

Draft Carers Strategy Action Plan 2009-2012 Input into the success of the Oxfordshire Carers' Strategy

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Priority	Planned Action Point	What our organisation will do	Risks	2009/10	2010/11
2. Information & communication aim: to identify, support and signpost Carers to good quality information and support	2.1.1	HR involved in raising profile of carers needs: - distributed posters both internally and externally to be displayed in schools, libraries and other public buildings across the county;	Time commitment required by strategic HR function could be under pressure from other priority work areas	Include carers representatives in newly reformed OEDN to position as key part of diversity and equality agenda This did not prove possible as OEDN has not met since the initial discussions in early 2009.	'Employers Supporting Working Carers' logo will be made available for other employers to adopt – taken up by June 2010 by Oxfordshire and Buckinghamshire Mental Health NHS Trust, West Oxfordshire DC and Oxford Carers Centre. Stand at 5 th International Carers Conference in Leeds (July) will promote the logo and our work in this area as good practice employer.
	2.1.2	HR to include carers as key group and area of activity for new employers diversity forum (Oxfordshire Employers Diversity Network, OEDN),	As above	As above	Mailshot to all employers who use the two-ticks disability symbol to generate interest in the new symbol done – May 2010.

	2.2.1	Place articles in publications about working carers and use carers rights day/ carers week to promote issues, intranet poll, review and build on work so far in support of working carers including raising the profile of the business case using intranet/public site and other promotional tools	Competing demands for copy in corporate and directorate publications	Develop links with internal comms channels to promote staff working carers group to all	New appointment of Corporate Internal Communications Manager made June 2010, During the efficiency change programme the needs of carers and other target groups will be considered in all communications.
	2.2.3	Target special groups, i.e. working carers, those individuals who are high risk/hard to reach/ susceptible to stress or own ill health which could impact on work etc	Sensitive data and limited information may make these individuals difficult to identify	Work with carers centres and OCC staff inc Occ Health to identify individuals/ groups for specific action	This is happening via the existing Working Carers Group which receives new members each time there is a meeting which spreads the message across the organisation.
3.Health & wellbeing aim:to help maintain the emotional and physical health and wellbeing of carers and their families	3.3.1	Explore with Occ Health the scope to offer health checks and roadshow events including staff support services – targeted specifically at staff with caring responsibilities unable to participate in existing groups due to location/working hours or other limitations	Need to establish funding source	Explore scope for quarterly programme of roadshow visits to all major offices	Information about support available for carers provided at ‘Learning at Work Day’ plus 2 x manager briefings as part of carers week (June 2010) to raise profile of carers in workforce and support available to achieve good work-life balance.

4.work,education training, leisure aim: to help support carers to have a life of their own through access to work (and financial security) education, training and leisure	4.2	Roll out good practice emerging from NHS and Oxon CC, develop opportunities to share good practice with other Oxfordshire employers via OEDN	Time commitment required by strategic HR function could be under pressure from other priority work areas	Improve awareness among other employers of importance of sustaining employment through flexible policies etc	As part of the registration process for use of the new employers logo, examples of good practice are required and added to the public site alongside details of the logo www.oxfordshire.gov.uk/supportingworkingcarers .
	4.2	Link with young carers and young adult carers projects to see whether pre as well as during employment support and training would be beneficial	May generate too much interest which is hard to support	Develop a process for this group to access training and pre employment opportunities	A new entry to work programme to create work experience placements across county council is building on our successful Future Jobs Fund programme to work with a wide range of partner agencies supporting with vulnerable groups including carers to get back into work.
5.Partners in care: Having a voice Aim: to help ensure all services and service developments are carer led and	5.2	Run media stories in internal and external publications showcasing the experience of carers who work for the county council or receive services from us	Competing demands for copy in corporate and directorate publications	Articles to co-incide with carers week and national carers rights day	Promotional articles to support Carers Week will be on intranet and public website, with further case studies being added to public pages as noted above.

where possible in line with what carers say they want and need	5.4	Continue to develop the working carers group in order to identify support and empower carers interested in helping to shape support for working carers	Time commitment required by strategic HR function could be under pressure from other priority work areas	Continue to raise profile of working carers group and existing good practice/ support available	Caring with Confidence courses being offered out of hours in July (evening and Saturday am) to encourage self identification and access to support as requested by working carers group.
6. Equalities Aim: to provide equitable services that all carers can access	6.1	Position carers as closely aligned to the 6 diversity strands to ensure consideration given to the issue as part of general equality and diversity training	Diversity training now corporate priority to confirm level 3 in Equality Standard already has much content to cover and including carers could generate confusion	Work with L&D to pilot information sharing and awareness raising with managers to support carers in work	Attainment of level 3 in Equality Standard Dec 2009 made specific reference to our good practice supporting working carers as a 7 th diversity strand..
	6.2	Include carers representative in existing groups such as Social Inclusion Reference Group and Directorate Equality Forum arrangements to provide a corporate voice	Identifying the best person to be involved in the various groups may be difficult to achieve maximum benefit	Work with equalities team in partnerships unit for carers reps to become integral part of the groups	Improvement and Efficiency South East (IESE) awarded Oxfordshire County Council their People Management Award for our working carers initiatives including the additional leave, carers group and logo, March 2010.