

NEWCASTLE CHILDREN'S SERVICES

Children and Young People's Strategic Partnership Executive Board

Newcastle Young Carers Strategy March 2007

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Newcastle Young Carers Strategy

Introduction

Young carers are young people (up to the age of 18 years) who are affected by chronic illness or disability of a family member and who provide them with care and support. Physical disability, learning disability, mental illness, and substance misuse are the primary categories of illness/disability likely to affect young carers. Young carers will often also be responsible for a great deal of their own care.

Many young people with caring responsibilities do not consider themselves to be young carers; they merely see themselves as supporting another family member and doing what anyone else would in their situation. This can mean that their role and their needs are hidden and they do not receive any support unless the situation reaches crisis point.

Caring responsibilities should not be assumed to be a problem. Many young carers would be reluctant to give up their responsibilities as they are pleased to help and proud that they are able to provide support. However where the level of care being provided is inappropriate this can result in isolation from peers, reduced self-esteem, poor educational attainment, and limited aspirations. It is important to consider not only the type and level of caring, but also the actual and potential impact on the young person.

This strategy aims to develop an approach which recognises and values care provided by young people, whilst also providing support for them in their caring role, and putting in place measures to prevent individuals having to take on unwanted or inappropriate responsibilities which prevent them achieving their full potential.

The overall outcome of this strategy is to ensure that

young carers are recognised and valued,

receive support for their caring role

and are safeguarded against taking on

unwanted responsibilities which prevent them

achieving their full potential.

This strategy outlines a vision for children and young people with caring responsibilities and provides an action plan within which all agencies can provide quality services to this vulnerable group. The purpose of this strategy is to inform those responsible for commissioning adult and children's services in health, social care and education, so that services can be developed which are responsive to the needs of this group of children and young people and to build upon the limited resources currently available to meet the needs of young carers in Newcastle.

Young carers, the Young Carers Support Worker, and members of the Young Carers Steering Group have developed this strategy and action plan in order to meet the needs of, and improve outcomes for, children and young people in Newcastle who provide care and support for a family member. The Steering Group considered current research and best practice in relation to young carers and has consulted locally with young carers. The Steering Group has also received input from adult carers, the Voluntary Sector, Health, Education, Connexions, and Social Services through its participant members.

Responsibility for the implementation of this strategy lies with Children and Young Peoples Strategic Partnership and will be informed by the Young Carers Steering Group and the Newcastle Manager for Young Carers.

Background and Policy Context

The Newcastle Young Carers Strategy forms parts of the overall plan to **improve outcomes** for children, young people and their families in Newcastle. In response to Every Child Matters the Newcastle Plan for Children and Young People's vision states that:

Children and Young People should:

- **Be Healthy**
 - Enjoy the best physical, emotional, mental and spiritual **health** and development, so that they feel good about themselves and their lives

- **Be Safe**
 - Be **safe** and protected from harm within their families, communities and the City as a whole
- **Enjoy and Achieve**
 - Realise their ambitions, **enjoying and achieving** in all areas of life
- **Make a Positive Contribution**
 - **Take an active part** in positive opportunities presented in all areas and stages of their life and the life of the community, and be valued for their contributions
- **Achieve Economic Well-being**
 - Be actively protected from discrimination in order to live **free from poverty and hardship**

However it is demonstrated by research that each of these key areas can be compromised for children and young people by unsuitable and inappropriate caring responsibilities. This strategy addresses the specific needs of this group of children and young people.

Statutory services already have powers and responsibilities to assess and support young carers through legislation such as:

- Children Act 1989
- Carers (Recognition and Services) Act 1995
- Carers and Disabled Children Act 2000
- National Service Framework for Mental Health (Standard 6)
- Human Rights Act 1998
- Carers (Equal Opportunities) Act 2004

In order to meet these requirements and provide services responsive to the needs of young people with caring responsibilities agencies across the city must share a common understanding of the issues and their respective roles in supporting this group.

Key messages from this strategy and the relevant research are that:-

- **Caring responsibilities can have a negative impact on young people across all the Every Child Matters outcomes**
- **An holistic whole family approach is imperative to overcome the problems faced by young carers, who in the past have been overlooked due to agencies focussing exclusively on either children and young people or adults**
- **Data collection is an urgent need. At present little is known about how many young carers are in the city**
- **Mainstream services such as Social Services, Education and Health are in a good position to both identify young carers and respond to their families' needs. However some young carers will need specialist targeted support to fulfil their potential.**

The main recommendations of this strategy cover Adult and Children's Services in Newcastle, with a specific proposal for a Young Carers Service. The service would be an expansion of the current established young carers work, primarily to offer development, training and consultancy services to mainstream services. The service will also provide direct work with a small number of those young carers in greatest need.

The recommendations for all Adult and Children's Services (including Health Services) form the fundamental platform on which the strategy is built. An holistic, whole family approach from all services is crucial to effectiveness.

The following strategies are also relevant to meeting the needs of children and young people with caring responsibilities:

- Carers Strategy
- Inclusion Strategy
- Participation Strategy – parents and carers
- Participation Strategy – children and young people

Early Intervention and Support Strategy

- The Children's Centre Strategy
- Youth Strategy
- Regeneration Strategy
- Extended Schools Strategy
- Hidden Harm Strategy

Needs Assessment

How many young carers are there in the UK?

Attempting to count the number of young people providing care is in itself a major difficulty. The Count Me In Census2001 gave an approximate figure of 175,000 young carers in England caring for someone with a disability or mental health problem. This figure is certainly an underestimate as it was based on answers given by parents, with their perceptions of their children's roles and the number of hours they spend caring. The census did not ask about those caring for someone with substance misuse or alcohol problems. In addition under reporting from families where substance misuse or mental illness is the reason for caring is highly likely as there may be a fear of becoming stigmatised. The census figures are also likely to focus upon practical caring tasks alone, failing to recognise those providing emotional support or helping with domestic and childcare tasks.

The likelihood of under-reporting of young carers in the Census 2001 figures is further supported when other research figures are considered:

- The 'Hidden Harm' enquiry¹ estimated there are between 250,000 and 350,000 children of problem drug users in the UK.

The Alcohol Harm Reduction Strategy for Englandⁱⁱ estimates that there are up to 1,300,000 children affected by parental alcohol problems, and the National Association for Children of Alcoholicsⁱⁱⁱ estimated there are 920,000 children under 18 in the same category in the UK (2004).

- Significant numbers of children can also be found in families where there are mental health problems. Mental health population studies^{iv} suggest that 25% of adults known to mental health services are parents.
- Estimates for disabled parents vary widely between 1.4m and 4m depending on definitions.^v Large numbers of parents – some 15% of parents in the UK – will experience temporary or permanent disability while their children are still minors^{vi, vii}.

Obviously not all of the children in the families described above will be young carers, but an unknown proportion will be, and it is clear from the research that many are neither known to services nor given appropriate support.

To some extent these categories may overlap resulting in some children being counted more than once. However, the fact that many drug and alcohol users are not in contact with any services and the fact that many information systems and treatment services do not routinely or consistently record information about the children of their clients counteract this.

In 2004 the largest survey of young carers to date was undertaken by the Young Carers Research Group at Loughborough University. 6,178 young carers from 87 projects across the UK took part, with their feedback informing the 'Young Carers in the UK 2004' report which goes some way to giving an overview of the demography of this group. Findings included:

- 49% of young carers provide 10 hours or less of care per week
- 33% provide 11-20 hours per week
- 16% provide over 20 hours per week with around 2% providing 50 or more hours per week
- 36% of young carers have been caring for 2 years or less
- 44% for 3-5 years
- 18% for 6-10 years

- 3% for over 10 years.

Of the sample 56% were girls and 44% were boys, their average age was 12 years old, 84% were white, and 56% were living in single parent families.

How many young carers are there in Newcastle?

The Census 2001 (which, as discussed above is certainly an underestimate) gives a figure of 475 young carers for Newcastle (under 16 year olds giving 1 – 50+ hours of care per week). This figure increases with the inclusion of 17-18 year olds, (and again with the inclusion of 19-25 year olds). A low estimate of young carers in Newcastle, given all the national figures, would be around 1,200, and a high estimate around 2,000. It is clear that reliable figures for young carers in Newcastle do not exist.

A key function of the Newcastle Young Carers Service will be to collate data on the numbers of young carers, their ages and the reasons for care, to enable service providers to target support effectively. Both Adult and Children's Services need to play a primary role in the initial reporting of such data.

Types of caring

The care provided by young carers ranges across a variety of tasks both in and out of the home and does not necessarily relate only to the person directly receiving care. The main categories of care are:

- **Domestic Tasks** – Including household chores such as: cooking, cleaning, washing, ironing, shopping, gardening.
Proportion of young carers providing = 68% (Young Carers in the UK report 2004)
- **General Care** – Tasks such as: administering medication, changing dressings, assisting with mobility.
Proportion of young carers providing = 48% (Young Carers in the UK report 2004)

Emotional Support – Referring to: observing emotional state, providing supervision, trying to ‘cheer up’ the care recipient when they are depressed, talking, listening.

Proportion of young carers providing = 82% (Young Carers in the UK report 2004)

- **Intimate Care** - This category includes: lifting, washing, dressing, and assisting with toilet requirements.

Proportion of young carers providing = 18% (Young Carers in the UK report 2004)

- **Child Care** - Refers to: helping to care for younger siblings in addition to other caring tasks.

Proportion of young carers providing = 11% (Young Carers in the UK report 2004)

- **Other Responsibilities** - Refers to any other miscellaneous tasks such as: bill paying, translating, accompanying to hospital.

Proportion of young carers providing = 29% (Young Carers in the UK report 2004)

From direct work carried out with young carers in the region (Newcastle Young Carers and Barnardo’s Young Carers, Easington and Derwentside) increasing numbers of young carers are being recognised as taking on a parenting role towards their parents. This is most apparent where the parent has substance misuse or alcohol problems. Children as young as five or six take responsibility for monitoring their parents’ intake, removing and making safe substance paraphernalia (needles etc) and ensuring the adult is safe while recovering from the effects of substance use. There is also increased reporting of children and young people who administer first aid and protection to parents who self-harm or are subject to domestic violence.

Reasons young people take on caring responsibilities

These vary from individual to individual, however several factors which are likely to influence this are:

- **The structure of the family unit** - A young person may become the carer because a parent requires support – this is obviously more common in lone parent families. In other situations the level of support required may be too much for one person to provide, requiring children to become secondary carers, supporting the main carer. Other families may contain more than one member with care needs,

thus increasing the responsibilities taken on by young people. The support available from others, including the extended family, also has an impact on the level of care being provided by young carers.

- **The type of illness/disability and perception of need** - The levels of support required can vary widely in accordance with the nature of an illness or disability. Conditions may be stable and managed, or in other cases they may be degenerative, or periodic – with sudden and unexpected changes to the care recipients condition (common in MS, arthritis, and mental ill-health). The common ‘time-lag’ between onset, diagnosis, acceptance, and requests for support can also lead to inappropriate levels of care being provided from within the family without available support being utilised.
- **Knowledge of the support available** - Whilst coming to terms with and managing illness or disability, families are not always aware of whom they can turn to for support. This can be compounded in situations where families or individuals fear stigmatisation (e.g. where substance misuse or mental health is an issue). Families can often lack information and knowledge of their rights and how to access available support.

The combined effects of these factors can lead to young people becoming young carers, in some cases voluntarily, in others simply by gradually taking on responsibilities as they arise, or having demands placed upon them to avoid interventions by ‘strangers’ or through fear of the family being broken up.

Impact of Caring Responsibilities on Young People

Caring responsibilities do not necessarily have a negative impact upon young people. However, where there is a lack of support or the level or type of care being provided is inappropriate, children and young people with caring responsibilities are vulnerable to a range of detrimental effects.

Research has consistently shown negative impacts to occur across several aspects of young carers lives: namely – their personal life; their social interactions; their physical and emotional health; their educational attainment and their employment opportunities.

Personal

- Young carers may have limited horizons and aspirations as a result of their reluctance to leave the family home.
- They are often limited in terms of their opportunities to take part in social or leisure activities.
- A fear of professionals is quite common, with young carers and their families often reluctant to share their situation for fear of judgement or the young person being taken into care.
- Young carers are often forced to grow up more quickly than their peers as a result of their responsibilities: the resulting greater maturity can set them apart and isolate them.
- Young carers may feel tension between their own needs and the needs of the person they care for, potentially resulting in feelings of guilt.
- Young carers may have low self-esteem; this can be compounded where their contribution is undervalued and they are excluded from discussions about the family's needs.

Social

- The differences in life experience between young carers and their peers can result in difficulties, causing restrictions on friendships and lack of empathy. Being bullied is a common feature in the lives of young carers.
- Isolation and feelings of being an outsider can lead young carers to avoid discussion with adults regarding their caring role, resulting in their role going unnoticed.
- Young carers may also face bullying or other negative treatment due to the type of illness, or condition present in their family. This 'stigma by association' can be particularly prevalent where mental health or substance misuse are issues.
- In cases where young carers are responsible for their own care cleanliness and hygiene may be issues.

Health

- Health problems may develop for young carers due to their role. These may be physical health problems, for example back problems brought on by lifting, or mental health problems due to high levels of anxiety and worry.
- The emotional well-being of young carers can be negatively affected by seeing a loved one in pain or dealing with behaviour from a family member which may be irrational, unpredictable and hurtful. Bereavement and fear of bereavement can also impact on young carers.
- The presence of substance misuse within the home can skew young people's perceptions of safe practice.

Education / Employment

- Many young carers leave school with low grades or no qualifications. This can be the result of missing school, not completing homework, or being tired and distracted whilst at school.
- Many young carers face major difficulties in making the transition into the world of work, due to low self-esteem, reluctance to leave the family home and qualifications well below their potential.
- Young carers often have limited access to extra-curricular activities due to their responsibilities at home.
- Caring responsibilities often influence views on the future, leaving some with a reluctance to commit to study post-16.
- Many young carers use their experience to access employment in the care sector. While this must not be seen as the only option it often is as low self esteem and poor qualifications limit alternative employment prospects.
- Employment opportunities may be reduced due to caring responsibilities and the impact a wage may have on the household benefit situation.

Participation

What Children and Young People say about their caring responsibilities

A consultation event was held in Newcastle with a group of young carers in May 2006. The points raised focussed around their feelings about their role, the things that they felt they missed out on because of their responsibilities, and their suggestions to improve support.

Feelings

The group provided a range of responses that can be split into three categories:

- “Normal” – some of the group felt that their role was quite normal, and that others were doing similar tasks. In some cases this was more of an acceptance of their circumstances after an initial period of difficulty
- “Weird” – others felt that they were “left out” at school because they were unable to take part in activities with peers, leading to frustration. Other responses suggest feelings of guilt and upset with their role, or within the family
- “Special” – the final category was made up of young carers who felt positive about their role, in that they developed a “special bond” with the person they care for, or that supporting others made them feel good.

Missing Out?

When asked about the type of things they felt they were missing out on most responses related to social settings such as; playing football, going out with friends, and going to parties. Other responses related to the inflexibility of their role and the lack of freedom they felt that they had.

Suggestions

The group made a range of suggestions about how they and other young carers could be better supported. These were based mainly around spending time with other young carers, both for respite and to provide and receive peer support. Other areas they felt would be of benefit were:

- more time and space to think and talk about issues
- funding to go places
- better access to age appropriate information
- greater awareness amongst professionals and peers
- more work to identify and support other young carers.

When consulted young carers from the established Barnardo's Young Carers Service in Derwentside gave similar views:

"I enjoyed meeting other people and having a break"

"It feels nice to feel good again...support has been really helpful"

"Young carers has helped me to be more assertive which has changed my life"

"I had the opportunity to talk and discuss things that are difficult and stressful"

The Commission for Social Care Inspection report 'Being a Young Carer – views from a young carers workshop' supports these comments. One of the other main areas young carers felt would improve their lives was if people in general had a better understanding of disability. The group also expressed anxiety around their role in giving medicine to the person they care for safely. Issues about wheelchair accessibility were also raised. The need for information about what to do in case of a crisis and advice about providing care were highlighted as areas of practical support that they would find very useful.

Many of the children and young people's priorities for change in Newcastle, set out in 'What Matters To Us', correlate with the wishes and needs of young carers.

What Parents and carers say?

Views of parents and carers from the families of young carers are somewhat under reported. The Education Network briefing on young carers (2005) lists three key issues facing disabled parents however:

- maintaining independence – making the decisions which have an impact on your life and that of your family
- getting support for your role as a parent
- and having access to school transport.

“My children seemed to grow up very fast, the eldest two were playing like mummy and daddy, they were basically being mummy and daddy near the end of my drinking towards me and my other two children, asking if I was alright and basically being really protective of me. They had a lot of extra responsibility which they shouldn't have had because they're children... But if the help had been there for me, as an adult, then it would have lightened the load for my children”

‘Bottling It Up’ 2006, Turning Point

It is known that there are significant issues for those children and young people who are caring for parents or family members with drug and alcohol problems and with mental health difficulties. This group are vulnerable as they are often hard to reach or identify. Major factors affecting the hidden nature of such carers include the stigma and shame of the adults' behaviours and problems and the fear (real or perceived) of the actions of statutory services e.g. children being taken into care. There is a lack of accurate data on this population of young people in Newcastle (and nationally).

Joining Up and Working Together

In order to meet the needs of young carers a range of key agencies must work together. An effective and willing relationship between Adult and Children Services must form the foundation for this. This is essential both in identifying young carers, providing services and in negotiating transition arrangements for young people with caring responsibilities as they move towards adulthood.

Adult services are a key agency in identifying and helping young carers. Although the focus of their role is upon the adult these services are often best placed to recognise the caring role a child or young person may have. They are also the agencies with the greatest potential to shift the load of caring by providing the support that enables the adult to be less dependent on the child or young person.

Adult Services already provide the mechanisms for integrated health and social care^{viii} and the Common Assessment Framework (CAF) will be a key tool in the early identification of additional needs to this group in enabling agencies to co-ordinate packages of support/intervention at an earlier stage.

To facilitate more effective practice across children and families and adult services a joint protocol will be developed for identifying and assessing young carers.

The Way Forward

To improve outcomes for children and young people with caring responsibilities a range of interventions must be provided that can be tailored to individual need.

All services must have an awareness of the needs of young carers and be willing to adhere to joint protocols for the identification and assessment of young carers.

Services must ensure that young carers have:

- Access and referral to appropriate specialist services where necessary
- Greater access to advice on physical, emotional, and sexual health

- Increased support to access extra curricular activities
- Opportunities for peer support
- More flexible opportunities which reduce isolation
- Support to ensure school attendance – e.g. through reduction of stress/anxiety regarding caring responsibilities
- Access to positive role models
- Opportunities to develop self esteem
- Recognition for their caring contributions and feedback on the value of this
- Access to information and support in relation to the care of younger siblings
- Support to access leisure and social activities in the local community
- Advice on the importance of qualifications

The responsibility for the delivery of these interventions lies with **ALL** agencies that work with children and young people.

Service Proposal

Most local authorities in the UK have specialist services for young carers, typically located in voluntary organisations (eg the Princess Royal Trust for Carers, Barnardos, the Children’s Society). It is clear from the experience of these services, from consultation with young people and their families and from research that a specialist young carers service is a vital part of the network of helping services.

In Newcastle in recent years several initiatives have been established by individual projects in response to demand from the relatives of their service users, or the young people accessing their programmes, such as the peer led support group operating at Newcastle PROPS, and the young carers group at the D2 Youth Action Zone (jointly funded between D2YAZ and Play and Youth). However, whilst this approach can be

highly beneficial to the individuals able to access it, arrangements such as this are limited in their capacity to raise general awareness and have little or no impact on young carers who are not known to services.

The Newcastle Young Carers Project began in April 2000 and was originally based at Children North East. In 2003 The Newcastle Healthy Cities Project successfully tendered to host the Newcastle Carers Project and included the Young Carers Project in this arrangement. Newcastle Primary Care Trust, Newcastle Social Services Directorate, and Newcastle Education and Libraries all provided funding until 2004.

In 2004/2005 Newcastle Social Services Directorate provided funding from the Carers Grant with some financial support from Newcastle Education and Libraries Directorate. The project consisted of a lone worker providing both indirect and direct services across the city. The Young Carers Support Worker left in 2004.

At this point a multi agency steering group was set up to review the work of the Young Carers Project. A plan was agreed to recruit a support worker to offer a sign posting and advice service to young carers whilst a strategy for future work with this group was formulated and written. In February 2006 a Young Carers Support Worker was appointed by Newcastle Healthy Cities, with funding from Newcastle Social Services Carers Grant and seconded to Barnardos who manage other Young Carers Services in the region.

The Young Carers Support Worker employed by Newcastle Healthy Cities has begun to raise awareness within several schools and other agencies whilst also providing tailored support to individuals in the greatest need. However despite the positive effects of this work, **the capacity remains too low to achieve the necessary impact across all services**. Funding for the current Young Carers Support Worker is from the Newcastle Carers Grant. Further funding has been secured from Neighbourhood Renewal Fund and the CAMHS Grant to employ an additional Young Carers Support Worker and a part-time Manager until April 2008. However, funding for the Young Carers Service will need to be on a more secure basis if Newcastle is to meet the needs of its young carers in the future. **Insecure funding arrangements adversely impact** on the ability of both the manager and the workers to develop and sustain a service that meets the needs of Newcastle's young carers.

In the majority of cases universal services will be best placed to provide the necessary support and guidance to young carers in order to ensure they achieve the **Every Child Matters** outcomes. However, in order to develop and maintain the necessary knowledge and understanding to do this, a programme of awareness raising for professionals across mainstream agencies, with ongoing access to expert and experienced practitioners, will be essential.

To provide this expert advice to professionals working in mainstream settings, a young carers service needs to be established, building upon and expanding the development work currently being undertaken. This service will also assist agencies in establishing structures and mechanisms to identify and support young people they are working with who have caring responsibilities.

In addition to this consultancy, development, and training role, the young carers service will also offer targeted support to those young carers in greatest need. This work will focus on the specific needs of each individual as identified by a needs led assessment and will operate a range of support such as: one to one work; activities; support to access specialist services; peer support; advocacy; and family work where appropriate. The key aims of this support will be the empowerment of young carers to manage their caring role and to reduce their responsibilities if required and appropriate.

The Young Carers Service will work predominantly with young carers who have additional and complex needs and who require a targeted service, whilst liaising with professionals providing either universal or other specialist services as appropriate. Many young carers will go on to be adult carers and it is important that they are linked into appropriate supports as they make the transition to adulthood.

Recommendations

Children and Young Peoples Strategic Partnership (CYPSP) endorse the Newcastle Young Carers Strategy.

CYPSP oversee the implementation of the Action Plan.

CYPSP support the proposal for a dedicated service for Newcastle young carers.

CYPSP commit to their agencies improving systems for identifying and recording young carers

CYPSP identify key members of staff to take lead responsibility for work with young carers

CYPSP members and their agency staff receive awareness raising training

CYPSP agencies develop systems to share information, with consent, more effectively

Appendix 1

Action Plan

Outcomes

Young carers are recognised and valued, receive support for their caring role and are safeguarded against taking on unwanted responsibilities, which prevent them achieving their full potential.

Key Objectives 2007 – 2008

1. Universal, targeted and specialist children's and adult services understand their responsibility and are competent to respond to the needs of young carers.
2. Universal, targeted and specialist services develop specific interventions to provide support to young carers.
3. Service Providers will develop formal and informal mechanisms to gather and act on the views of young carers.
4. Develop and deliver a targeted service for young carers most in need of support.
5. Develop data management and information sharing systems.
6. Implementation of strategy and securing funding for the Young Carers Service.

Outcome: Young carers are recognised and valued, receive support for their caring role, and are safeguarded against taking on unwanted or inappropriate responsibilities which prevent them achieving their full potential.

Objective 1: Universal, targeted, and specialist children's and adult's services understand their responsibility and are competent to respond to the needs of young carers.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Progress		
					Red	Amber	Green
Key agencies receive training on the needs of young carers	<ul style="list-style-type: none"> Young Carers Service to organise and deliver awareness raising sessions Young Carers Service to organise and deliver training events 	SE	April 2007 – 2008	YC Manager YC Workers Room hire Training materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The needs of young carers are made an integral part of the planning and development of current and new services	<ul style="list-style-type: none"> Briefing and consultation for relevant staff and agencies 	SE	April 2007 – 2008	YC Manager YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All services to consider the needs of young carers and promote meeting those needs	<ul style="list-style-type: none"> Information on Young Carers Service to be available through the Children's Information Service, the Adult Carers Centre and Adult Services Information materials to be available for dissemination by Schools, Children's Services, Adult Services, Health and Voluntary Sector services. 	SE	June 2007	YC Manager Posters Leaflets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

All young carers have access to appropriate support services to meet their immediate and long term needs.	<ul style="list-style-type: none"> • Increase capacity in universal services • Develop referral pathways for targeted and specialist services • Flow chart 	SE	April 2008	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			July 2007	YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			July 2007				
Annual Report for C&YPSP	<ul style="list-style-type: none"> • Regular updates • Annual Report 	SE	Sept 2007 Jan 2008 April 2008	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 2: Universal, targeted, and specialist services develop specific interventions to provide support to young carers.

Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Progress		
					Red	Amber	Green
Audit by each school and service provider to identify the young carers accessing their services	<ul style="list-style-type: none"> • Audit tool to be developed • Audit to be completed 	SE	September 2007 April 2008	YC Manager YC Workers Commitment from partner agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The identification and recording of young carers will be improved in all services through the use of a common screening tool	<ul style="list-style-type: none"> • Developed screening tool • Implement screening tool 	SE	August 2007 October 2007	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 2 continued: Universal, targeted, and specialist services develop specific interventions to provide support to young carers.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Red	Progress Amber	Green
All services develop an infrastructure to support young carers to access their provision	<ul style="list-style-type: none"> Services identify lead contact within their agency YC Service provide support and advice: e.g. protocols, policies 	SE	April 2008 October 2007	YC Manager YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A 'Champion' to be nominated at senior level in each service to advocate for the needs and rights of young carers	<ul style="list-style-type: none"> Nominated champions agreed Support and encouragement 	CYPSP SE	Sept 2007	Nil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
'Champions' from across services will be brought together to share best practice / receive policy updates	<ul style="list-style-type: none"> Sessions facilitated by Young Carers Service 	SE	September 2007 and February 2008	YC Manager YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information sharing protocol to be agreed across agencies	<ul style="list-style-type: none"> Develop information sharing protocol Implement protocol 	SE and JB	October 2007 April 2008	YC Manager Information Sharing Co-ordinator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 3: Service providers will develop formal and informal mechanisms to gather and act on the views of young carers.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Red	Progress Amber	Green
Provide opportunities for young carers to access Investing in Children and other young peoples engagement initiatives	<ul style="list-style-type: none"> Participation events to be organised by the Young Carers Service 	SE	Review October 2007 and April 2008	YC Workers Participation Co-ordinator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide opportunities for young carers to meet and voice their opinions on service development, policy and protocols	<ul style="list-style-type: none"> Development of reference group 	SE	September 2007	YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All service providers to develop approaches which regularly and routinely gather feedback from young carers	<ul style="list-style-type: none"> Development of feedback and evaluation tools to effectively monitor service delivery. Implementation of evaluation tools 	SE	August 2007 October 2007	YC Manager YC Workers Commitment from partner agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 4: Develop and deliver a targeted service for young carers.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Red	Progress Amber	Green
Appoint Manager to have responsibility for YC in Newcastle; to manage staff, be responsible for implementing action plan and drive the strategy forward	<ul style="list-style-type: none"> Finance obtained SLA between Barnardo's and Newcastle Healthy Cities 	Steering Group Chair (AS)	March 2007	Funding secured for 2007/08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		SEgleton, BS, SE	March 2007				
Establish a small team of Young Carers Support Workers	<ul style="list-style-type: none"> Small team identified management and development time to be agreed 	SE	April 2007	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			April 2007	Newcastle Healthy Cities			
Deliver direct support to those young carers in greatest need who are risk of failing to achieve their potential	<ul style="list-style-type: none"> Establish service referral criteria Development of interventions and models of service delivery Improved outcomes for young carers Develop work with Connexions Advisor to improve education and employment opportunities for secondary age young people 	SE & MC	June 2007	YC Workers Connexions Advisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			June 2007				
			April 2008				
			June 2007				

Objective 4 continued: Develop and deliver a targeted service for young carers.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Progress		
					Red	Amber	Green
Develop work with children and young people with caring responsibilities for family members with substance misuse and/or mental health problems	<ul style="list-style-type: none"> Funding for, and recruitment of, Hidden Harm Worker 	SE & DR	March 2007	Funding agreed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<ul style="list-style-type: none"> Develop an identification and early intervention/prevention model for primary age children 		October 2007				
Raise the profile of young carers needs amongst professionals and the wider community	<ul style="list-style-type: none"> Develop presentations for professional and public consumption Develop media strategy 	SE	July 2007 to April 2008	YC Manager YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop close and effective working relationships with all Adult Services to improve rates of identification and delivery of services to young carers	<ul style="list-style-type: none"> Agree protocols Develop holistic family approach to assessment Increase in identified young carers 	SE	October 2007	YC Manager YC Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			April 2008				
			January 2008				
Develop close and effective working relationships with PROPS and Play and Youth to join up current limited resources and avoid duplication	<ul style="list-style-type: none"> Meeting with PROPS Identified 10 hours dedicated Play and Youth Worker provision per week 	SE	June 2007	YC Manager PROPS Manager Play and Youth Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 4 continued: Develop and deliver a targeted service for young carers.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Red	Progress Amber	Green
Monitoring and evaluation of YC Service	<ul style="list-style-type: none"> Quarterly reports to Steering Group Annual Report and updates to C&YPSP Participation and user feedback 	SE	July, October 2007, January, April 2008	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 5: Development of data management and information sharing systems.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Red	Progress Amber	Green
Development of a city-wide system for the recording and monitoring of young carers	<ul style="list-style-type: none"> Data base of young carers. Regular returns from service providers regarding numbers, types of support, joint working, and referrals 	C&YPSP/SE/ SME & MC	April 2008	Data base creation costs Information inputting Admin support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclusion of young carer numbers within the self assessment process of service providers	<ul style="list-style-type: none"> Develop and implement screening tool 	SE	October 2007	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Objective 6: Strategic development and funding strategy.							
Action	Milestones	Accountable Lead	Timescale	Resources / Costs	Red	Progress Amber	Green
Young carers are supported through the process of transition to adult services.	<ul style="list-style-type: none"> Contribution to the Transition Strategy Co-operation and development of transitional arrangements with the Carers Centre 	SE/CT/KD	April 2007	YC Manager Carers Centre Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C&YPSP endorse Newcastle Young Carers Strategy	<ul style="list-style-type: none"> Discussion at C&YPSP Executive 	SE/DR	March 2007	YC Manager Drug and Alcohol Service Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop Business Plan for long term development and maintenance of YC Service	<ul style="list-style-type: none"> Using improved data to develop business plan Identify funding streams Develop funding strategy 	SE	October 2007	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raise profile and understanding of young carers issues at a strategic level	<ul style="list-style-type: none"> Networking Close working with service 'Champions' Presentation to Elected Members 	SE	October 2007	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Implementation of young carers strategy	<ul style="list-style-type: none"> Review strategy Responsibility for leading and implementing strategy 	SE	April 2008	YC Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix 2

References

ⁱ Hidden Harm, Advisory Council on the Misuse of Drugs, 2003

ⁱⁱ AHRSE 2004

ⁱⁱⁱ Annual Report, NACOA 2004

^{iv} Quoted in Hidden Harm 2003

^v Disabled Parents Network website

^{vi} Labour Force Survey, quoted in Newman & Wates 2005.

^{vii} Figure of 70,000 disabled parents in the North East quoted in PQ from Family Resources Survey 2003-04

^{viii} Our health, our care, our say, HMSO 2006