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| <p>Name of the Officer completing the evaluation : Kim Sparrey</p> <p>Phone no: 01600 730513 E-mail: kimsparrey@monmouthshire.gov.uk</p> | <p>Please give a brief description of the aims of the proposal</p> <p>To implement the Monmouthshire Carers Strategy 2016-19 (Adult Carers). The strategy will shape the future design and delivery of preventative, respite, information and support services for carers in Monmouthshire over the next 3 years.</p> |
| <p>Name of Service</p> <p>Monmouthshire Carers Strategy 2016-19</p> | <p>Date Future Generations Evaluation form completed</p> |



1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



| Well Being Goal | Does the proposal contribute to this goal? Describe the positive and negative impacts. | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts? |
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| <p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p> | <p>The strategy has identified how local population needs are to be met, and where practicable services will be commissioned within county. This will provide opportunities for employment locally.</p> | <p>Recruitment into the care sector is challenging due to low wages. With the positive, and collaborative themes identified by carers this will allow services to be remodelled which will encourage greater job satisfaction and attractiveness for the recruitment of future employees.</p> |


| Well Being Goal | Does the proposal contribute to this goal? Describe the positive and negative impacts. | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts? |
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| <p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p> | <p>The Strategy is designed to support carers in their caring role and is not focuses on biodiversity and ecosystems.</p> | <p>Where new initiatives are introduced to enhance biodiversity and ecosystems there is potential to share this through the carers newsletter.</p> |
| <p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p> | <p>Carers identified Primary Care as being the main point of contact that they sought help from to maintain their own/looked after persons' health. The strategy has committed to provide an outcome of improved identification and timely support for carers within Primary Care. Mental Health was an also an identified need with a commitment within the strategy that Carers are treated and valued as partners to support someone with mental health problems and are able to play a full role in the care planning for the cared for. Carers feel confident to be an individual in their own right.</p> | <p>The partnership will work collaboratively to provide the right information at the right time, and to ensure carers are supported to maintain their own health and wellbeing. They will foster stronger working relationships with health through GP surgeries and the Health, Neighbourhood Care Cetworks (NCN's)</p> |
| <p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p> | <p>The Strategy allows for alternative and flexible forms of respite support that will allow the carer their own time. This allows them to engage and network within their own community, carer community or whichever community they chose to.</p> | <p>We actively promote participation by supporting local carers groups but also by offering a wide range of carers events throughout the year ie Carers Week, Carers Rights Day and information awareness sessions. Carers are encouraged and facilitated to support each other. .</p> |
| <p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>Carers are estimated to save the UK health and social care £119 billion a year (Carers Trust). The Strategy recognizes local population needs and supporting carers will allow Monmouthshire to be responsible for their (carers) social and economic wellbeing.</p> | |

| Well Being Goal | Does the proposal contribute to this goal? Describe the positive and negative impacts. | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts? |
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| <p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p> | <p>The strategy will continue to raise the profile of carers, and through it carers who register themselves on the Carers Database are eligible for a 25% discount at all Leisure Centres within the County. The strategy will be available in the welsh language, as will any other supporting literature.</p> | |
| <p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p> | <p>Carers by association are protected as highlighted in the case Coleman v Attridge. A mother alleged that she was discriminated against and harassed at work because of the disability of her child. As a result The European Court has decided that 'discrimination by association' can be illegal in the workplace. The Social Services & Wellbeing Act (Wales) now places carers on a equal footing when being assessed for services and support. The Strategy encompasses this ethos and is a person centre strategy, written by carers for carers.</p> | <p>The strategy is for adult carers. There will be a Young Carers Strategy developed during 2016. This is in recognition that young people have different legal rights and needs to those of adult carers. Both strategies, however, will be person centered.</p> |

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

| Sustainable Development Principle | Does your proposal demonstrate you have met this principle? Describe how. | If not, what has been done to better meet this principle? |
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|  <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p> | <p>The strategy has been developed to cover a 3 year cycle. This will allow for services to evolve and adapt to changes. However, current service provision has been in place for over 10 years, and the strategy allows for services to adapt to the changing needs of carers. Carers are a long term solution to the health and caring wellbeing of the UK and worldwide population, therefore the long-term plan remains to strengthen the support carers need.</p> | |
|  <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p> | <p>The strategy was developed through collaborative partnerships. The outcomes identified in the strategy will be delivered by and in agreement with health and social care professionals/providers, third sector, commissioned service providers, carers assessment officers, carers groups, the Carers Strategy, Monmouthshire Carers Project and carer organisations.</p> | |

| Sustainable Development Principle | Does your proposal demonstrate you have met this principle? Describe how. | If not, what has been done to better meet this principle? |
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|  <p>Involving those with an interest and seeking their views</p> <p>Involvement</p> | <p>The Monmouthshire Carers Strategy 2016-19 has been produced through consultation with:</p> <ul style="list-style-type: none"> • Carers through our various networks ie carers groups, newsletters, carers week and carers assessments • Consultation and Engagement Event on 20th November 2016 <ul style="list-style-type: none"> ○ Attendees included adult carers, health and social care professionals, third sector and elected members. • Carers Wales • Providers of services for Carers, both internal and external stakeholders • Monmouthshire Carers Strategy Group <p>Monmouthshire carers' have identified their needs that will maintain their own sense of health and wellbeing and the support they require to adequately meet the needs of those they care for. This strategy will help shape service provision for Monmouthshire carers.</p> | |
|  <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p> | <p>Carers have identified the 8 themes they prioritised to meet their needs to allow them to continue caring and to have a life of their own. The outcomes identified are provide preventative mechanisms to maintain the caring role. It aims to minimize the need for carers to seek support at crisis point, however if this point is reached the strategy aims to provide the right support at the right time. The strategy gives carers the options to continue or not if the case maybe in their caring role.</p> | |

| Sustainable Development Principle | Does your proposal demonstrate you have met this principle? Describe how. | If not, what has been done to better meet this principle? |
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|  <p data-bbox="309 360 517 544">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="544 217 1328 711">The strategy has identified how local population needs are to be met, and where practicable services will be commissioned within county. This will provide opportunities for integration of respite services, to provide flexibility and choice for carers. The statutory and third sector providers are committed to ensure that carers receive the right support at the right time, wherever it is accessed. They have agreed to provide a seamless and person centred service for carers, to ensure continuity of support by working together by sharing data, knowledge, skills and expertise. This will strengthened each organisations expert knowledge of carers, to produce the outcomes identified in the strategy.</p> | |

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

| Protected Characteristics | Describe any positive impacts your proposal has on the protected characteristic | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts? |
|-------------------------------|--|---|--|
| Age | Monmouthshire has an aging population, that is living longer with more complex health needs. Carers by definition are too within this category, therefore the strategy aims to provide a range of preventative services at the right time. Carers have identified how to meet those challenges through the 8 themes set out in the strategy. | | This strategy is for all adult carers – a separate Young Carers Strategy will be developed in 2016. The strategy recognizes and makes provision for the unexpected and unplanned peaks and troughs of caring, by providing flexible respite support through a range of commissioned services ie HAFAL, Alzheimers, Age Cymru Gwent, Carers Trust and it also utilizes the carers support and information officers to undertake carers assessments. To meet the challenges of an aging population |
| Disability | Carers identified transport as being a barrier to them accessing services and the need for the right transport that was accessible for those with a disability. | | The outcome within in the strategy is that Carers will have increased options to help them overcome the lack of public and private transport in Monmouthshire. |
| Gender reassignment | The carers strategy is an inclusive strategy for all adult carers. | | |
| Marriage or civil partnership | When carers are supporting their partners there is a potential for loss of identity, the caring and cared for role can replace that of husband/wife/partner. The strategy will give options for carers/cared for to maintain their own identities | | The strategy has identified how carers can support and think of their own health and wellbeing needs. Carers assessments/conversation will ensure the carers are regarded as a person in their own right. |
| Pregnancy or maternity | The carers strategy is for all adult carers therefore all carers will be supported. | | All carers are treated with equal regard. |

| Protected Characteristics | Describe any positive impacts your proposal has on the protected characteristic | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts? |
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| Race | The carers strategy is for all adult carers therefore all carers will be supported. | | If the need arises for translation services to be provided that will be sought as and when is needed. |
| Religion or Belief | The carers strategy is for all adult carers therefore all carers will be supported. | | All carers are treated with equal regard. |
| Sex | Most carers are women and local evidence backs this up by the number of women who engage with Monmouthshire CC be it through attendance at events, training, consultation or service provision. Men make up a smaller proportion of carers but are more reluctant to identify themselves as such. | | This strategy works to inform and support all adult carers in their role regardless of their gender. The services offered are gender neutral. |
| Sexual Orientation | The carers strategy is for all adult carers therefore all carers will be supported. | | All carers are treated with equal regard. |
| Welsh Language | The strategy and other carers information will be made available in the Welsh language. | | The availability of welsh language literature will be advertised to carers and through partner organisations. |

4. **Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

| | Describe any positive impacts your proposal has on safeguarding and corporate parenting | Describe any negative impacts your proposal has on safeguarding and corporate parenting | What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts? |
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| Safeguarding | The strategy recognizes that carers are able to continue or wish to continue in their caring role. If at any stage they or the person they care for falls into the category of a vulnerable adult, carers will have the opportunity to relay this information. They can also access training to understand safeguarding and how they can best ensure their caring role continues to be a safe and fulfilling one. | | Through the partnership training will be offered on safeguarding. |
| Corporate Parenting | n/a | | |

5. What evidence and data has informed the development of your proposal?

Since the 2001 census there has been an increase of approximately 30,000 carers in Wales with higher levels of unpaid care in Wales than in England. In 2011, more than 12% of the population in Wales were providing the same level of care that than provided in England. Monmouthshire saw the greatest percentage increase of carers in 2011 census rising by 11.2%.

Monmouthshire is the most rural county in south east Wales, with an approximate population of 91,300 people. Monmouthshire has an aging yet low teenage population, and with more planned housing developments the overall population will rise. We do not know the true number of carers in Monmouthshire, however in the 2011 Census 11,491 people in the county identified themselves as a carer. Monmouthshire's carers register currently has 900 carers (Jan 2016). Over 10 years this figure has risen by 350% ie 200 carers in 2006 to 900 carers (GAVO currently hold the carers register which is Monmouthshire's Performance Indicator for carers). With an aging population demographic in Monmouthshire the number of carers will continue to grow, presenting their own complex health needs whilst supporting those with complex health needs too.

The average age of a carer in Monmouthshire who receives respite support is 77 (monitoring information from Carers Trust & Age Cymru Gwent). The majority of the time they are supporting someone within the family. Carers are falling into the aging population category and those aged 70 plus see the greatest increase and projected increase in the number of hours of care they provide. Dementia and Alzheimers is the predominant condition that carers are providing support for. Carers are also providing support for a number of complex needs especially for those supporting someone with mental health problems.

Parent carers ie those looking after someone under the age of 18 receive less support services as a carer, as the needs of the child are supported by the Children with Disabilities Team, yet the needs of the adult cannot be supported in their entirety by the Children's team. The strategy looks to address the anomalies within the current internal configuration of services, to allow equal access for support.

The strategy is a result of consultation with carers, who agreed the 8 main themes that were of most importance to them as a carer. 900 carers were invited to the engagement event circa 70 attended, and the draft strategy has been circulated to 900 carers during the consulatation period.

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

In collaboration with carers and partners Monmouthshire County Council will use the key themes as their action plan. For some themes there is already work underway, for others this strategy will be the starting point. The Carers Strategy Group will work together on common and shared objectives, for other themes the Monmouthshire Carers Project will work with carers, carers groups and partner organisations. This strategy is the tool by which we can ensure the carers voice is heard to instigate change, action and improvement for the lives of carers.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

| What are you going to do | When are you going to do it? | Who is responsible | Progress |
|--------------------------|------------------------------|--------------------|----------|
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8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

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| The impacts of this proposal will be evaluated on: | 31 st March 2017 31 st March 2018 31 st March 2019 |
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

| Version No. | Decision making stage | Date considered | Brief description of any amendments made following consideration |
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| | <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinet etc</i> | | <i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i> |