



# ***CARER'S POLICY***

Version 1

JUNE 2012

**INVERCLYDE LEISURE IS AN EQUAL OPPORTUNITIES EMPLOYER**

## **DOCUMENT CONTROL**

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Version 2	22 June 2012	Paragraph 6.1 changed to reflect the concessionary charge. Paragraph 5.1 changed to reflect that the policy only applies to carers residing within Inverclyde.

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## **INVERCLYDE LEISURE**

### **PROPOSED CARER'S POLICY**

#### **1. DEFINE DISABILITY**

1.1 The Equality Act 2010, defines a disabled person as someone who has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities. For the purpose of the Act:

- Substantial means neither minor or trivial
- Long term means that the effect of the impairment has lasted or is likely to last for at least 12 months (there are special rules covering recurring or fluctuating conditions)
- Normal day to day activities include everyday things like eating, washing, walking and going shopping.
- A normal day to day activity must affect one of the 'capacities' listed in the Act which include mobility, manual dexterity, speech, hearing, seeing and memory.

1.2 People who have had a disability in the past that meets this definition are also covered by the scope of the Act. There are additional provisions relating to people with progressive conditions.

1.3 The DDA 2005 amended the definition of disability. It ensured that people with HIV, cancer and multiple sclerosis are deemed to be covered by the DDA effectively from the point of diagnosis, rather than from the point when the condition has some adverse effect on their ability to carry out normal day to day activities.

#### **2. DEFINITION OF A CARER**

2.1 The Princess Royal Trust for Carers, defines a carer as someone of any age who provides unpaid support to family or friends who could not manage without this help. This could be caring for a relative, partner or friend who could not manage without his or her help. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems.

2.2 Anyone can become a carer; carers come from all walks of life, all cultures can be of any age. Many feel they are doing what anyone else would in the same situation; looking after their mother, son, daughter or best friend and just getting on with it.

2.3 Carers don't choose to become carers, it just happens and they have to get on with it. If they do not do it, who would and what would happen to the person they care for? These carers are unlikely to have any identification of their caring status.

2.4 What is a Young Carer?

2.4.1 Young carers are children and young people who look after someone in their family who has an illness, a disability, or is affected by mental ill – health or substance misuse.

2.4.2 Young carers often take on practical and/or emotional caring responsibilities that would normally be expected of an adult. The tasks undertaken can vary according to the nature of the illness or disability, the level and frequency of need for care and the structure of the family as a whole.

A young carer may do some or all of the following:

- Practical tasks, such as cooking, housework and shopping
- Physical care, such as lifting, helping a parent on stairs or with physiotherapy
- Personal care, such as dressing, washing, helping with toileting needs
- Managing the family budget, collecting benefits and prescriptions
- Administering medication
- Looking after or “parenting “younger” siblings

2.4.3 Emotional support - Interpreting due to a hearing or speech impairment or because English is not the family's first language. Some young carers may undertake high levels of care, whereas for others it may be frequent low levels of care. Either can impact heavily on a child or young person.

### **3. PROFESSIONAL CARER / SUPPORT WORKER**

3.1 Professional Carers / Support Workers / Care Assistants/ Special Needs Teachers arguably have one of the most challenging full time jobs available to anyone. There are few people with such levels of dedication to their work, as well as compassion, empathy and patience, and as such it can be said that it takes a specific kind of person to become a successful carer. Professional carers are in the main employed by the local authority within social work and care home settings and tend to provide support to the elderly and infirm, those

with learning difficulties, mental illness and disability. Given their local authority status, these carers will hold appropriate identification.

#### **4. DISABLED PEOPLE'S USE OF OUR FACILITIES**

- 4.1 There is no formal registration process for disabled people within the UK, other than those who may apply for parking privileges, bus or rail travel passes. These people will have a plastic identification card which will include their name and address details and usually their photograph.

#### **5. CARER'S IDENTIFICATION**

- 5.1 This policy only applies to those Carers and people with disabilities residing within Inverclyde
- 5.2 Unpaid carers, those involved in the care of family and loved ones will not carry any formal identification, although they may be in possession of a Carer's Leisure Pass, if they are in receipt of a Carer's Allowance. It would be appropriate for them to present this card, for identification purposes when using our facilities with those they care for.
- 5.3 Professional carers / support workers / care assistants / special needs teachers will carry identification cards provided by their employers, and should be available for inspection on each occasion they use leisure facilities along with those they are caring for.

#### **6. THE CHARGE FOR DISABLED PEOPLE'S USE OF FACILITIES**

- 6.1 Disabled people using Inverclyde Leisure facilities, with or without the assistance of a carer may do so by paying the appropriate Leisure Pass concessionary rate in place at that time for the activity they are participating in.

#### **7. THE CHARGE FOR A CARER TO SUPERVISE**

- 7.1 In accordance with other local authority leisure facilities and leisure trusts, all carers will be admitted to use Inverclyde Leisure facilities with their client or client group free of charge.

#### **8. DETERMINE THE CARER / CLIENT RATIO.**

- 8.1 Carer / client ratio is a matter in the main for the organisations using our facilities, for example a group using a sports centre for football may only require one or two carers for supervision purposes, which will be determined by their own operating procedures, however facility managers must determine this at the point of booking. Where Inverclyde Leisure must dictate a carer / client ratio is when the

swimming pools, health suites and gymnasiums are being used by disabled persons, with the ratio's in these instances being strictly on one to one basis.

## **9. WHAT ACTIVITIES CAN A DISABLED PERSON / GROUPS CAN USE WITH THE HELP OF A CARER**

9.1 Inverclyde Leisure will not discriminate in what activities a disabled person can participate in, with the support of a carer. It will be assumed that the carer will be fully aware of their clients ability to participate, and he / she will provide the necessary support and supervision whilst they participate.

9.2 Activities which disabled people currently participate in are:-

Swimming  
Gym  
Curling  
Ice Skating  
Sauna / Refresh

## **10. DETERMINE IF THERE SHOULD BE ANY RESTRICTIONS**

10.1 In the interests of non discrimination, Inverclyde Leisure will not apply any restrictions to the use of facilities by disabled people, unless that use may inappropriate, depending on the level of disability, for example it will not be possible to accommodate a wheelchair in a sauna suite, or in the Weight Training Room at Greenock Sports Centre.

10.2 It would be expected that given the availability of carers, that use of our facilities may restricted to daytime hours.

## **11. CARER PROTOCOL – GYM AND SWIMMING**

11.1 A carer supervising their client on a one to one basis whilst using the gym, must first be inducted in the use of the machinery, particularly those likely to be used by their disabled client, by a member of the gym staff. This induction will be free of charge, however it will be assumed that the carer will be aware of the abilities of his/her client and will advise them on the suitability of machine use and provide the necessary spotting support in using these machines thereafter. This process will apply to any substitute carer, covering for holiday or sickness.

11.2 It will be assumed that a carer using a swimming pool with a disabled client will be a capable strong swimmer and one who is mindful of the risks of swimming out with their depth and the person being cared for. He or she must provide the necessary supervision and support in the water which their client requires.

## **12. CARER PROCEDURE**

It must be understood that all carer's using our facilities along with the person under their care, are providing close support and supervision to their client and must not under any circumstances undertake the activity for their own benefit.

Development Manager  
November 2011