

North Lanarkshire Council Report

Adult Care and Social Work Committee

Does this report require to be approved? Yes No

Ref MD/MB

Date

19/05/26

Supporting Resilience across our Communities: Unpaid Carers

From Morag Dendy, Chief Officer (Performance, Planning & Quality Assurance)

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Executive Summary

Recent Ministerial communication (Appendix 1) regarding support for unpaid carers highlighted that unpaid carers save Scotland £12.8 billion per year in social care costs, along with a further £320 million in health care costs, amounting to £13.1 billion annually. It was highlighted that by 2022-23, funding for services for both adult and young carers was £88.4 million higher than in 2017-18. Subsequent social care uplifts applied across all social care provision, including support for unpaid carers under the Carers (Scotland) Act 2016. It was stressed that resources to implement the Carers (Scotland) Act 2016 must be allocated in full towards providing support for unpaid carers, including young carers.

One of the four priorities of the Scottish Spending Review 2026 is to ensure high quality and sustainable public services. We have an ongoing commitment to supporting unpaid carers in an affordable and sustainable way within our communities. Our approach focuses on promoting resilience through independence, self-help, enablement, choice, and control, using an assets and strengths-based approach. We also seek to ensure that a preventative approach is embedded, and that anticipatory and emergency planning has been considered to:

- Prevent problems from arising in the first place by addressing the root causes of the problem.
- Stop emerging problems from becoming more serious through early identification and intervention.

This approach helps reduce the risk of, or need for, later, more significant interventions to address or reduce the impact of problems that have already occurred. This also reduces the risk where crisis led planning, which, whilst hopefully dealing with the immediate impact of harmful outcomes, often does little, if anything, to reduce the chance of crisis happening again in future. Our shared approach, involving unpaid carer lived experience, business intelligence and professional knowledge and expertise is a whole system approach to getting it right for everyone.

The national State of Caring, published March 2025, presents a concerning picture. Engagement with unpaid carers demonstrated that the local experience is more positive than the national picture but highlighted that we still have much to do. This paper sets out proposals for use of the remaining Carers (Scotland) Act 2016 Implementation Funding held locally.

Recommendations

It is recommended that the Adult Care and Social Work Committee:

- (1) Endorse the proposals to support unpaid carers.
 - (2) Note the content of the Report.
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The Plan for North Lanarkshire

Priority	Improve the health and wellbeing of our communities
Ambition statement	(13) Improve preventative approaches including self-management and giving people information and choice over supports and services
Programme of Work	Resilient People

1. Background

1.1 Supporting unpaid carers is an essential requirement within the wider health, social work, and social care landscape.

1.1.1 This involves:

- Supporting unpaid carer engagement and participation
- The provision of information, advice and signposting to unpaid carers
- Promoting self-help as a first option so that people, including unpaid carers, are to help themselves
- Providing support to unpaid carers as a means of prevention or early intervention
- Facilitating preventative, anticipatory or emergency planning, thus lessening impact on statutory services.
- Ensuring that carer advocacy and carer representation\campaigning support is available

1.2 Our approach helps meet statutory obligations set out in:

- The Carers (Scotland) Act 2016 (which increased carers rights and enshrined these in law.)
- The Social Care (Self Directed Support) Scotland Act 2013. (This gave people requiring support significantly greater choice and control around how they chose to be supported and the way in which support is delivered.)
- The Community Empowerment (Scotland) Act 2015 (which aimed to empower communities by giving them more control over local decisions, land, and resources, enhancing their ability to influence public services.)
- The Equality Act 2010 (specifically the public sector equality duty, where Scottish public authorities must have due regard to the need to: eliminate unlawful discrimination; advance equality of opportunity; foster good relations.)
- The Community Wealth Building Bill (aimed at ensuring that wealth is generated, retained, and circulated within communities) (Scottish Govt, March 2025)

- 1.3 Members will recall previously agreeing investment in CVS organisations to support unpaid carers, identified through a procurement exercise, at the Adult Care and Social Work Committee on 12 November 2024. There are strong and established partnership working arrangements in place with five commissioned carer focused organisations.
- Action For Children Young Carers Project North Lanarkshire
 - Alzheimer’s Scotland
 - Getting Better Together (GBT)
 - Lanarkshire Carers
 - North Lanarkshire Carers Together (NLCT)
- 1.4 Each of these organisations has a distinct role and focus, as carers are not one homogenous group, with caring roles encompassing a range of need: for example, children with Additional Support Needs, adults with age related needs, people with neurological conditions, disability or sensory impairment or poor mental health. Often, carers have support needs in their own right, such as older citizens caring for a spouse or partner.
- 1.5 This range of caring related need is reflected across the much wider Carer Support Network, facilitated by NLCT which comprises of community and voluntary sector organisations (CVS) who have a carer focus or remit, with some of these organisations in receipt of funding from NLC, whilst others are funded through CVS funding streams or external funders. All of these organisations have a role in enabling and delivering a resilience-based approach to supporting carers, and in providing the supportive infrastructure that facilitates it.
- 1.6 A consortium led by North Lanarkshire Disability Forum (NLDF) and involving Lanarkshire Links and Voice of Experience was the successful bidder in the tender aimed at furthering the intent set out in the Engagement and Participation Strategy 2024- 2027. NLDF has helped broaden reach to unpaid carers within sectors of the North Lanarkshire population that we previously found difficult to engage with.
- 1.7 Voluntary Action North Lanarkshire (VANL) continue as the third sector interface across North Lanarkshire and manages the Community Solutions programme. Community Solutions has a focus on local activity, through the Community and Voluntary Sector (CVS), aimed at pro-active early interventions and preventative approaches, which in turn promote self-help, independence, choice, and control, and reduce demand and need for statutory service involvement. A range of organisations within the Community Solutions programme have a focus on unpaid carers.
- 1.8 Engagement and participation activities focused on unpaid carers continue to support the development of plans and strategies, informs investment, and contributes to supporting resilience, positively impacting on improving equity, reducing reliance and demand on statutory sector provision, and improving health outcomes across North Lanarkshire.
- 1.9 Alongside this, community hubs, in line with the Council’s approved strategy and programme of work, function as a gateway, signposting (where appropriate) offering preventative approaches and facilitating early intervention and targeted approaches, based on local needs.

- 2.1 This report appraises Members on the current position regarding support to unpaid carers and proposals to use the available remaining Carers (Scotland) Act 2016 Implementation funding to further enhance the support options available.

Current Position

- 2.2 Each of the commissioned carer focused organisations is working in partnership with council services, partners, and communities, to deliver a range of carer focused support, information, advice services, and activities.
- 2.3 Carer focused initiatives are in place, including arrangements around Adult Carer Support Plans (ACSP) through Lanarkshire Carers, and Young Carer Statements, through Action for Children. There is a well-developed Carer Breaks service delivered by Lanarkshire Carers. An innovative Carer Breather programme, offering carers time away from the caring routine was introduced, and subsequently expanded, following carer feedback demonstrating the very positive benefits and outcomes being achieved. Carer support around hospital discharge is provided by GBT, whilst dementia carer link workers are provided by Alzheimer's Scotland and carer support workers are provided by Lanarkshire Carers. Both dementia carer link workers and carer support workers are embedded in every locality. Carer Sitter services, through Carer Breather will be available in three of the six main localities in the very near future.
- 2.4 Alongside existing engagement and participation opportunities, the first of a number of planned unpaid carer sounding boards was established by NLCT, with a focus on parent carers, with other sounding boards anticipated. These sounding boards are intended to ensure that the focus continues to be on what matters to carers, so that engagement is embedded into day-to-day practice, rather than being seen as an add on, or a tokenistic approach. Assurance and oversight are provided through a Carers Oversight Group, which involves representatives from UHSCNL, the commissioned carer organisations and Education and Families. A representative from Health has also joined the group.
- 2.5 Meaningful participation through mechanisms such as the Carer Forum(s), carer representation on the Integration Joint Board (IJB), collaboration with the wider Carer Support Network and through the range of funded Carer Breather and Time for Me organisations and groups, as well as the Public Partnership Forum, ensure that unpaid carers are supported to engage early, access the right information, and influence change.
- 2.6 Through awards made from a Growth Pot provided by UHSCNL, and managed by NLDF, significantly broadened reach has been achieved, and the voice of previously unheard carers has been amplified.
- 2.7 We have an effective and impactful engagement, participation, and support (if required) landscape in place through commissioned organisations, augmented by wider CVS organisations, to help promote and develop resilience across communities, unpaid carers, and supported people. This is further evidenced by the range and strength of involvement of people from these areas, whether around individual planning, policy, service design, or involvement in tender evaluation. Lived experience has become an

increasingly influential element of the three-way partnership across business intelligence, professional knowledge, experience, and skill, allied to lived experience.

- 2.8 We can be confident that a strong infrastructure is in place to support and promote unpaid carer resilience, and effective early intervention, when required. Preventative, and anticipatory approaches are in place for unpaid carers, which alleviates pressure and demand that would otherwise fall to statutory provision.
- 2.9 Our approach also assists in meeting the requirements set out in the Community Wealth Building Bill (Scottish Govt, March 2025) aimed at ensuring that wealth is generated, retained, and circulated within communities. As an anchor organisation, North Lanarkshire Council helps ensure that local employability options, consumer spending, and economic development are supported. This is achieved by ensuring that local people, including unpaid carers, continue to have opportunities to be consumers, citizens, and users of local services, whilst commissioned organisations and others, provide employment opportunities.

Challenges

- 2.10 The current arrangements, as set out above, demonstrate the range of ways that unpaid carers are currently supported. Our investment in preventative support already demonstrates positive impact, irrespective of whether spending to save, deferred spending, or spend avoidance in the future - all three hold true.
- 2.11 However, the National State of Caring report, published March 2025, presents a concerning picture. Locally, NLCT were asked to engage with carers in our area, to get a sense of the local picture around caring, but also with a focus on resilience, inclusion, and any impacts of economic deprivation. Findings demonstrated that the local experience is more positive than the national picture but highlighted that we still have much to do.
- 2.12 There is a wider consideration around supporting unpaid carer resilience. There are many unpaid carers not currently aligned to any support or service. That is positive when it indicates that unpaid carers are coping, whether independently, or with the help of informal networks of family and friends. However, demographic information from a range of sources, such as the national census, local carer engagement sessions, and other means, all demonstrate the scale of the wider challenge. North Lanarkshire has an ageing population, and that includes unpaid carers. Estimates suggest that three in every four people will have an unpaid caring role at some point in their lives. We will need to broaden reach- to reach unpaid carers that are not aligned to services. We will have to identify any unmet need through whole system efforts and ensure that preventative and anticipatory planning takes place, and that the necessary support is in place, in an affordable, sustainable, and appropriate way.
- 2.13 The challenge we face is how to ensure that unpaid carers can, and do, make advance plans; to ensure that people currently unknown to services, do not become service reliant, but continue to provide care as independently as possible, with the appropriate community infrastructure in place to facilitate and enable that, through the optimal combination of self-help, preventative approaches, and anticipatory planning.
- 2.14 It is often the case that people only first present to services when already in crisis, with the costs in financial terms, resources and most importantly, in human terms, then being significant. Often, crisis can be avoided, through the implementation of preventative or anticipatory actions or future planning. However, when the person, or

situation, first presents when already in crisis, such opportunities are lost, as the window of opportunity for introducing, options such as enabling approaches, assistive technology, or advance planning, have passed.

- 2.15 Accordingly, there is a need to ensure that unpaid carers plan at the earliest possible stage and that the range of early support that is available to unpaid carers is further strengthened. Promoting self-planning, thinking ahead, and sustaining resilience are key elements of the preventative and anticipatory approach. Our aim is to not only get in right for every unpaid carer known to services, but to try and ensure that unpaid carers do not need to become known to services, or, if or when they do, that advance plans, rather than crisis-lead responses, set out what should happen. Wider service approaches such as income maximisation, assistive technology, community hubs, ageing well initiatives and other work streams all have a continuing role to play in promoting and sustaining the independence, self-help, and self-reliance of unpaid carers. UHSCNL and partner organisations all have a role and remit in promoting and supporting wider self-planning and individual approaches and solutions to the challenges described above. This will be the priority and area of focus moving forwards.

New Initiatives

- 2.16 A range of initiatives are in progress, both new initiatives, and those building upon existing carer focused supports. New initiatives include the commissioning of a Solicitor(s) to set-up a pre-agreed number of Power of Attorneys and further dementia focused approaches. Initiatives aimed at enhancing existing approaches include the expansion of Carer Breather organisations, support for PAMIS, support for Arts based initiatives and further support for the Assistive Technology Team.

Power of Attorney

- 2.17 Delayed Discharge from hospital represents poor outcomes in terms of what is beneficial to people but also exerts considerable pressure on NHS hospital beds. Lengthy delays in discharge from hospital can be seen when powers under the Adults with Incapacity (Scotland) Act 2000 require to be sought – usually in the form of a Guardianship Order - to lawfully facilitate discharge from hospital.
- 2.17.1 Increased access and support to uptake ‘Power of Attorney’ (POA) by adults newly diagnosed with dementia at a point when they still retain cognitive capacity to grant POA to someone they trust would be beneficial in alleviating these pressures. This would mean circumventing the much more protracted application process of obtaining a Guardianship Order. Having POA in advance ensures appropriate legal powers are already in place to facilitate lawful discharge from hospital when needed.
- 2.17.2 There is a national POA steering group which currently includes attendance of a representative from small number of Local Authorities in Scotland that are keen to roll-out POA schemes within their authority area with the objective of reducing Patients being in a situation of prolonged admission to hospital.
- 2.17.3 Commissioning is in progress to identify a Solicitor/Legal Firm to undertake the legal work required. With the consent of the person, we propose that the referral to the POA scheme would be made by diagnosing Psychiatrists from the memory clinics and in the referral stating that they believe that the person retains the cognitive capacity to grant ‘Power of Attorney.’ This referral process will restrict numbers of referrals to the POA scheme, although this would be the intention as part of the initial scoping exercise. If

successful and if future funding is available, we intend to extend the reach of the POA scheme to accept referrals from other sources.

2.17.4 The POA Scheme will be of significant benefit to Carers in that the financial costs of setting up POA can deter people from doing so, particularly if the Carer has reduced or given up gainful employment as a result of their caring duties.

2.17.5 Having appropriate powers in place can serve to reduce carer anxiety in the knowledge that legal frameworks are already in place without the need to worry about prolonged Guardianship Order applications at a later date which would potentially see loved ones in hospital for significantly long periods of time. Without the provision of Legal Aid, Guardianship Orders can easily cost several thousand pounds in legal fees alone.

2.17.6 We are aware of proposed changes to Legal Aid which may result in costs for Guardianship Orders having to be funded in full or in part by carers/family members. The Scott Report [Mental Health Law Review] of 2022 also places emphasis on supported decision making and the provision of POA lends itself well to this process, enabling carers to have the authority to support the Adult to make key decisions about their care.

2.17.7 Funding allocated is £100,000

Further Expansion of Carer Breather

2.18 North Lanarkshire's innovative Carer Breather is already well established. 15 organisations receive funding, routed through North Lanarkshire Carers Together, to deliver a range of Carer Breather opportunities ranging from activities as diverse as paddleboarding to knit and natter. Some activities are specifically for carers, whilst others can involve both the carer and the person being cared for, so that both can enjoy time away from the caring routine.

2.18.1 With the planned introduction in law to a right to a break from caring, Carer Breather offers an innovative approach to meeting caring related need across the authority area and is an initial option more so than formal carer breaks, carer budgets or individual budgets, with neither carers, nor cared for people needing to be already known to services, to access Carer Breather.

2.18.2 Need and demand for Carer Breather saw growth from 11 initial options to 15 organisations providing this service. Further growth, which includes two new carer sitter options and would see the Carer Breather network expand to 19 organisations across the authority area.

2.18.3 Funding allocated is £150,469.26 (two-year total) across four new Carer Breather organisations.

2.18.4 The efficacy of the Carer Breather approach is already well evidenced. The opportunity to further expand would mean that North Lanarkshire is well placed to meet carer needs, in advance of the planned formal right to a break from caring being enshrined in law.

Dementia Focused Approaches

- 2.19 Strathclyde University are already working in partnership with both NLC, SLC and NHSL to deliver two innovative projects around quality of life towards the latter stages of the dementia journey (CARE-PAC) and rehabilitation in dementia (CONSOLIDATE.) The University secured around £70,000 to fund each of these projects for work across the Lanarkshire area. Both projects currently have short term timescales, and the intention is to scale up, based on findings from the initial projects. CARE-PAC (Care for advanced, responsive, early intervention for people and carers) is a digital system already co-designed with people near the end of life, their carers, and healthcare professionals. CONSOLIDATE supports rehabilitation in dementia care - which could take many forms around what makes most sense to the person but covers co-design, implementation and evaluation of digital dementia rehabilitation support.
- 2.19.1 As the current input is time limited, we have allocated funding to support the opportunity for longer term research input, and evaluation, to support further scaling up. Scaling up will assist with both primary and secondary prevention.
- 2.19.2 Adding to quality of life and maintaining independence for as long as possible helps unpaid carers continue to care, and prevents admission to hospital, care home, or hospice for the cared for person earlier than would otherwise be necessary and helps reduce the need for paid support and reduces carer stress.
- 2.19.3 Funding allocated is £100,000 over two years, which Strathclyde University intend match fund through securing external funding.

PAMIS

- 2.20 The current PAMIS Family Support Service in North Lanarkshire supports around 80 families caring for a family member with complex and profound multiple disabilities. People supported by PAMIS are amongst our citizens with the most complex need. The cost of supporting individuals with such complex needs through paid carers is generally in excess of £200,000 a year, with some individuals requiring support in excess of £400,000 a year. It is very much in our interest to ensure that unpaid family carers involved in this care group can continue to offer support, for as long as they are willing and able. For a relatively small funding contribution, PAMIS can continue to offer family support, as a strong example of spend to save.
- 2.20.1 PAMIS is the only organisation in Scotland that works solely with people with profound learning and multiple disabilities and their families for a better life. Engagement with family carers clearly demonstrated the need for this service, which goes beyond what the commissioned carer support organisations offer.
- 2.20.2 Funding allocated is £80,000 over a two-year period to support the PAMIS Family Support Service.

Assistive Technology Team

- 2.21 The benefits provided through early adoption of assistive and enabling technology around supporting independence and mitigating risk are already well known and have been the subject of numerous previous papers. As set out above, impact and opportunity can be lost, when people's first presentation is when they are already at crisis point. Supporting further input from the Assistive Technology Team, specifically

to carer focused organisations would offer the opportunity for earlier take up, reduce the need for higher levels of support, and ensure that carers can get comfortable using technology in a planned way, rather than discussions about technology taking place at time of crisis. Whilst the purpose behind assistive technology is primarily to maximise independence and reduce risk, there is also a significant opportunity to contribute to the wider savings agenda through all three metrics -spend avoidance, deferred spend, and spend to save.

2.21.1 Across the commissioned carer organisations and the much wider Carer Support Network, including communities that we have found it hard to engage with (through links with Growth Pot Funded organisations overseen by NL Disability Forum) there is a significant opportunity to promote awareness and understanding of the benefits of assistive technology, and broaden reach and uptake within the wider community of carers. This would have significant benefit to both unpaid carers and to NLC.

2.21.2 Funding proposed is £84,891.86 over a two-year period to fund a post at NLC 9 (mid-range).

Arts based initiatives

2.22 Many councils, including North Lanarkshire support local CVS organisations to provide befriending services, and these have their place. However, the reality is that very few people want to be “befriended.” Instead, people, including unpaid carers and supported people want to make friends at every stage of life, through shared interests and the pleasure of being with people they genuinely like and enjoying those shared interests together. Often, tackling loneliness requires help, but ideally this is help through authentic connection, rather than help through managed intervention.

2.22.1 The information around how to live healthier and longer lives includes things like reducing sugar and salt intake, eating healthily, eliminating ultra processed foods, quitting smoking, drinking alcohol only in moderation, going to health screening, taking daily exercise, don't stress and ensuring a regular sleep pattern. However, little mention of options like dancing, painting, sketching, drama, reading, or storytelling, as an enjoyable means of promoting and sustaining health and quality of life is made. Community Hubs and other community resources offer ready-made placed based venues, but the artists are needed. We are seeking to make a Health and Social Care contribution to the wider Arts provision already in place across North Lanarkshire, with a focus on Arts for:

- Well-being
- Mental health
- Brain health
- Movement
- Stress and Pain
- Health Behaviours
- Longevity

2.22.2 We intend to augment any NLC funding that we commit through encouraging external funding bids to (for example) Creative Scotland or BIG Lottery and strengthen links to existing wider community arts provision and develop cultural links with other areas to promote sustainability beyond the lifespan of any funding allocated.

2.22.3 The role of participatory arts in promoting positive mental health and well-being, increasing resilience, building connections, and promoting social inclusion is already well established and evidenced.

2.22.4 Funding requested is £100,000 over a two-year period, to be used to support participatory arts delivery as a means of supporting unpaid carers.

Small budgets for parent carers

2.23 Individual Budgets for children and young people with Additional Support Needs are already in place. A pilot scheme was initiated in 2025, exploring whether smaller, earlier preventative budgets could prevent or minimise the need for larger budgets later on. £50,000 was attributed to the pilot scheme in September 2025. The overall success of the pilot scheme will be fully evaluated when it concludes in September 2026. The mid-point review has demonstrated a high level of impact for small budget recipients - both for parent carers and young people. Whilst some budget recipients do spend money on paid support \ replacement care, the fact that the budgets are small has encouraged much more creative use of the available budget, which broadens the scope of outcomes achieved, encourages budgets to be viewed more as a “one-off” than recurring, and minimises the need or demand for higher levels of resourcing.

2.23.1 A further £50,000 to support the small budgets initiative has been allocated, based on the success of the initial pilot to date.

2.24 The table below demonstrates the allocation applied to the new initiatives outlined in this report, amounting to approx. £0.665m. This will be funded from the available carer's earmarked reserve, which at Period 12 2025.26 stands at £2.400m. The final financial position for 2025/26 and budgets for 2026/27 have yet to be finalised, at this granular detail, therefore a future budget report, related to Carers spend and budget, will be brought back to Committee at a later date.

Initiative	Allocation	Beneficiaries
Power of Attorney	£100,000	Unpaid Carers and people newly diagnosed with dementia.
Carer Breather	£150,469.26	Unpaid Carers
Dementia Focused Approaches	£100,000	Unpaid Carers caring for someone with dementia, and people living with dementia
PAMIS	£80,000	Unpaid Carers, caring for a family member with profound, complex and multiple disability.
Assistive Technology	£84,891.86	Unpaid Carers
Participatory Arts	£100,000	Unpaid carers
Small Budgets	£50,000	Parent Carers and Children and Young People with ASN
Total Allocation	£665,361.12	

3. Measures of success

- 3.1 The measures of success have not fundamentally changed since previous reporting that unpaid carers are valued, respected, supported to continue in their caring role, can access regular breaks from caring, and are able to play a part in influencing and shaping policy, strategy and the types of support and services needed.
- 3.2 Unpaid carers are not a single homogenous group. The approaches set out above help to ensure that unpaid carers across a range of caring responsibilities are supported, engaged, included, and represented to the extent they wish to be.
- 3.3 Improved opportunities for unpaid carers regarding preventative approaches anticipatory planning and early engagement.
- 3.4 The approaches set out above are intended to be preventative in nature and \ or support anticipatory planning or early intervention. As such, a further measure of success will be reduction in numbers of unpaid carers coming into crisis, and less pressure on budgets through spend avoidance and spend to save approaches.
- 3.5 Unpaid carers will still age, conditions will still deteriorate and people will still need support. By maximising well-being, supporting independence, brain health, mental health, and longevity, people will be able to stay at home, and active in their local community for as long as is reasonable and possible, supported through the social networks and practical support options set out above.
- 3.6 We will report to Committee in due course on the progress and impact of these initiatives.

4. Supporting documentation

- 4.1 Appendix 1. Letter from the Minister for Social Care, Mental Wellbeing regarding Carers Act implementation funding.
[Carers Act funding: letter to Councillor Paul Kelly - gov.scot](#)



Morag Dendy
Chief Officer (Performance, Planning and Quality Assurance)

5. Impacts

<p>5.1 Public Sector Equality Duty and Fairer Scotland Duty Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, please provide a brief summary of the impact?</p> <p>If yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.2 Financial impact Does the report contain any financial impacts? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p>Funding allocated is from within existing resources (Ear Marked Reserves specifically designated for the purpose of supporting unpaid carers).</p>
<p>5.3 HR policy impact Does the report contain any HR policy or procedure impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.4 Legal impact Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.5 Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.6 Technology / Digital impact</p>

Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi?

Yes No

If Yes, please provide a brief summary of the impact?

Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)?

Yes No

5.7 Environmental / Carbon impact

Does the report / project / practice contain information that has an impact on any environmental or carbon matters?

Yes No

If Yes, please provide a brief summary of the impact?

5.8 Communications impact

Does the report contain any information that has an impact on the council's communications activities?

Yes No

If Yes, please provide a brief summary of the impact?

5.9 Risk impact

Is there a risk impact?

Yes No

If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?

5.10 Armed Forces Covenant Duty

Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?

Yes No

If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

5.11 Children's rights and wellbeing impact

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes No

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes No