

Translating 'Caring Together' ...

We recognise carers as **equal partners** in the delivery of care in Scotland and fully acknowledge carers' expertise, knowledge and the quality of care they give.

(Forward, Page 3)

- How is it different from being a 'key partner'?
- What does an equal partnership mean?
- Are carers equal partners?
- What do we need to give us equality?

Translating ...

COMMUNITY CARE AND HEALTH (SCOTLAND) ACT 2002

The fundamental principle underlying the new provisions is that carers should be recognised and treated as **key partners** in providing care.

The recognition of carers as partners rather than service users should underpin all support given to carers and the people they care for.



Translating Key Partners...

- Care for Carers to assist them to be recognised, maintain their own health, and enable choices
- Information to enable a care partnership to exist
- Carer involvement in the planning and provision of services

“ *I was beginning to feel under extreme strain with my caring role. It was feeling like the more I did, the more they expected me to continue to do. When I phoned Homecare to get extra support to help with my mothers increasing care needs. I felt I had been slapped in the face when they said families would just need to do more.* ”

Translating 'Equal Partners' ...

Carers are **equal partners** in the planning and delivery of care and support. (Headline Message, Page 6)

There will be a clear emphasis on treating carers as **equal and expert partners** with knowledge and experience, especially about the person they care for. (Page 50)

Health and social care staff should...commit to engage with carers as **equal and expert partners** in the design and delivery of health and social care services. (Page 85)

Our shared vision is a society in which:

- Carers are recognised and valued as **equal** partners in care.
- Carers are supported and empowered to manage their caring responsibilities with confidence and in good health and to have a life of their own outside of caring.
- Carers are fully engaged as participants in the planning and development of their own personalised, high-quality, flexible support and are not shoe-horned into unsuitable support. The same principle applies to carers' involvement in the services provided to the people they care for.
- **Carers are not disadvantaged, or discriminated against, by virtue of being a carer.**

(Page 20)

Translating The Equalities Act ...

If you're looking after someone who is elderly or disabled, the law will now protect you against direct discrimination or harassment because of your caring responsibilities.

This is because you're now counted as being 'associated' with someone who is protected by the law because of their age or disability.



Equalities Act – Access to Services

You are also protected if:

- You are being discouraged from using a service because you care for someone who is disabled
- It is made impossible for you to use a facility because you look after someone who is disabled
- You are provided with a worse service than someone else who isn't caring for a disabled person.

You are also protected from:

- Harassment & Victimisation



But...!

“ *I had surgery but once home the wound got infected and required to be dressed daily, but my mother has dementia and I couldn't leave her alone to go to the surgery.*

I was told I wasn't eligible for a district nurse to visit me at home... ”

True Partnership ?

- **National Minimum Wage**

£5.93 per hour compared to £1.54 on Carers Allowance

- **Working Time Regulations**

A 48-hour limit with rest breaks, an uninterrupted 24 hours clear of work each week, 28 days paid leave

“ *My new boss asked me why I had taken so much time off. When I explained about my son's needs, he said other people here have responsibilities too and they manage. I'm now really scared to take anymore time off in case I lose my job, but I have to...* ”

Equal Partners ?

- **Access to Equipment**
- **Protection & Safety**
- **Access to Information**
- **Access to Training**

“ *My husband was very confused in hospital, which meant he was aggressive and tried to leave the ward. The nurses told me I would have to take him home as it took two nurses to handle him and they did not have enough staff. I am 87 years old and partially sighted, I wondered how they thought I would manage?* ”

“ *How can I help support my son when people working with him will not tell me what's going on. I need to know what's wrong with him, and how best to help him but they say they can't speak to me...* ”

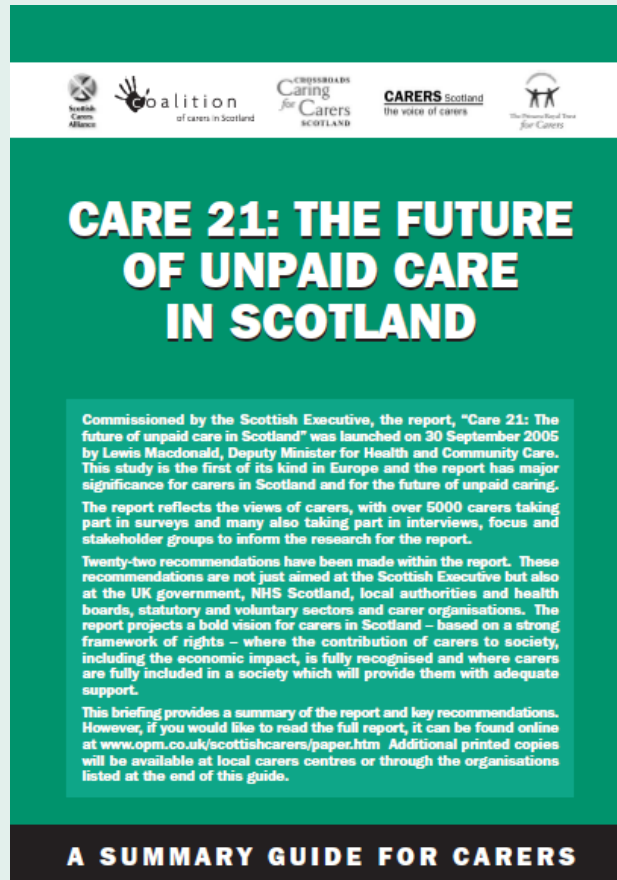
Inequalities

- Unequal in Consideration
- Unequal in Access
- Unequal in Risk

- Discrimination on the grounds of age, ethnicity, gender, disability, sexual orientation or religion
- Socio-economic
- Geography
- Perceived Stigmas relating to Care Conditions

“ *Living with illness is a full-time job... You appear to cope but don't realise the toll it is taking. I became mentally and physically worn out – I was tired all the time and wanted to run away, but loving him so much meant I never gave in.* ”

The Carers Rights Charter?



- The right to social security and to economic, social and cultural rights.
- The right to work, to free choice of employment, to conditions, equal pay for equal work, to just and favourable conditions of work and to protection against unemployment.
- The right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
- The right to a standard of living adequate for health and wellbeing.
- The right to training and education
- The right to participate in culture, arts and science and benefit from them.
- The right to take part in governance and to access services.