

Carer wellbeing breaks payments

Did you use the EIA Screening Tool?

No

1. Explaining the matter being assessed

Is this a:

Change to a service or function

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

The Council is changing the way we support carers to take a break from their caring role. Our priority is to best support carers, and we believe the new approach we're introducing will enable many more carers in Surrey to benefit from breaks and give them full control over how they take those breaks. The carer replacement breaks contract is ending and a new approach will commence.

At the heart of the new approach is a one-off £300 payment on a pre-paid card which will give carers complete flexibility and choice in how they use their breaks. To help guide carers in making the most of the offer, we're developing a menu of ideas and suggestions. This could include options like activities that carers can do on their own or with the person they care for, overnight or day respite, or helpful technology to make life easier at home. It could also include replacement care, with support to find options through Connect to Support Surrey.

Carers told an independent review of carer breaks, undertaken by Luminus (Healthwatch Surrey), that they wanted full flexibility over how they take their breaks. This new approach is designed to give them that freedom, with choice and control over what works best for them. Our current approach provides only replacement care, but carers have told us they don't always want or need this. The flexibility of the new offer will make it easier for carers to use breaks in ways that best support their wellbeing, helping the preventative benefits of carer breaks to be fully achieved.

The independent review found that the wellbeing breaks contract wasn't fully meeting carers' needs. Despite efforts over the last year to implement changes, we have recognised the need for a new approach. The existing contract for providing carer breaks will end, and we are working with the provider to ensure a smooth and seamless transition to the new approach.

Central to the new approach will be strengthened links with adult social care services. Conversations at the adult social care "front door" may lead not only to the one-off carer wellbeing breaks payment but also to connecting carers with wider support such as community groups, assistive technology or a period of reablement support from care workers. After using their breaks payment, carers may be able to access further breaks, depending on an

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assessment of their needs under the Care Act. In the independent review of breaks, carers said they wanted assessments to happen earlier, so funding could be arranged in time for a smooth transition to a funded service. Carers who access the offer will also be on a pathway towards a formal assessment of their needs, helping to ensure they get the right support not only in the short term but over time.

We believe this more personalised, integrated approach will enable us to better support carers over the long term, helping them continue in their caring role. Breaks will be more accessible and relevant to a wide range of needs and situations - including carers supporting people with mental health needs, dementia, learning disabilities or autism. With this added flexibility, many more carers across Surrey could benefit from the offer.

New referrals into the service should cease on Monday 14 April 2025. This is to help the provider wind down the service. We would hope that as many carers as possible will finish their allocated hours before the contract ends on 4 August 2025 and we expect the provider will make all necessary arrangements to facilitate this. This may mean encouraging carers to use all their allotted breaks hours more flexibly.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

Carer wellbeing breaks payments are linked to the following Vision outcomes:

- Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.
- Everyone gets the health and social care support and information they need at the right time and place.

Are there any specific geographies in Surrey where this will make an impact?

- County-wide

Assessment team

Carer consultation was lead by Luminus (contracted to gather carer feedback)

Care Breaks project team:

- Jane Bremner, SCC, Head of Commissioning, Mental Health
- Jo Neville-Rye, SCC, Senior Commissioning Manger, Carers
- Alida Ruffolo, SCC, Contract & Commissioning Manager
- Lisa Woodruff Truscott, SCC, Senior Carers Practice Development Advisor
- Laura Downton, SCC, Senior Communications Manager
- Rebecca Lunn, SCC, Commissioning Manager.

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

- Members/Ex members of armed forces and relevant family members (in line with the Armed Forces Act 2021 and [Statutory Guidance on the Armed Forces Covenant Duty](#))
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

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Consultation – Review of the current carer breaks offer

Luminus (Healthwatch) was contracted as an experienced independent provider to conduct the independent view, consultation process and facilitate the co-production group, which convened multiple times both online and in person

A variety of methods were employed to gather feedback from carers and staff. An online survey was conducted from 7 August 2023 to 2 October 2023, with additional contributions accepted beyond this period via alternative means. The survey was widely promoted through carers' organisations and their newsletters, resulting in 550 people accessing the survey, 381 completing it fully, and 169 partially completing it.

To ensure inclusivity for those digitally excluded, all promotional materials provided email and telephone contact details, enabling alternative ways to contribute and access support. Healthwatch/Luminus directly engaged with 19 carers via phone and 24 through email. Where further advice or assistance was needed, Luminus directed individuals to the appropriate organisation.

1. Age including younger and older people

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Caring responsibilities vary greatly depending on the age and circumstances of each carer, such as young adults, working-age individuals, and older adults. This is specifically addressed in our carer's strategy, which aligns with the national agenda and incorporates feedback from local carers. At present, Surrey County Council has identified 3,715 carers. However, many carers choose not to engage with the local authority for services, opting instead to manage independently or seek support from private or voluntary sector providers.

More than half of carers in Surrey are working age with 62% aged 35 – 64 years (2021 Census, Office for national statistics (ONS))

Age brackets	Carers	% carers
Aged 15 years and under	2,168	2.4%
Aged 16 to 34 years	11,138	12.3%
Aged 35 to 49 years	20,693	22.9%
Aged 50 to 64 years	35,377	39.1%
Aged 65 years and over	21,121	23.3%
Total	90,497	

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- + The introduction of the new wellbeing breaks payments represents a preventive, early intervention offer, giving carers of all ages the opportunity to spend the payment in a way that best meets their individual needs.
- + The flexibility offered by a payment, rather than a single break option (such as replacement care), allows carers of all ages to tailor their support, enhancing their overall wellbeing.
- + Young carers will continue to access Early Intervention payments, affording them the same flexibility.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- Carers of all ages shared that the Council's breaks offer was not always well communicated. To address this, we have implemented a comprehensive communications plan to ensure the new offer is promoted in places accessible to carers of all ages.
- The carer wellbeing break payments provide full flexibility and autonomy, enabling carers of all ages to customize breaks according to their personal needs and circumstances. This enhanced universal offer eliminates barriers, increases accessibility, and empowers carers to make choices that suit them best, delivering positive outcomes across all groups.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

No negative impacts are anticipated from improving the universal offer for carers

2. Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Carers look after family, partners, or friends in need of help because they are ill, frail or have a disability. The impact of caring can be detrimental to carers' health owing to several factors, including stress related illness or physical injury.

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- + For those carers who have a disability or sensory impairment the new wellbeing breaks payments will provide greater flexibility and provide a more tailored approach to both the carers on-going needs and wishes as well as the person being cared for. This can only be seen as a positive impact.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- We will maximise positive impact by providing joint clear consistent communication across the sector.
- Working with providers and social care operational teams to ensure carer wellbeing breaks payments are delivered as quickly as possible.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

3. Gender reassignment

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

2021 Census (ONS) shows less than 1% of carers in Surrey reporting gender identity as trans or different from sex registered at birth.

Gender identity	% of carers
Gender identity the same as sex registered at birth	95.01%
Gender identity different from sex registered at birth but no specific identity given	0.12%
Trans woman	0.10%
Trans man	0.08%
All other gender identities	0.11%

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Not answered

4.58%

We do not have any evidence of the impact identifying as transgender may have on access to carers services. However, there is evidence that shows members of the transgender community have poorer experiences of care and poorer outcomes, including a fear of accessing care and support, with particularly detrimental impact on their psychological wellbeing.

[Trans healthcare: What can we learn from people's experiences? \(Healthwatch 2020\)](#)

- + The carer wellbeing breaks payments will be accessible to all carers, including those who may be transitioning, or considering transitioning.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- 'Giving Carers a Voice' service will proactively reach into the LGBTQ+ community to understand their experiences as carers and provide a confidential route for them to share their views and experiences in their own voice.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

4. Pregnancy and maternity

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

We do not have any evidence of the impact that pregnancy and maternity may have on access to carers services, but we do know that partners of women who experience perinatal and postnatal depression are unrepresented in accessing support carers services. Future parent

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carers, pregnant women who are already carers, pregnant women who have a carer, and partners of women who experience perinatal and postnatal mental health, will also need a break from caring.

- + Carer wellbeing breaks payments will enable this sector of the community to enhance wellbeing, especially if trying to balance caring for a child with special needs and other members of the family.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- The carer wellbeing breaks payments will be accessible to all carers, including those who are pregnant or on maternity leave.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

5. Race including ethnic or national origins, colour or nationality

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

We estimate that approximately 10% of the population are carers, though this figure is considered an underrepresentation compared to the GP Patient Survey data, which suggests 17%. Among these carers, it is estimated that Surrey has 20,000 carers from ethnic minority communities, with around half belonging to Indian, Pakistani, and other Asian groups. Additionally, Surrey has a notable Gypsy, Roma, and Traveller (GRT) community relative to other areas in the country.

Research from Carers UK indicates that carers from ethnic minority backgrounds are less likely to receive practical or financial support and tend to experience delays in accessing help—often due to a lack of culturally appropriate advice and services. Furthermore, the NHS Information Centre Survey of Carers in Households found that these carers are more likely to provide over

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20 hours of support per week. To address this, we will work to promote the new offer to carers in ways that are accessible and linguistically appropriate.

- + The wellbeing breaks payment offers carers the flexibility to choose culturally appropriate options that align with their unique needs and preferences. These options can help carers feel more connected to their identity while also providing the rest and support they need. Carers could use their wellbeing breaks payment to access:
 - Religious or spiritual retreats: Opportunities to participate in faith-based events, services, or retreats aligned with their beliefs.
 - Community-specific activities: Access to events or workshops that celebrate their culture, like traditional cooking classes, language courses, or cultural festivals.
 - Culturally sensitive respite services: Short-term care provided by individuals who understand and respect the carer's cultural practices, dietary restrictions, or languages spoken.
 - Travel to visit family abroad: Financial support enabling carers to visit relatives or significant cultural locations that are meaningful to them.
 - Recreation in familiar spaces: Memberships or passes to cultural centres, places of worship, or community halls that resonate with their background.
 - Cuisine-based experiences: Gift cards or funds for meals at culturally significant restaurants or for purchasing ingredients to create traditional meals.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- Although no adverse impact on these communities has been highlighted in reports, we recognize that only small numbers from these groups currently engage with services through our provider network. As a collective, we are committed to encouraging greater participation from these communities and providing comprehensive support, not only for breaks services but across all provider offerings.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

6. Religion or belief including lack of belief

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

We do not currently hold any data on the religious beliefs of carers.

- + The wellbeing breaks payment offers carers the flexibility to use a wellbeing breaks payment on activities or services that align with their faith and provide meaningful respite. Examples may include:
 - Attending a spiritual retreat or religious conference.
 - Visiting a place of worship or pilgrimage site important to their faith.
 - Participating in community faith-based events or gatherings.
 - Accessing resources such as faith-inspired books or meditation tools for personal reflection.
 - Arranging support to attend regular worship services.
 - Hiring respite care to create time for observing religious holidays or practices.

The flexibility of the wellbeing breaks payment ensures carers can tailor these options to their individual beliefs and needs.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- As a collective, we are committed to encouraging greater participation from these communities and providing comprehensive support, not only for breaks services but across all provider offerings.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None

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7. Sex

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

The Surrey Carers JSNA shows that:

- Overall, the gender split is 58% female 42% male.
- There are higher numbers of female carers in Surrey, particularly in the 16-64 age group who are caring for 50 or more hours per week.
- In the 65+ age group there is estimated to be a higher number of female carers, however in the 85+ age group there is a higher percentage of male carers.
- Women make up 72% of the people receiving Carers Allowance for caring 35 hours or more a week.

The greater proportion of female carers in the 16–64 age group highlights the heavier burden of juggling care responsibilities, particularly for women. Tailored support to help them remain in employment is crucial, especially in light of the gender pay and pension gaps in the UK. Research from Gender Equality at Every Stage: A Roadmap for Change emphasizes that women undertake more unpaid work than men, which impacts their labor market participation.

Similarly, the higher percentage of male carers in the 85+ age group indicates that breaks from caring—often linked to age-related needs—should be tailored to better support this demographic.

- + Wellbeing breaks payments ensures equal access to flexible breaks for both male and female carers, accommodating their individual needs and schedules. This flexibility allows carers to maintain a life outside of caring, including opportunities to socialize with friends or family during evenings or after work, addressing the challenges of balancing care and personal commitments effectively.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

None

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect

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to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

8. Sexual orientation

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

- + The carer wellbeing breaks payments will be accessible to all carers, including those who may be transitioning, or considering transitioning' and

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

- 'Giving Carers a Voice' service will proactively reach into the LGBTQ+ community to understand their experiences as carers and provide a confidential route for them to share their views and experiences in their own voice.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

9. Marriage/civil partnerships

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

There is no data currently available either nationally or locally regarding the number of carers who are married or in a civil partnership.

- + The carer wellbeing breaks payments will be accessible to all carers, including those who may be married or in a civil partnership

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

None

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Ongoing transformation of the front door model aims to better manage demand and support carers from the outset. This includes integrating new assessments to provide early preventative support, advice, and information. Development continues through the 'new front door' Connect to Community project test-and-learn phase, running alongside broader front door remodelling efforts. This new model aims to improve the carer experience by streamlining their journey into Adult Social Care, ensuring they receive the support they need more effectively and efficiently.

Any negative impacts that cannot be mitigated?

None.

3. Staff

We do not anticipate the carer wellbeing breaks payments will have an impact upon staff with protected characteristics.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

- **Outcome One: No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken
- **Outcome Two: Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
- **Outcome Three: Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:
 - Sufficient plans to stop or minimise the negative impact
 - Mitigating actions for any remaining negative impacts plans to monitor the actual impact.
- **Outcome Four: Stop and rethink the policy** when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the [Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act](#) concerning employment, goods and services and equal pay).

Recommended outcome:

Outcome One: No major change to the policy/service/function required.

Explanation:

Our priority is to best support carers, and we believe a new approach will allow more carers to benefit from breaks while also giving them flexibility over how they take breaks.

An independent review of the wellbeing breaks contract in 2023 found that it wasn't fully meeting carers' needs. Despite efforts over the last year to implement changes, we have recognised the need for a new approach.

Recognising that every carer's situation is different, the definition of a carer break will vary from person to person - highlighting that a one-size-fits-all approach isn't enough to meet a wide range of needs.

One of the benefits of the new approach is the strengthened links with adult social care services. Conversations at our adult social care "front door" may lead not only to the one-off carer wellbeing breaks payment but also to connecting carers with wider support such as community groups, assistive technology or a period of reablement support from care workers.

5. Action plan and monitoring arrangements

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
1	February 2025	Implement and review a comprehensive communications plan to ensure the new offer is promoted in places accessible to carers	Laura Downton	Ongoing		open
2	July 2025	Evaluate the new offer to include carer feedback.	Jo Neville-Rye Lisa Woodruff Truscott	July 25		
3	February 2025	Work with providers and social care operational teams to ensure carer wellbeing breaks payments are delivered as quickly as possible	Jo Neville-Rye Lisa Woodruff Truscott	May 25		
4	July 2025	'Giving Carers a Voice' service will proactively reach into the LGBTQ+ community to understand their experiences as carers and provide a confidential route to share their views and experiences in their own voice	Jo Neville-Rye	Ongoing		
5	February 2025	Encouraging greater participation from ethnic and faith communities and provide comprehensive support, not only for breaks services but across all provider offerings.	Jo Neville-Rye	Ongoing		

6a. Version control

Version Number	Purpose/Change	Author	Date
1	Carer wellbeing breaks payment implementation	Jo Neville-Rye	17/3/25
2	Review on behalf of Directorate Equalities Group (DEG)	Kathryn Pyper	17 April 2025

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

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6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

The level of EIA sign off will depend on who the change affects. Generally speaking, for strictly internal changes, Head of Service/ Exec Director sign off should suffice. For changes affecting residents, the Cabinet Member is required to approve completed EIAs.

Approved by	Date approved
Head of Service	Jane Bremner – 16 April 2025
Executive Director	
Cabinet Member	
Directorate Equality Group/ EDI Group (If Applicable) (arrangements will differ depending on your Directorate. Please enquire with your Head of Service or the CSP Team if unsure)	Kathryn Pyper – 17 April 2025

Publish:

It is recommended that all EIAs are published on Surrey County Council's website.

Please send approved EIAs to: equalityimpactassessments@surreycc.gov.uk

EIA author:

6c. EIA Team

Name	Job Title	Organisation	Team Role
Jane Bremner	Head of Commissioning, Mental Health	SCC	
Jo Neville-Rye	Senior Commissioning Manger, Carers	SCC	
Alida Ruffolo	Contract & Commissioning Manager	SCC	
Lisa Woodruff Truscott	Senior Carers Practice Development Advisor	SCC	
Laura Downton	Senior Communications Manager	SCC	
Rebecca Lunn	Commissioning Manager	SCC	

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If you would like this information in large print, Braille, on CD or in another language please contact us on:

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