

DECISION-MAKER:	SCRUTINY INQUIRY PANEL
SUBJECT:	CARER FRIENDLY SOUTHAMPTON – SUPPORT IN EDUCATION AND WORK
DATE OF DECISION:	28 JANUARY 2021
REPORT OF:	DIRECTOR – LEGAL AND BUSINESS OPERATIONS

<u>CONTACT DETAILS</u>				
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STATEMENT OF CONFIDENTIALITY		
None		
BRIEF SUMMARY		
In a change to the inquiry plan, reflecting the pressure being placed on health and care services in Southampton by the Coronavirus, for the fifth meeting of the ‘Carer Friendly Southampton Inquiry’ the Panel will be considering issues related to helping carers stay in, enter or return to work, education and training.		
RECOMMENDATIONS:		
	(i)	The Panel is recommended to consider the comments made by the invited guests and use the information provided as evidence in the review.
REASONS FOR REPORT RECOMMENDATIONS		
1.	To enable the Panel to compile a file of evidence in order to formulate findings and recommendations at the end of the review process.	
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED		
2.	None.	
DETAIL (Including consultation carried out)		
3.	The inquiry plan had identified the fifth meeting as an opportunity to consider support to carers, in particular access to health and social care services in the caring role, and support and training for a carer.	
4.	The demand on health and care services, caused by the rise in Covid infections, has required the inquiry plan to be reconsidered. The meeting will now focus on helping carers stay in, enter or return to work, education and training.	
	Supporting Carers in Work and Education	

5.	According to the 2011 Census there were 3 million working unpaid carers in the UK. A 2019 Carers UK report, ' <i>Juggling Work and Unpaid Care</i> ', identifies that this figure may have risen to 4.87 million. This is 1 in 7 of all workers.
6.	Juggling work and care can be very challenging. Indeed, the Carers UK report indicates that the number giving up work to care has increased from 2.3 million in 2013 to 2.6 million in 2019. Nearly half a million people (468,000) have given up work over the past two years as a result of caring. This equates to around 600 people every day. Those over the age of 45 were most likely to have given up work to provide care.
7.	<p>When reflecting on helping carers stay in, enter or return to work, education and training the NICE Guideline Supporting Adult Carers, published in January 2020, recommends that:</p> <p>Advice and support</p> <ul style="list-style-type: none"> ○ Local authorities should ensure carers have access to tailored advice about balancing work, education or training with caring, including associated benefits and welfare advice. ○ Services providing welfare rights advice or back-to-work or education training should develop a good understanding of carer needs, for example by appointing a named carer champion who can provide knowledgeable, expert advice and train other practitioners in the service. ○ Services providing welfare rights advice or back-to-work or education training should help carers recognise that the skills they have gained through caring are transferable, and support them to describe their skills in a way that will appeal to employers. ○ Workplaces should make information available to their staff about ways in which they can support employees who need to balance caring responsibilities with work. <p>Flexibilities to support employment</p> <ul style="list-style-type: none"> ○ Practitioners should encourage carers to discuss supportive working arrangements with their employers, including adjustments to make caring possible. Examples might include flexible hours, fixed hours or shifts, carers' leave, permission to use a mobile phone, technology to allow flexible working, or providing a private space to take personal calls. ○ Workplaces should offer flexible working arrangements to enable staff to balance caring responsibilities with work, and other initiatives that support mental wellbeing for carers in line with the NICE guidelines on workplace health and mental wellbeing at work. ○ Workplaces should ensure that staff with caring responsibilities have equal access to career development. At a minimum, workplaces must meet the requirements set out in the Equality Act 2010 in relation to people with caring responsibilities. ○ Health and social care organisations should offer flexibility when arranging appointments for working carers and the person they care for. Examples include workplace surgeries, carer appointments outside of office hours, digital access and telephone appointments. ○ Carer support services should work closely with employers and employee assistance programmes to make advice and information for carers available within the workplace.

8.	Carers UK have developed the Carer Confident benchmarking scheme to support employers to build a positive and inclusive workplace for staff who are, or will become, carers and to make the most of the talents that carers can bring to the workforce. A leaflet on the initiative, produced by Carers UK, is attached as Appendix 1.
	Young Carers Education
9.	Juggling education and care can be equally challenging. At the inaugural meeting of the inquiry the No Limits presentation referenced the following facts from the 2013 report by The Children's Society: <i>'Hidden from View'</i> . <ul style="list-style-type: none"> • Young carers have significantly lower attainment at GCSE. The equivalent of nine grades lower overall than their peers. • Young carers are more likely than the national average to be NEET; more likely to be persistently NEET over 2 years; more likely to be in lower paid jobs than their peers in their early 20s.
10.	Research has also identified that 27% of young carers (aged 11–15) miss school or experience educational difficulties. This figure is 40% where children care for a relative with drug or alcohol problems (Dearden & Becker 2004).
11.	To provide a carers perspective on the issues the Panel will hear from carers about their experiences related to staying in, entering or returning to work, education and training.
12.	Following the insight from carers a number of guests have been invited to provide the Panel with information on the issues: <ul style="list-style-type: none"> • Anna Jacklin - Young Carers Participation Worker (Include Service), The Children's Society National best practice for young carers • Lee Culhane - Young Carers Schools Programme, Hampshire Young Carers Alliance • Charlie Dormehl & a 6th form student - Kings Edwards VI School, Southampton Local best practice and gaps in provision • Madeleine Starr, Director of Business Development & Innovation, Katherine Wilson, Head of Employers for Carers, Carers UK National Best Practice including the Carer Confident Scheme • Katie Cope - HR Advisory Manager, Southampton City Council The support offered to carers who are City Council employees.
13.	The invited guests will take questions from the Panel relating to the evidence provided. Copies of any presentations will be made available to the Panel.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue/Property/Other</u>	
14.	None
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
15.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.

<u>Other Legal Implications:</u>		
16.	None	
RISK MANAGEMENT IMPLICATIONS		
17.	None	
POLICY FRAMEWORK IMPLICATIONS		
18.	None	
KEY DECISION?		
		No
WARDS/COMMUNITIES AFFECTED:		None
<u>SUPPORTING DOCUMENTATION</u>		
Appendices		
1.	Carers UK – Carer Confident Leaflet	
Documents In Members' Rooms		
1.	None	
Equality Impact Assessment		
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?		No
Data Protection Impact Assessment		
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?		No
Other Background documents available for inspection at:		
Title of Background Paper(s)		Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None	