

Report of Director of Adults and Health

Report to Executive Board

Date: 21st June 2017

Subject: The Leeds Commitment to Carers

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary of main issues

1. Carers are crucial both to our communities and to the sustainability of health and social care in Leeds. Promoting and supporting carers health and wellbeing and supporting carers to continue caring is an argument that has moved beyond one simply of morality. It is now widely recognised that effective support for carers delivers economic benefits as well as contributing to managing demand by preventing, reducing or delaying needs for care and support for the people they care for.
2. Leeds has been recognised for its integrated approach to supporting carers and recently won the Health Service Journal Award in the Integrated Commissioning for Carers category. The Leeds Commitment to Carers provides an opportunity to build on our track record of collaboration and sustainability.
3. The Leeds Commitment to Carers has been co-produced by members of the Leeds Carers Partnership, which includes a significant contribution from carers, and sets out what being the best city for carers would look like.
4. There are a number of ways that Leeds City Council encounter carers which extends beyond the remit of the Adults and Health, and Children and Families directorates. It includes services provided and commissioned by Leeds City Council, but it also includes our role as an employer, as a civic leader and as a key partner in a range of strategic initiatives. By demonstrating its commitment to carers, Leeds City Council will clearly demonstrate that it is committed, at all levels, to making Leeds the best city for carers

Recommendations

1. Leeds City Council Executive Board are asked to request that each directorate considers their contribution to making Leeds the best city for carers and to complete a Leeds Commitment to Carers action plan.
2. That Leeds City Council as an organisation signs up to the Leeds Commitment to Carers

1. Purpose of this report

- 1.1 The purpose of this report is to introduce the Leeds Commitment to Carers to members of the Council's Executive Board and to ask that Leeds City Council signs up to the commitment and that they request each directorate to complete their own commitment and action plan.

2. Background information

- 2.1 Carers are people who look after a relative or friend who otherwise couldn't manage without their help because of physical or mental ill-health, physical or sensory impairment, learning disability, or substance misuse. The care they provide is unpaid and as such does not include someone who provides care professionally or through a voluntary organisation.
- 2.2 Anyone can become a carer, carers come from all walks of life, all cultures and can be of any age. Many carers feel that they are doing what anyone else would do in the same situation – looking after a parent, a child, a spouse, a friend – and just getting on with it.
- 2.3 The most recent estimates suggest there are around 72,000 people in Leeds providing unpaid care. Based on national estimates we can expect around 24,000 people in Leeds to take on an unpaid caring role each year with a similar number ceasing their caring role.
- 2.4 As public services face continued financial pressures set against increasing demand, new legislation, new models of delivery and changing expectations of citizens, carers are taking on responsibility for increasing amounts of care. The table below shows that although the most common level of caring is 1-19 hours per week, the number of people providing this level of care fell between 2001 and 2011. The numbers of carers providing higher levels of care however, both increased. In 2011, 36.2% of all carers in Leeds were providing more than 20 hours of unpaid care per week compared to 31.2% in 2001.

Census	1-19 hrs	20-49 hrs	50+ hrs	Total
2011	45,684	9,473	16,441	71,598
2001	48,446	7,631	14,369	70,446

- 2.5 Carers provide the bulk of care in the community. If people on average provide towards the mid-range of hours per week in the 1-19 and 20-49 categories and the minimum 50 hours in the remaining category, then this equates to over 1.5 million hours of unpaid care per week across the city. Research undertaken by the University of Leeds estimate the cost of replacing this care with paid care to be around £1.4billion per year in Leeds.
- 2.6 It is widely recognised that effective support for carers brings benefits beyond the carer themselves. Effective support can allow carers to continue to provide care for longer, reducing dependence on health and care, for example reduced GP appointments, reductions in unplanned hospital and residential care admissions, and delayed need for a range of long term care services. There is also growing evidence that supporting carers to remain in employment presents benefits to employers both in terms of costs and performance.

3. Main issues

- 3.1 In simple terms, the more care you provide the more likely it is to have a negative impact on your health and wellbeing. There is strong evidence from various research that suggests many carers pay a heavy price for their caring role, for example:
- 40% of carers experience significant distress and depression
 - 20% of carers report back injury as a result of caring
 - Providing higher levels of care is associated with a 23% higher risk of stroke
 - 60% of carers say they don't have as much social contact as they would like
 - For 1 in 5 young carers, caring has a negative impact on their education
 - Many carers give up work at some point to care for loved ones while many more have reduced working hours.
 - 73% of carers say that worrying about their finances is affecting their health
- 3.2 If we are to achieve our vision for Leeds to be the best city in the UK – one that is compassionate with a strong economy, which tackles poverty and reduces the inequalities that still exist – we need to play our part in recognising and valuing the contribution that carers make to our city. In short, we have to be the best city for carers.
- 3.3 The NHS England report¹, 'An integrated approach to identifying and assessing Carer health and wellbeing', highlighted the duty of cooperation upon the NHS and other agencies involved in public care and suggested that all partners on the local Health and Wellbeing Board sign a Memorandum of Understanding in order to demonstrate commitment to the duties of co-operation and promotion of wellbeing, as well as the wider commitment to identifying, recognising, assessing and supporting Carers.
- 3.4 The Leeds Commitment to Carers is in effect, an accessible and public facing version of the memorandum of understanding recommended in the NHS England report. It sets out what Leeds would look like if it were the best city for carers and includes a series of carer and organisation statements as well as recognising the Leeds Carers Partnership as a key strategic influencer and champion.
- 3.5 The Leeds Commitment to Carers aims to ensure that Leeds is a city where carers:
- Are identified at the earliest opportunity
 - Are supported to improve their health and wellbeing
 - Are supported to care
 - Are supported by their employer if they are in employment
 - Have relevant information and advice
 - Are recognised and valued
 - Can plan ahead and are supported in a crisis
 - Have a life alongside caring
- 3.6 The Leeds Commitment to Carers was approved by the Leeds Carers Partnership in November 2016 and was endorsed by the Leeds Health and Wellbeing Board in February 2017.

¹ <https://www.england.nhs.uk/wp-content/uploads/2016/05/identifying-assessing-carer-hlth-wellbeing.pdf>

- 3.7 In order to demonstrate their commitment to carers, teams and organisations are asked to think about and record the things they do well for carers and the things they could do better, and then identify up to three actions they intend to take to make improvements. An action plan is then submitted to the Leeds Carers Partnership who will either approve the action plan or ask for more information. A certificate of recognition will be issued when an action plan is approved and teams/organisations will be sent the Leeds Commitment to Carers logo which they will be able to use. Where possible, teams and organisations who commit to similar actions will be put into contact with each other with a view to sharing best practice and everyone who completes an action plan will be asked at six month intervals to provide a short update of the progress they have made.
- 3.8 There are a number of ways that Leeds City Council encounter carers which extends beyond the remit of the Adults and Health, and Children and Families directorates. It includes services provided and commissioned by Leeds City Council, but it also includes our role as an employer, as a civic leader and as a key partner in a range of strategic initiatives.
- 3.9 Through directorates completing their own Leeds Commitment to Carers action plans, Leeds City Council will clearly demonstrate that it is committed, at all levels, to making Leeds the best city for carers.

Example: Supporting Working Carers

- Based on national projections we might expect there to be around 1,600 employees of Leeds City Council who also have a caring responsibility.
- Research undertaken by Carers UK suggests that caring impacts on people's ability to remain in work even where they are caring for as little as 5 hours per week and that a failure of employers to support working carers presents a risk to carers of long term withdrawal from employment. This in turn leads to a range of disadvantages for carers, for example loss of income, impact on health and wellbeing and loss of social connections associated with work.
- Improving access to flexible working, improving attitudes and awareness among staff and managers, encouraging employees to recognise themselves as carers, providing working carers with information and advice and supporting working carers in times of transition and in emergencies are all ways that employers can improve workplace support for employees who are also carers.
- Work undertaken by the Department of Health and the national Employers for Carers network demonstrated that employers who had effective policies in place to support working carers saw improved service delivery, cost savings and increased productivity.

Note(s)

Leeds City Council has recently secured one year free membership of Employers for Carers which will support the further development of carer friendly policy and practice.

Adults and Health have also been involved in a project across Yorkshire & Humber and North West regions on working carers. The first phase of that project will deliver a report and a 'Top Tips for Employers' document.

The Carers Staff Network on Insite provides key employment information for carers in the workplace as well as an opportunity to share and network

4. Corporate considerations

4.1 Consultation and engagement

4.1.1 The Leeds Commitment to Carers has been co-produced by members of the Leeds Carers Partnership which exists to champion the needs of carers and to influence the way that services are planned and delivered in response to the needs of carers. Membership of the Leeds Carers Partnership includes carers as well as staff from the public, private and voluntary sector. Organisations represented include:

- Leeds City Council Adults and Health
- Leeds City Council Children and Families
- NHS Leeds South & East Clinical Commissioning Group
- NHS Leeds North Clinical Commissioning Group
- NHS Leeds West Clinical Commissioning Group
- Leeds Teaching Hospitals NHS Trust
- Leeds Community Healthcare NHS Trust
- Leeds & York Partnership Foundation NHS Trust
- Leeds Healthwatch
- Forum Central
- Carers Leeds
- Barnardo's Young Carers Service
- Department for Work and Pensions
- St Gemma's Hospice
- EPIC Parent Participation

4.1.2 The Leeds Carers Partnership will promote the Leeds Commitment to Carers through a range of approaches, including social media and the networks of its partner members, to ensure that carers, carer groups and organisations who represent carers are involved in the delivery of the Leeds Commitment to Carers.

4.2 Equality and diversity / cohesion and integration

4.2.1 The provision of unpaid care is an important policy issue because it not only makes a vital contribution to the supply of care, but can also affect the health and wellbeing, employment opportunities, finances and other social and leisure activities of those providing it.

4.2.2 The Leeds Commitment to Carers seeks to address inequalities faced by carers by raising awareness and encouraging action at both an organisational and community level to better identify, recognise and support carers.

4.2.3 Within actions taken by organisations as part of their Commitment to Carers we will be encouraging work that specifically supports carers with protected characteristics (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation).

4.2.4 An equality and cohesion screening tool has been completed and is appended to this report.

4.3 Council policies and best council plan

4.3.1 Effective support for carers should be seen as a key component in supporting strong communities and is at the heart of being a caring and compassionate city.

Effective support for carers therefore contributes to the delivery of key outcomes in the Best Council Plan.

4.3.2 Effective support for carers will also make significant contributions to a number of breakthrough projects, in particular:

- Early intervention and reducing health inequalities
- Housing Growth
- Making Leeds the best place to grow old in
- More jobs, better jobs
- Strong communities benefiting from a strong city

4.4 Resources and value for money

4.4.1 Research undertaken by the University of Leeds estimates the cost of replacing unpaid care with paid care to be around £1.4billion per year in Leeds. Since this is not an option, effective support for carers to enable them to continue caring makes economic and demand management sense as well as being morally the right thing to do.

4.4.2 There is no financial cost to Directorates, other than officer time, in completing a Leeds Commitment to Carers action plan, though there are strong arguments that could support moving some existing resources to support carers, especially where that was an invest to save within the Directorate

4.4.3 Adults and Health will be responsible for receiving completed action plans on behalf of the Leeds Carers Partnership, and will ensure that commitments are followed up and best practice shared. This work will be coordinated by the Joint Carers Strategic Commissioning Manager.

4.5 Legal implications, access to information, and call-in

4.5.1 There are no legal or access to information implications arising from this report.

4.6 Risk management

4.6.1 There are a number of factors that give confidence that Leeds has a solid base from which to further improve its support for carers through the Leeds Commitment to Carers, including:

- The Leeds Carers Partnership is a well-established local partnership with senior representation from key organisations as well as carers and organisations who represent the carer voice
- Carers Leeds is a key and pro-active member of the Leeds Carers Partnership and has an excellent local and national reputation. Carers Leeds have recently been awarded the prestigious GSK Impact Award
- Leeds City Council's Adults and Health directorate host a jointly funded Carers Strategic Commissioning Manager post on behalf of Adults and Health and the NHS Clinical Commissioning Groups. Greater integration of commissioning between local authority and CCG's was a key driver for the creation of this post. This integrated approach to supporting carers was recently recognised when Leeds City Council and NHS Leeds Clinical Commissioning Groups, with Carers Leeds, won the national Health Service Journal Award in the Integrated Commissioning for Carers category.

4.6.2 The recommendation in this report presents no adverse risks to Leeds City Council in that there are benefits to be gained for carers, for people with care and support needs, and for Leeds City Council both as a provider and commissioner of health and care services and as an employer.

5. Conclusions

5.1 Carers are crucial to strong communities and to the sustainability of health and care in Leeds. If Leeds is to achieve its ambition of being the best city in the UK, we need to be the best city for carers.

5.2 That means being the best at identifying carers, the best at recognising and valuing the contribution that carers make, the best at reducing the inequalities that carers experience and the best at supporting working carers. The Leeds Commitment to Carers recognises that this responsibility applies to all of us, not just health and care agencies.

5.3 Leeds City Council encounters carers in a variety of circumstances and has the opportunity to lead the way by demonstrating its own commitment to carers.

6. Recommendations

6.1 Leeds City Council Executive Board are asked to request that each directorate considers their contribution to making Leeds the best city for carers and to complete a Leeds Commitment to Carers action plan.

6.2 That Leeds City Council as an organisation signs up to the Leeds Commitment to Carers

7. Background documents²

7.1 None

² The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.