</p>
<p>Quarriers dementia carer café</p> <p>Teams Phase 1 October 2021</p>	6	Age, Disability	<p>Day care has been taken away but an alternative wasn't provided. We are saying this again and again but not being listened to.</p> <p>The pandemic has made people more isolated – people with dementia need stimulation.</p> <p>Getting support (e.g. a care manager) can take a very long time.</p>	<p>Ensure that opportunities for breaks, including access to day services for the Cared for person are included as a focus within the new strategy.</p> <p>Ensure Carers and the cared for person are signposted to appropriate condition specific advice and support as well the specific support available to them from the Carer support service. Ensure the impact of the pandemic on Carers is reflected within the strategy.</p> <p>Prioritizing the right level of support at the right time to be included within the strategy.</p>

			<p>Too many incidences of poor discharge from hospital. Hospitals not being have adequate knowledge in treating people with dementia (nurses tend to be better than doctors).</p> <p>Many people are on their knees as a result of their caring role.</p>	<p>Ensure the central role of Carers in discharge planning is included within the strategy.</p> <p>Implement appropriate training regarding dementia awareness.</p> <p>Renewed promotion of support, breaks and respite available to be part of ongoing strategy implementation.</p>
<p>Young carers LGBTQ+ (age 15-18)</p> <p>Phase 1 October 2021</p>	4	Age; Sex/Gender; Sexual orientation	<p>Lack of awareness of school staff about the existence of young carers.</p> <p>Schooling being negatively impacted by caring role – e.g. being late and getting into trouble/detention.</p> <p>Bullying because of being LGBTQ+ and also because of being a young carer.</p> <p>Isolation due to caring role – need more opportunity to make friends. Also young</p>	<p>Ensure that prioritizing the needs of Young Carers, including those who are LGBTQ+ is part of the new strategy including specific advice and support as identified by the young people, e.g. Barnardos LGBTQ+ group & 4Pillars support groups and hub.</p>

			carers tend to cover up and hide things.	
Primary school age children In person Phase 1 – October 2021	12	Age; Sex/Gender (this is based on observation – people weren't asked about protected characteristics at the meeting)	General discussion on challenges faced by young carers.	Ensure that prioritizing the needs of Young Carers is central to the next strategy.
Senior school age children In person Phase 1 – October 2021	7	Age; Sex/Gender (this is based on observation – people weren't asked about protected characteristics at the meeting)	Lack of confidence due to caring role. Lack of independence due to caring role.	Ensure that prioritizing the needs of Young Carers is central to the next strategy. Promote existing support available and identify where gaps in support exist.
Parents of young carers Teams Phase 1 – October 2021	4	Age; Sex/Gender (this is based on observation – people weren't asked about protected characteristics at the meeting)	The loss of confidence in social situations due to being isolated by caring role. Needs to be an increase in awareness of school staff about the existence of young carers. More joined up thinking and communication to support, not penalize, young carers. Changes in support staff leads to limited relationships and	Promotion of existing support available and identify where gaps in support exist as part of next strategy.

			understanding being established (trust, honesty, non-judgement).	
Workforce Survey (Phase 2)	43 responses	Age, Disability	Our workforce echoed many of the themes expressed by Carers themselves, particularly those who were both workforce member and unpaid carer, especially with regard to ensuring access to information so they are equipped to support Carers and ensuring access to Short Breaks / Respite is available.	Training of staff on Carers rights and support to be incorporated within final strategy. Consideration of how the needs of Carers who are also part of our workforce are to be met to link with ACHSCP workforce plan.
In person discussions (Adults, Young Carers and Grampian regional equalities council, GREC) (Phase 2)	19 discussions	Age, Disability, Sex / Gender, Race, Religion and belief, sexual orientation	<p>Various themes outline during engagement.</p> <ul style="list-style-type: none"> • Knowing who to turn to – many were not aware of services on offer to carers • Access to advice and information • Accessing the right services (including social work, health and Mental Health support) • Lack of awareness of dementia and other conditions 	Feedback on experiences is to be used to inform the final Carer Strategy and Action plan and the specific recommendations within this HIIA at stage 3.

			<ul style="list-style-type: none">• Coping with the caring role (including the emotional impact of caring)• The Impact of COVID-19• Accessing day support and Day Care• Being recognised as an equal partner in planning support• Financial Pressures, including the specific challenges faced by Carers in employment or who are seeking employment.• Hospital Discharges• Social Isolation & lack of social activities• Poor Mental Health (including worries about the future)• Access to breaks (including respite)• Tiredness and a lack of time for ones self• Taking a break is dependent on meeting the needs of the Cared	
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			<p>for person. If they are not met. The break isn't possible.</p> <ul style="list-style-type: none"> • Communication challenges particularly where English is second language. • Access to advice and information • Accessing the right services (including social work, health and Child and Adolescent Mental Health (CAMHs) support) • Lack of Confidence of Young Carers to identify themselves to an adult as someone coping with the caring role (impact on mental health, feeling alone, being bullied) • Multiple challenges due to being different (including LGBTQ+ young people) 	
Care Inspectorate inquiry survey (Phase 2)	30 responses	Age, Disability	Carers who responded were primarily caring for people with Learning disabilities,	Specific feedback for Aberdeen incorporated into Final Carer

			<p>Cognitive Impairment (including dementia), physical disabilities or a mental health condition.</p> <p>Specific themes highlighted for Aberdeen were;</p> <ul style="list-style-type: none"> • More flexible breaks, respite, time for self • More care provision for the cared for person/people – day support, care support. • Having a care manager, and who understands the statutory and legislative context for providing support • Support for planning – longer term and ASCP 	<p>Strategy, Action Plan and HIIA Stage 3.</p>
<p>NHS plan for the future survey (Phase 2)</p>	<p>11 Aberdeen City specific Carer responses</p>	<p>Age</p>	<p>Majority of respondees were aged between 46 and 74. Main themes identified were;</p> <ul style="list-style-type: none"> • Access to GPs • Hospital visiting • Pressures in NHS • Knowledge of professionals on Carers 	<p>Specific feedback for Aberdeen incorporated into Final Carer Strategy, Action Plan and HIIA Stage 3.</p>

			<ul style="list-style-type: none"> • Linking between different services 	
<p>Consultation survey and young carer written feedback (Phase 3)</p>	<p>31 responses</p>	<p>Age, Disability, Sex / Gender, Race, Religion and belief, sexual orientation</p>	<p>Phase 3 focused on consulting on a draft strategy which had incorporated the views gathered at Phase 1 & Phase 2 as above.</p> <p>A detailed overview report has been compiled as an appendix to the IJB report to provide an overview of themes captured.</p> <ul style="list-style-type: none"> • We continue not to know enough about the Carer experiences of people in 'less heard' communities, for example, minority ethnic communities and LGBTQ+ community. Additional engagement took place via Grampian Regional Equalities Council (GREC) and direct information on the Consultation was shared with a range of groups from across 	<p>Of specific relevance to the HIIA were;</p> <ul style="list-style-type: none"> • Need to ensure accessible versions of documents are developed • Continue to have low response rates from minority ethnic communities and those from non-christian religious communities. • Carers come from all parts of society and as such their views need to be reflective of this wider context. • Concerns around finances in current climate. Working Carers feeling pressure.

			<p>Aberdeen's communities.</p> <p>Demographic information was collected during the consultation phase.</p> <p>This reflected that responses to the Consultation Survey were received from across the City with the highest response in North Aberdeen.</p> <p>60% of respondents were aged 41-65 years.</p> <p>80% of respondents were female.</p> <p>92% identified as heterosexual / straight. 93% of respondents were Christian. 96% identified as White (Scottish or British).</p> <p>32% of respondents reflected that they have a Disability including Learning Disability, Learning Difficulties, Developmental Disorder, Physical Disability, Mental health Condition and Long-term illness.</p>	
Young Carer discussions and	12 discussions	Age, Disability, Sexuality	Phase 3 focused on consulting on a draft strategy which had incorporated the views	Recognising the specific challenges faced by young carers is central to the final Carer Strategy.

<p>discussions in public spaces (Phase 3)</p>			<p>gathered at Phase 1 & Phase 2 as above. A detailed overview report has been compiled as an appendix to the IJB report to provide an overview of themes captured.</p> <p>Young Carers highlighted similar themes to earlier engagement.</p>	
<p>Consultation events attendance (online & in person) (Phase 3)</p>	<p>26 attendees</p>	<p>Age, Disability</p>	<p>Phase 3 focused on consulting on a draft strategy which had incorporated the views gathered at Phase 1 & Phase 2 as above.</p> <p>A detailed overview report has been compiled as an appendix to the IJB report to provide an overview of themes captured.</p> <p>Those consulted were generally supportive of the four priorities outlined in the draft strategy.</p>	<p>Feedback on experiences is to be used to inform the final Carer Strategy and Action plan and the specific recommendations within this HIIA at stage 3.</p>

***Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)**

Health Inequality Impact Assessment

Stage 3



Analysis of findings and recommendations

Aberdeen City Carer Strategy and Action Plan

Please detail a summary of the purpose of the proposal being developed or reviewed including the aims, objectives and intended outcomes

In line with the Carers (Scotland) Act 2016 the Aberdeen City Health and Social Care Partnership (ACHSCP) has a responsibility to plan support for all Carers in Aberdeen City via a Local Carer Strategy. The ACHSCP's existing Strategy was extended from 2021 to 2022 due to the varying impacts of the COVID-19 Pandemic.

The Carers (Scotland) Act 2016 and subsequent regulations outline the nine specific areas which are to be included within a Local Carer Strategy. These are listed below;

- Plans for identifying relevant carers and obtaining information about the care they provide (or intend to provide) to cared-for persons in the local authority's area

- An assessment of the demand for support to relevant carers
- Support available to relevant carers in the authority's area from -
 - the authority,
 - the relevant health board,
 - any other organisations that the authority and health board consider appropriate
- An assessment of the extent to which demand for support to relevant carers is currently not being met
- Plans for supporting relevant carers
- Plans for helping relevant carers put arrangements in place for the provision of care to cared-for persons in emergencies,
- An assessment of the extent to which plans for supporting relevant carers may reduce any impact of caring on relevant carers' health and wellbeing,
- The intended timescales for preparing adult carer support plans and young carer statements.
- Information relating to the particular needs and circumstances of young carers.

The Strategy identifies four main priorities. These are;

- Identifying as a Carer and the first steps to support
- Accessing Advice and Support
- Supporting future planning, decision making and wider Carer involvement
- Community support and services for Carers

The associated Action Plan determines how we aim to deliver on these priorities. The Strategy is focussed on supporting 'All Carers' and as such consideration of inequalities and human rights is embedded within our approach as outlined below.

Where there are relevant actions from this HIA they have been incorporated with the Action Plan accompanying the Strategy.

An 'All Carers' approach fosters good relations by ensuring all Carers are recognised whilst also ensuring that individual circumstances, including intersectionality across a range of protected Characteristics, are considered.

Equality Act 2010 – Relevant Protected Characteristics as identified in Stage 1 (remove those that do not apply)

Protected Characteristic	Equality Duty	What impact and or difference will the proposal have	How will you know - Measures to evaluate
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Age	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	<p>This Strategy aims to have positive impact in relation to Age. It focuses on improving outcomes for all Carers. Specific impacts related to Age are;</p> <ul style="list-style-type: none"> • Positive - Continued provision of specific support services for young carers to ensure they are able to continue to live life as a child, have access to opportunities for all children and improve quality of life. • Positive - The Young Carers service has a role in educating the wider system on Young carer issues which will foster good relations. • Positive - The Strategy includes specific actions to ensure Carers individual support needs are assessed and further referral to support is available. For Older carers this may include support to meet their own health needs, condition specific advice, e.g. Dementia Support. 	<p>Specific Actions are included in the Action Plan which will monitor support for Young carers. These actions are monitored by a multi-agency group the Carers Strategy Implementation Group (CSIG) which reports regularly to the ACHSCP's Strategic planning group. Annual reports on progress on all actions will be provided to the Integration Joint Board (IJB).</p> <p>Older people – Specific Actions within the action plan focus on provision of care which meets the specific needs of both older carers and older people who are being cared for.</p>
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Disability	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	<p>Positive - The Strategy aims to ensure available Carer Support is accessible for Carers living with Disabilities. This is a specific action with regard to ensuring information is available in accessible formats.</p> <p>Specific actions are included in the Action plan in relation to accessibility.</p>	<p>Specific actions are included with the Action plan in relation to accessibility specifically; Action 1.1.2 - Work with commissioned and internal services and carers themselves to review the information available particularly in relation to accessibility.</p> <p>Action 1.1.6 Review the information held online for Carers to ensure it is easy to</p>
	Advancing equality of opportunity	X		
	Fostering good relations by reducing prejudice and promoting understanding	X		

			<p>Positive - Our Support Service providers are responsible for ensuring that groups and activities are accessible for those living with disabilities.</p> <p>Positive - Ensuring accessibility will support the Strategy to advance equality of opportunity for Disabled carers and foster good relations.</p> <p>Positive - In the majority of circumstances the cared for person is living with a disability as defined in the Equality Act 2010. Carers play an essential role in supporting the Cared for. Ensuring that a range of support is available for all Carers will indirectly enhance equality of opportunity for the Cared for person and foster good relations.</p>	<p>access, signposts correctly and is kept up to date.</p> <p>Performance reporting from our Support Service Providers will highlight any complaints or areas of concern where accessibility issues were highlighted.</p> <p>The detailed Action Plan for the Strategy outlines a range of measures to support Carers to continue caring which will have an enhancing impact on Cared for people living with a disability. This will be monitored on an ongoing basis with Annual review built.</p>
Gender Reassignment	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		<p>Positive - The Strategy identifies specific areas where we have knowledge gaps around the experience of some Carers. This includes Adult Carers who have undergone, or are undergoing, gender reassignment. The Strategy includes consideration of how to better understand the support needs of LGBTQ+ Carers.</p> <p>Positive - The Young Carers service includes an LGBTQ+ group which supports young people with Young Carer specific support related to their gender identity.</p>	<p>This will be taken forward in partnership with the Strategic Planning Group's Equality and Human Rights sub-group. The aim is to better understand support needs and develop services accordingly.</p> <p>The Quarriers Adult support service are also developing a specific role within their service with a focus on better understanding the diverse needs of Carers. Evaluation of the</p>
	Advancing equality of opportunity	X		
	Fostering good relations by reducing prejudice and promoting understanding			

				impact of this role will inform further developments.
Marriage and Civil Partnership	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Neutral - Caring relationships often occur between married parties or those in civil partnerships. There are no actions proposed within the strategy which would negatively impact on marriage or civil partnership however supporting Carers in their caring role may have an indirect positive impact.	Priority 3 within the Strategy highlights the importance of recognising the individual needs of both parties in a caring relationship and the need for staff to be mindful of domestic abuse and coercive control therefore minimising the likelihood of victimisation and fostering good relations. These will be monitored by the CSIG through the Action Plan on a quarterly basis specifically; Action 3.5.1 Develop an overview of Carer Support services which can provide independent advice to Carers and the Cared for person in specific circumstances where independent support is required to ensure they are signposted correctly, e.g. Advocacy, Adult Protection, Domestic Abuse.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Pregnancy and Maternity	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		Neutral - There have been no identified impacts related to pregnancy or maternity. We do however recognise the diverse group that have the role of Carers in Aberdeen City and will monitor this.	The CSIG will be responsive to any new information received on the impact of the strategy related to pregnancy and maternity via feedback or complaints received by the ACHSCP.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding			
Race	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Positive - The Strategy identifies specific areas where we have knowledge gaps around the experience of some Carers. These are detailed pages 16 & 17 of the Strategy.	Actions within the Action Plan aim to work with communities to better understand the needs of Carers and have options for support which meet those needs. Specifically;
	Advancing equality of opportunity	X		

	Fostering good relations by reducing prejudice and promoting understanding	x	<p>Engagement on the strategy has involved working with Grampian Regional Equalities Council to gauge how aware our minority ethnic Carers are of their rights and support services available which will inform ongoing service development. The aim is to improve the knowledge of all Carers on available support services to ensure they can access them if needed.</p> <p>Actions within the strategy aim to develop approaches to engaging with minority ethnic Carers.</p>	<p>Action 1.1.5 Understand the support needs of all Carers in Aberdeen and specifically those with protected characteristics (Equality Act (2010), including particular focus on;</p> <ul style="list-style-type: none"> • Develop approaches to engaging with minority ethnic Carers • Develop approaches to engaging with LGBTQ+ Carers • Religious and Faith groups • Carers with Disabilities <p>Action 3.6.1 Develop a reference group made up of carers with different experiences of caring to support the IJB carer representatives and improve access to and communication with them.</p> <p>This will be carried out in partnership with the Strategic Planning Group's Equality and Human Rights sub-group.</p>
Religion & Belief including non-belief	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	<p>Positive – Information on religion was gathered via the public consultation survey this indicated that respondents were, in the majority of no religion (54%) or of Christian denominations (35.49%). We did not have any responses from those who identified as Muslim, Jewish, Sikh, Hindu or Pagan. It is not reasonable to believe that we do not have people in caring roles in these religious communities therefore it indicates we have not reached these people with this consultation.</p> <p>Actions within the strategy aim to work with communities to better understand the needs</p>	<p>Actions within the Action Plan aim to work with communities to better understand the needs of Carers and have options for support which meet those needs.</p> <p>Specifically:</p> <p>Action 1.1.5 Understand the support needs of all Carers in Aberdeen and specifically those with protected characteristics (Equality Act (2010), including particular focus on;</p> <ul style="list-style-type: none"> • Develop approaches to engaging with minority ethnic Carers • Develop approaches to engaging with LGBTQ+ Carers
	Advancing equality of opportunity	X		
	Fostering good relations by reducing prejudice and promoting understanding	X		

			of Carers (including Carers from different religious and faith groups) and have options for support which meet those needs.	<ul style="list-style-type: none"> Religious and Faith groups Carers with Disabilities <p>This will be carried out in partnership with the Strategic Planning Group's Equality and Human Rights sub-group.</p>
Sex	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Positive - Evidence indicates that the majority of Carers across all Age groups are female. Therefore, the impact of the Caring role disproportionately impacts on women. Ensuring support is available for all Carers will have an enhancing effect for women. Consideration is also made within Priority 3 with regard to ensuring the cared for and the Carer have access to support in their own right, including where required, Adult Protection and Domestic abuse advice.	This will be monitored through the Action Plan specifically; Action 3.5.1 Develop an overview of Carer Support services which can provide independent advice to Carers and the Cared for person in specific circumstances where independent support is required to ensure they are signposted correctly, e.g., Advocacy, Adult Protection, Domestic Abuse.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Sexual Orientation	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	Neutral - The Strategy identifies specific areas where we have knowledge gaps around the experience of some Carers. Similar to Gender reassignment we do not know enough about the experience of Lesbian, Bisexual or Gay Adult Carers in Aberdeen and whether the support currently provided is supportive of their specific needs. Specific targeted reach was made via Four Pillars to gain the perspective of adults from this community. We have not identified any negative impacts related to sexual orientation as a result of this Strategy. Actions within the strategy aim to work with communities to better understand the needs	Actions within the strategy aim to work with communities to better understand the needs of Carers and have options for support which meet those needs. Specifically: Action 1.1.5 Understand the support needs of all Carers in Aberdeen and specifically those with protected characteristics (Equality Act (2010), including particular focus on; <ul style="list-style-type: none"> Develop approaches to engaging with minority ethnic Carers Develop approaches to engaging with LGBTQ+ Carers Religious and Faith groups Carers with Disabilities
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		

			of LGBTQ+ Carers and have options for support which meet those needs.	<p>This will be carried out in partnership with the Strategic Planning Group's Equality and Human Rights sub-group.</p> <p>Young carers have already identified a need for specific support and have established an LGBTQ+ group within the Young Carer service.</p>
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Human Rights – Reference those identified in Stage 1 (remove those that do not apply)

Article	Enhancing or Infringing	Impact and or difference will the proposal have	How will you know - Measures to evaluate
Right to Liberty	Enhancing	Whilst not a formal restriction of liberty Carers can often feel unable to take time away from their caring role due to the dependency of the Cared for person. This strategy promotes development of more options for carer breaks and as such more ability to have freedom to pursue their life beyond the caring role.	We will Survey known Carers annually to evaluate their experience. We aim to see that Carers express that they have been able to experience breaks from their caring role.
Right to respect for private and family life, home and correspondence	Enhancing	Many Caring roles take place within the home or within a close family caring relationship. Ensuring suitable support is available for all Carers, including Young Carers, will have an enhancing impact on this right ensuring that children can have a normal childhood with limited impact on them from their caring responsibilities.	We will Survey known Carers annually to evaluate their experience. We aim to see that Carers are well supported and family life is supported.

Fairer Scotland Duty

Identify changes to the strategic programme/proposal/decision to be made to reduce negative impacts	Consideration has been made to socio-economic deprivation within this strategy. Carers Support services are non-chargeable. Support services are available to Carers from all areas within Aberdeen.
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Identify the opportunities the strategic programme/proposal/decision provides to reduce or further reduce inequalities of outcome	Any specific services developed from this strategy will be subject to further impact assessment and as such will further consider any additional inequalities of outcome at that time.
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Health Inequality Impact Assessment Recommendations

What recommendations were identified during the HIIA process:

Recommendation	Recommendation owned by:	Date recommendation will be implemented by	Review Date
Identified impacts to be monitored as a specific action within the performance reporting for the Carer Strategy	Alison Macleod (Strategy & Transformation Lead)	January 2023	Annual

Monitoring Impact – Internal Verification of Outcomes

How will you monitor the impact this proposals affects different groups, including people with protected characteristics?

These actions are monitored by a multi-agency group, the Carers Strategy Implementation Group (CSIG), which reports regularly to the ACHSCP's Strategic planning group. Annual reports on progress on all actions will be provided to the Integration Joint Board (IJB).
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Procured, Tendered or Commissioned Services (SSPSED)

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

The Adult Carer Support service and Young Carer Support service are required to provide performance reporting. This includes any information on Complaints / feedback and the gathering of equalities monitoring data.
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Specific impact assessments will be carried out should these services, or any newly identified, require to be tendered during the lifespan of the Strategy.

Communication Plan (SSPSED)

Please provide a summary of the communication plan which details how the information about this policy/service to young people, those with a visual or hearing sensory impairment, difficulty with reading or numbers, learning difficulties or English as a second language will be communicated.

A period of public Consultation took place in October- December 2022 which will be followed by annual surveys. Accessibility of carers information is an identified action within the strategy with this reviewed within 2023.

Signed Off By: Alison Macleod

Name Strategic Lead: Amy Richert

Date 18/01/2023