

<b>Report to:</b>	<b>EXECUTIVE CABINET</b>
<b>Date:</b>	22 November 2023
<b>Executive Member:</b>	Councillor John Taylor – Executive Member (Adult Social Care, Homelessness and Inclusivity)
<b>Reporting Officer:</b>	Stephanie Butterworth – Director of Adult Services
<b>Subject:</b>	<b>TAMESIDE CARERS STRATEGY 2024-27</b>
<b>Report Summary:</b>	<p>This report seeks approval to adopt a new Tameside Carers Strategy 2024-27 following the engagement with key stakeholders and a final period of consultation.</p> <p>The Tameside Carers Strategy sets out the vision and priorities based on what people told us mattered to them. These are:</p> <ul style="list-style-type: none"> <li>• Identifying and Recognising Carers</li> <li>• Carers as real and expert partners</li> <li>• Supporting Carers to stay healthy and well</li> <li>• Getting the right help at the right time</li> <li>• Younger Carers</li> <li>• Carers in/into employment and training</li> </ul>
<b>Recommendations:</b>	<p>That Executive Cabinet APPROVES:</p> <ul style="list-style-type: none"> <li>• The adoption and publication of the Tameside Carers Strategy 2024-27</li> </ul>
<b>Corporate Plan:</b>	<p>The proposals align with the Living Well, Working Well and Ageing Well programmes for action.</p> <p>The service links into the Council's priorities:</p> <ul style="list-style-type: none"> <li>• Help people to live independent lifestyles supported by responsible communities.</li> <li>• Improve Health and wellbeing of residents</li> <li>• Protect the most vulnerable</li> </ul> <p>Also links to the Public Health Plan – Building Back Fairer, Equalities Strategy, and Tackling Poverty Strategy.</p>
<b>Policy Implications:</b>	<p>People at the Heart of Care lays out a 10 year strategy to include all those who interact with social care not just those accessing direct services that have been identified as having eligible needs under the Care Act 2014 or assessed as requiring preventative services to delay eligibility and entrance to eligible services.</p> <p>This Strategy will be fundamental to local delivery against the Reform White Paper.</p> <p>In May 2023, the Carer's Leave Bill, gained Royal Assent and became the Carer's Leave Act meaning it will become law in future.</p>
<b>Financial Implications:</b> <b>(Authorised by the</b>	<p>There are no direct financial implications arising from this report. Any financial implications contained in the action plans</p>

**statutory Section 151  
Officer & Chief Finance  
Officer)**

within the strategy will be accommodated within Adult Social Care existing revenue budgets or included within the Medium Term Financial Plan. Where actions require additional investment over and above existing resources, separate decisions will be required. Any use of resources arising from decisions linked to the Tameside Adults Carers Strategy will represent good value, drive efficiency and will deliver effective outcomes for the residents of Tameside.

**Legal Implications:  
(Authorised by the  
Borough Solicitor)**

The service has undertaken a consultation process with key stakeholders as set out in the main body of the report in order to inform the final version of the Strategy.

The Strategy sets out and supports the Council's statutory duties particularly in relation to the Care Act 2014, the Equality Act 2010 and the Future Care Leavers Act 2023.


**Risk Management:**

Risks will be identified and managed by the appropriate officers through the Directorate Risk Register and Delivery Plans.

**Background Papers:**


The background papers relating to this report can be inspected by  
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## 1. INTRODUCTION

- 1.1 Following a period of engagement and consultation, we have developed a new Tameside Carers Strategy (Appendix 1) to set out the vision and priorities for 2024-2027. It demonstrates our commitment to supporting carers, while they support their loved ones.
- 1.2 For the purposes of this strategy and report, a carer is somebody who cares, unpaid, for a friend or family member who, due to illness, disability, a mental health problem, or an addiction, and cannot cope without their support. They are sometimes referred to as unpaid or informal carers.
- 1.3 As a society, in the last three years we have encountered unprecedented times due to the pandemic and cost of living crisis. These issues have both had a significant impact on carers and their caring role, with a significant increase in the number of carers across the UK.
- 1.4 This has been recognised through the publication of the People at the Heart of Care<sup>1</sup> adult social 10-year strategy which places a focus on the role of carers and the expectations of local authorities to continue to recognise, value and provide the right support for carers considering the recovery from pandemic and future needs.
- 1.5 In May 2023, the Carer's Leave Bill, gained Royal Assent<sup>2</sup> and became the Carer's Leave Act meaning it will become law in future. Carers in employment is a key priority within the strategy.
- 1.6 Our Tameside Carers Strategy takes into account all the challenges and expectations above, and ensuring the voice of carers is central to this strategy, and it is co-produced by carers, for carers. The strategy provides the strategic context to drive future commissioning, care management and our role in the integration of health and social care.

## 2. BACKGROUND AND NATIONAL CONTEXT

- 2.1 There have been many national studies and reports in recent years shining a light on carers due to the pandemic, the cost-of-living crisis and forecasting future direction that we have drawn upon in the development of this strategy. The Office for National Statistics<sup>3</sup>, Carers UK, Carers Trust and the Department of Health and Social Care have been leading on providing evidence to support national action. Some of the headlines are provided below:
  - There are currently around 4.7 million Carers in England, as evidenced through the 2021 Census. This equates to 8.9% of the resident population.
  - 10.3% of females provided unpaid care compared with 7.6% of males
  - The highest percentage of unpaid carers was in individuals aged between 55 and 59 years for females and between 60 and 64 years for males.
  - Carers contribute a staggering £162 billion a year to the economy - and £193 billion during the pandemic - due to taking on the role of the Carer<sup>4</sup>.
- 2.2 An Equalities Impact Assessment (EIA) has been undertaken on the impact of carers in

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<sup>1</sup> <https://www.gov.uk/government/publications/people-at-the-heart-of-care-adult-social-care-reform-white-paper/people-at-the-heart-of-care-adult-social-care-reform>

<sup>2</sup> [Carer's Leave Act 2023 - Parliamentary Bills - UK Parliament](#)

<sup>3</sup> Office for National Statistics (ONS), released 13 February 2023, ONS website, article [Unpaid care by age, sex and deprivation, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

<sup>4</sup> [Key facts and figures | Carers UK](#)

Tameside and is attached in Appendix 2. This is key to understanding the impact on local carers in Tameside, and ensuring our strategy addresses the needs of our local population.

### **3. FUTURE CARERS LEAVE ACT 2023 – RIGHT TO CARERS LEAVE**

- 3.1 In May 2023, the Carer's Leave Bill, gained Royal Assent and became the Carer's Leave Act meaning it will become law in future.
- 3.2 The Act will help support unpaid carers to remain in work alongside their unpaid caring responsibilities – and, given the current cost-of-living crisis, there has never been a more important time to do so.
- 3.3 Although the ultimate goal remains up to 10 days' paid leave from work for all carers in employment, Carers UK believes unpaid leave will deliver a number of different benefits relating to increased productivity, savings from decreased unplanned absences, particularly offering support to women, improved finances for carers and allowing carers to stay in work.<sup>5</sup>
- 3.4 The Act will:
  - Give rights to at least 2 million employees who are carers.
  - Prompt employers to whom this applied to think about their employees with caring responsibilities, and for many, create carer-related policies for the first time.
  - Mean that more forward-looking employers will go further than the legislation required and introduce paid Carer's Leave, to help them stay ahead with recruitment.
  - Support carers' health and wellbeing. Research shows that having a supportive employer and the ability to take time off work to provide care (Carer's Leave) can help to mitigate the pressures carers face.
- 3.5 The Act is not yet enforced, but we will keep abreast of the emerging context and ensure that it is enacted in Tameside.

### **4. PREVIOUS CARERS STRATEGY 2019-2022**

- 4.1 Delivery of the previous 2019-2022 Carers Strategy was impacted by the pandemic. Carers were prioritised during this time and the focus shifted to recognising Carers as an 'essential' workforce, in terms of the JCVI Green Book definition. Adult Services did not wait on national guidance, and quickly mobilised and adapted Carers Services to prioritise the local support on offer.
- 4.2 The fundamental aspects of delivery were providing Carers with access to PPE, Covid-19 vaccinations, letters to enable them to have dedicated shopping time at supermarkets, support with medication, delivery of food parcels where required, and updating their contingency plans.
- 4.3 Supporting Carers to maintain their mental wellbeing was paramount and welfare calls, virtual drop-ins and virtual assessments were put in place, as well as signposting to mental health support in Tameside and across Greater Manchester.
- 4.4 In this way, our commitment to the previous strategy remained as we were able to provide the right help at the right time, recognising the role of carers and their expertise, and working

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<sup>5</sup> [Right to Carer's Leave | Carers UK](#)

with key partners to support Carers.

## 5. APPROACH TO EVIDENCE AND CO-PRODUCTION

5.1 The Carers Service engaged and consulted with Carers in a variety of ways about their experiences of their caring role and the support that was on offer to them, and the people that they care for.

5.2 The following engagement and consultation activity was undertaken to inform the development of this strategy:

- Engaged with carers on Carers Rights Day 2022, Carers Week 2022 and Carers Week 2023. 70 Carers took part in these. Carers completed feedback forms to tell us what they wanted from the service and to rate the carers 'I statements'.
- Feedback forms have been developed ask carers 'how we did' and 'what do Carers want from our service'. These are embedded in the services and carers are regularly encouraged to complete these on a day-to-day basis.
- The Corporate Policy Team was able to aid the development of this strategy by sharing support from a research company they had commissioned to develop the Tackling Poverty Strategy. DJS, a Stockport based research organisation, conducted a series of focus groups and in-depth interviews with carers to understand the impacts and priorities that carers face in their lives.

Fieldwork	Overview
<b>Four Group Discussions</b> (90minutes each in person, in Tameside)	<ul style="list-style-type: none"> <li>Group one – 16-34 year olds</li> <li>Group two - 34-64 year olds (with family at home)</li> <li>Group three – 65+</li> <li>Group four – 34-64 year olds (without family at home)</li> </ul>
<b>Eight Depth Interviews</b> (30-45 minutes each by telephone)	<ul style="list-style-type: none"> <li>Mix of ages, from 30 to 75</li> <li>Half with mobility issues or learning disabilities</li> <li>Mix of pre-family, younger family, older family and empty nesters</li> </ul>

- The Big Conversation – after hearing about carer's views, we grouped the responses and distinct themes were clearly identified. We then formally consulted with people (12 June – 28 July 2023) to check back that we had captured their views accurately, whether they agreed with the vision for the future and if there was anything we missed. A total of 75 responses were received.
- Of those who responded, 81.3% agreed with the Vision and most agreed with the key priorities:

Theme	Do you agree this is the right area of focus? (Yes)
Identifying and recognising carers	96%
Supporting Carers to stay healthy and well	98%
Carers as real and expert partners	100%

Getting the right help at the right time	96%
Younger Carers	92%
Carers in/into employment	92%

- The Tameside Carers Forum was reinvigorated in 2023, empowering Carers to have a voice in the service and tell us about the priorities for Carers. The Carers Forum have met 3 times throughout 2023 to discuss the Carers Strategy and how caring impacts them. They agreed that the priorities were accurately captured.

5.3 In addition, we have utilised the analysis of adult social care data and information available to us:

- National Indicator sets such as ASCOF Indicators, SALT returns, Carers Surveys, and those mentioned in section 2 of this report,
- Regional benchmarking across the GM Adult Social Care Transformation Programme and NW ADASS Programmes of work,
- Tameside local performance data which is currently being reviewed to improve data capturing of carers.

## 6. NEXT STEPS

- 6.1 Following the adoption of the Tameside Carers Strategy 2024 – 2027 by Executive Cabinet, it will be published on the Tameside Council Adult Social Care website pages, circulated to key partners and shared with all Adults Services staff.
- 6.2 A Strategy launch will take place in between January-March at the most appropriate time, taking into consideration winter pressures to manage capacity and demand ensuring maximum impact of the launch. The dedicated Adults Senior Information and Access to Service Communications Officer will oversee the development of media and communications to deliver this.
- 6.3 A Carers Strategy Delivery Plan and Outcomes Framework will be developed, and progress measured on a quarterly basis within the Directorate. At the end of each year, we will report back to Carers, the general public and partner agencies reporting progress and performance. We will do this using our website, social media, and our Carers newsletter the 'signpost'.
- 6.4 We will continue to check with carers how we are performing, asking about their experiences of caring and co-producing key pieces of work.
- 6.5 Updates will be provided to the Lead Executive Member and Health and Wellbeing Board as appropriate.

## 7. RECOMMENDATION

- 7.1 As set out at the front of the report.