Equal Partners in Care (EPiC):
Core principles for working with carers and young carers

Level 3: Planning with Carers as Equal Partners
**Carer and young carer outcome** | **What you know** | **What you are able to do** | **Link to CLF/KSF/NOS**
---|---|---|---
**Level 3: Planning with Carers as Equal Partners**

Carers are identified

Understand national and local policy and the need to identify and support carers, including the [National Carers Strategy and Young Carers Strategy](#) 2010-15, NHS Carer Information Strategies, local carer strategies and other key policy drivers

Promote the importance of early carer identification and support, including as part of support and supervision

Promote carer awareness training (Level 1) to all workers who may come into contact with carers

Contribute to developing carer identification protocols and referral pathways and communicate these to all workers

**NOS:** SCDHSC0041, SCDHSC0043, SCDHSC0428

**NHS KSF:** C1, C2, C4, HWB1, HWB4

**CLF:** A Focus on People Who Use Services and Their Carers, Empathy, Confidence, Motivating and Leading Others, Organisational Awareness, Working In Partnership, Lifelong Learning, Impact On Others, Professional Autonomy

**SS Code of Practice (employers):** 1.4, 1.5, 3.1, 3.2
# Equal Partners in Care (EPiC):
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### Level 3: Planning with Carers as Equal Partners

- **Carers are supported and empowered to manage their caring role**

  - Understand the changes needed to deliver **person-centred, personalised** and outcomes-focused services and support for carers and the people they care for.
  - Be aware that workers may be balancing work commitments with a caring role.

  - Contribute to changes in working culture towards person-centred, personalised and **outcomes-focused services** through organisational policy, planning and commissioning.
  - Contribute to monitoring and evaluating carer outcomes.
  - Support carers in your workforce to manage their **caring role**.
  - Support your workforce to understand the sometimes complex relationships between carers and the person they care for and ensure the needs of both are met.
  - Ensure information provided to carers is clear and concise.

**NOS:** SCDHSC0041, SCDHSC0042, SCDHSC0426, SCDHSC0428

**NHS KSF:** C1, C2, C3, C4, HWB1, HWB4

**CLF:** A Focus on People Who Use Services and Their Carers, Empathy, Confidence, Organisational Awareness, Lifelong Learning, Dealing With Conflict, Impact On Others, Working In Partnership, Resilience, Professional Autonomy, Motivating and Leading Others

**SS Code of Practice (employers):** 1.4, 1.5
### Equal Partners in Care (EPiC): Core principles for working with carers and young carers

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| **Level 3: Planning with Carers as Equal Partners** | Be aware of the potential impact of Self-Directed Support (SDS) on short breaks for carers and understand your role in implementing the changes | Work with carers to identify how your service and other agencies can best support them to have **time out** from caring | **NOS**: SCDHSC0041  
SCDHSC0427  
SCDHSC0428  
**NHS KSF**:  
C1, C4, C5, HWB2, HWB4  
**CLF**: A Focus on People Who Use Services and Their Carers, Empathy, Organisational Awareness, Flexibility, Working In Partnership, Professional Autonomy, Resilience, Impact On Others  
**SS Code of Practice (employers)**: 1.4 |

- Carers are enabled to have a life outside of caring.
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<td><strong>Level 3: Planning with Carers as Equal Partners</strong></td>
<td>Understand your role and responsibilities in <strong>supporting workers</strong> to ensure that carers are free from disadvantage or discrimination related to their caring role</td>
<td>Contribute to the planning and delivery of <strong>services</strong> that recognise equality and diversity issues (also called <strong>cultural competence</strong>) in consultation with carers and the people they care for. Work with carers to ensure that existing services comply with the Equality Act 2010 and do not exclude carers by nature of their race, disability, gender, sexual orientation, religion, age, pregnancy/maternity, marriage/civil partnership, gender reassignment or by association with the person they care for who may have one or more of the protected characteristics</td>
<td><strong>NOS:</strong> SCDCCLD0334  SCDHSC0428  <strong>NHS KSF:</strong> C1, C2, C3, C6, HWB2, HWB3  <strong>CLF:</strong> A Focus on People Who Use Services and Their Carers, Empathy, Organisational Awareness, Lifelong Learning Flexibility, Working In Partnership, Professional Autonomy, Resilience  <strong>SS Code of Practice (employers):</strong> 1.4, 5.3</td>
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Carers are free from disadvantage or discrimination related to their caring role.
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<td><strong>Level 3: Planning with Carers as Equal Partners</strong></td>
<td>Understand your role and responsibilities in planning and shaping services in partnership with carers and the people they care for (also called co-production)</td>
<td>Contribute to involving carers and young carers as partners at all stages of strategic planning and decision making</td>
<td>NOS: SCDHSC0042 SCDHSC0428 NHS KSF: C1, C2, C4, C5, C6 CLF: A Focus on People Who Use Services and Their Carers, Empathy, Organisational Awareness, Accurate Self-Assessment, Working In Partnership, Lifelong Learning, Dealing With Conflict, Professional Autonomy, Motivating and Leading Others SS Code of Practice (employers): 3.1, 3.2</td>
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Carers are fully engaged in the planning and shaping of services
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<td>Understand your role and responsibilities in supporting workers to recognise, value and work with carers as equal partners</td>
<td>Enable workers to access the training and support they need to understand what ‘working with carers as equal partners’ means in practice</td>
<td><strong>NOS:</strong> SDHSC0387, SCDHSC0389, SCDHSC0043, SDHSC0345, SCDHSC0428  <strong>NHS KSF:</strong> C1, C2, C3, C5, HWB3  <strong>CLF:</strong> A Focus on People Who Use Services and Their Carers, Impact On Others, Lifelong Learning, Motivating and Leading Others  <strong>SS Code of Practice (employers):</strong> 1.4, 1.5, 3.1, 3.2</td>
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**Carers are recognised and valued as equal partners in care**
Go to www.knowledge.scot.nhs.uk/equalpartnersincare for a full version of the core principles as well as learning resources and practice examples to help you work more effectively with carers and young carers.