

Appendix A - Carers in Harrow - Joint Action Plan 2018 - 2021

Priority	Activity	Measures of success	Lead	Timescale	Actions / Comments		Working Group	RAG Status
1 Identification and Recognition								
1.1	Training to: a) improve identification b) understand the impact of caring on the carer c) recognise carers expertise d) pathways for support e) mental health awareness	Training of practitoners within a) Adult Social Care b) Children's Services (inlcuding SEN & CYAD c) Health d) Education e) Housing f) Police g) Voluntary Sector	A) Practitioners are able to identify and make approporate referrals for assessment/support. B) Practitoners understand the impact caring has on the carer and is able to adapt their working practice to meet these needs. C) Practitoners involved in the Cared For person are able to identify and signpost Carers for support. D) There is an increase in the identification of young carers E) Carers report through the Carers survey that they feel that they are having their expertise recognised by services	Adult Social Care Manager Head of Service - Early Suupport Service Health Commissioner	2018-19 - 2019-20	The Children's Society and Young Adult Carers delivered young carers training across Harrow and Brent in 2018. A total of 10 sessions were delivered to 127 practitioners from the LA, Police, Housing and the Voluntary Sector. Training, Support and the development and access to toolkits to support Schools took place during 2017-18. Training of Practitioners within Health is being reviewed (2018-19) Training Needs Analysis of Adult Social Care staff to be carried out in 2018-19 Training Needs Analysis of Housing staff to be carried out in 2019-20 On-line training to be promoted through Designated School Leads and SENCO Forum	Training Group Adult Social Care Manager Head of Service Early Support CYAD representative Health Commissioner Voluntary Sector Housing Public Health Consultant	
1.2	A Whole Family approach in line with the Care Act 2014 is adopted when carrying out assessments to identify all those providing a caring role within the family and ensure their needs are considered and met	Review carers assessments process and delivery	A) Carers (including young carers) are identified during a Service User and/or Adult Carers assessment B) Young carers assessments identify needs and appropriate support is put in place C) Adult Carers and Service User's statutory assessments are carried out with a Whole Family Approach	Adult Social Care Manager Head of Service - Early Suupport Service Health Commissioner	2018-19 - 2020-21	Upon completion of the restrutures that have recently taken place within Adult Social Care and Children's Services the carers assessment process and delivery will be reviewd	Assessment Group Adult Social Care Manager Head of Service Early Years CYAD representative Health Commissioner Adult MentalHealth	
1.3		Council and Adult Mental Health staff identify carers and offer statutory assessments	Positive feedback is received from service users, carers and professionals	Adult Social Care Manager	2018-19 - 2019-20		Integrated Care Pathways Group Adult Siocial Care Manager Health Commissioner	
1.4	Improved recording of a young carer	Review curent Adult and Children's Services recording		Head of Service, Early Support Services	2018-19 - 2019-20	A review of the recording of young carers within Children's Services has commenced	LA Data Recording Group Head of Services, Early Support CYAD representative Health Commissioner LA Business Intelligence LA Messaie representative	
		Review currnet recording framework within Health provision (GP's, Mental Health)	Improved recording of young carers	Health Commissioner	2018-19 - 2019-20		Health Data Recording Group Health Commissioner Mental Health representative GP representative	

2. Releasing and Realising Potential								
2.1	Young Carers have the opportunity to access further education and employment opportunities	A) Educational settings have systems in place to support young carers to reduce impact on educational attainment and attendance. B) Educational establishments have young carer policies and processes in place. C) Educational establishments have a named Young Carer lead D) Early Support Services ensure young carers have access to employment support provision	A) Young Carers report that they feel supported in School and have a person they can approach for support and advice B) Early Support Hubs target young carer engagement in activities to reduce isolation and provide access to employment support e.g. CV writing to improve employability	Head of Service Early Support	2018-19 - 2020-21	A review to be carried out with schools via the SENCO forum to establish the number of schools who have support, policies and processes in place to support young carers The development of a template for Young Carers Policies to be explored		
2.2	Carers have the opportunity to access volunteering and employment opportunities	A) Provision of support for Cared For to enable those Carers who wish to go to work to do so B) Signposting to on-line volunteering opportunity sites such as 'Do It' and 'Reach' C) Voluntary Sector programmes to support carers to access employment through CV writing, interview skills etc. and volunteering opportunities	A) Carers report that they have the opportunity to access employment, volunteering	Harrow Carers Harrow Mencap	2018-19 - 2020-21		Volunteering/Employment Group Harrow Carers Harrow Mencap Head of Service, Early Support Adult Social Care Manager CYAD representative	
3. A Life Outside Caring								
3.1	Carers are supported to access activities and opportunities outside their caring role.	A) Early Support Services ensure that young carers are included in out of school activities and holiday provision B) Education settings ensure young carers are able to access school educational and social activities. C) Respite services and activities are provided in the Community for Adult Carers D) Further develop the benefits of social prescribing for all areas of carers	A) Young Carers access universal services in and out of School B) Support packages for the cared for person take into account the Carer's need for respite C) GP's inform young carers school of their status	Head of Service, Early Support Adult Social Care Manager	2018-19 - 2020-21		Activities Group Hhead of Service Early Support Adult Scoial Care Manager Health Commissioner Harrow Carers Harrow Mencap	
4. Supporting Carers to Stay Healthy								
4.1	Improve access to community health initiatives	A) Health promotion information and advice for smoking cessation, sexual health, exercise, substance and alcohol abuse, and wellbeing initiatives are available, suitable and clear. B) Training, Information and Advice and Activities are delivered within the community C) Carer health checks are carried out D) Carers are considered a priority group for flu vaccination	People are aware of and are able to access health promotion initiatives to improve general health and wellbeing.	Health Commissioner	2018-19 - 2020-21		Community Health Group Health Commissioner Harrow Carers Harrow Mencap Public Health Consultant	