

INVESTMENT, OUTCOMES AND GOVERNANCE CABINET MEMBER

4 July 2023

1 **INTRODUCTION OF A CARER SUPPORT PLAN** – The Director: Economy and Environment submitted a report seeking approval for a new Carer Support Plan.

Being a carer meant providing unpaid support to a friend or family member who, due to frailty, illness, disability, a mental health issue or substance misuse problem, could not cope without the support. The care could be personal, emotional, practical, or supervisory.

The Care Act 2014 recognised the equal importance of supporting carers and the people they cared for. This meant that more carers could have an assessment in their own right and be supported to continue in their caring role.

It was estimated that one in seven people of working age was likely to be a carer and there were over 19,000 carers in North Lincolnshire – potentially affecting many of the council's employees. Employees may struggle to balance their work and caring responsibilities and often feel they must make a choice between the two. Caring for someone could be physically exhausting and emotionally stressful which could lead to feeling unsupported and isolated. This may have a negative emotional impact to the employee's ability to manage their work/life balance and mental wellbeing.

The North Lincolnshire Council Plan set out the priority of 'keeping people safe and well'. Carers played a vital role in the council's communities, providing essential care to those who needed help and support with daily living. The carers themselves needed support to look after their own health, wellbeing and employment potential. Supporting employees to balance work with their caring role could contribute to people in the community remaining as independent as possible, and living well, for longer.

The North Lincolnshire Carers' Strategy identified the priorities for all carers to ensure they were given the recognition and support they required to continue in their caring roles.

The Carer Support Plan was a tool designed to support employees with caring responsibilities. It encouraged an open conversation between employees and their manager to identify specific needs and potential support, to enable the employee to combine work and their caring role.

Resolved – That the Carer Support Plan be approved.