

# **UK Follow-Up to the Madrid International Plan of Action on Ageing (MIPAA) 2011**

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# Follow-up to the Madrid International Plan of Action on Ageing (MIPAA)

## EXECUTIVE SUMMARY

1. Since it last reported, there has been a change of Government in the UK. However, the challenges and opportunities faced by an ageing society continue to take high priority in Government policy and decision making.
2. This can be seen in the significant strategic reforms undertaken by this Government on:
  - Abolishing the Default Retirement Age and thereby removing the traditional retirement age of 65;
  - Confirmed an accelerated timetable for State Pension age being increased to 66, in recognition of the demographic changes and pressures on society;
  - Equalising the State Pension ages between men and women (a revised timetable has been announced bringing forward equalisation);
  - Workplace pension reform, introducing automatic enrolment into a workplace pension scheme, allowing workplace pensions savings to be extended to many for the first time, and;
  - The State Pension, including introducing a triple guarantee that the basic state pension will be increased by the highest of earnings growth, price increases or 2.5% and exploring the introduction of a flat rate Single Tier Pension, currently worth £140 a week (in 2010/11 price terms) which would provide simplicity and clarity, making it easier for people to plan for their retirement.
3. The Equality Act 2010 was extended to cover 'age' from 5 April 2011 to provide a new single Equality Duty, which places new duties on public bodies. These reforms need to be seen in conjunction with the Government's reforms on Care Services, and National Health Service reform as a holistic approach to older people and an ageing society. Underpinning these reforms is an emerging narrative on redefining retirement as an increasingly active phase of life where people:
  - have opportunities to continue contributing by working longer and/or volunteering in their communities;
  - take personal responsibility for "ageing well" by working, saving and looking after their health and well-being, and ;
  - where they live in "good places to grow older".
4. There are two strategic strands relating to the demographic change - fiscal and social. A range of initiatives have been introduced to ensure that older people are valued and recognised for the important role they play in society. These are covered in depth in the update.

5. Key initiatives since 2007 include establishing the UK Advisory Forum on Ageing (UKAFA) in 2009 to ensure that the views of older people are considered in formulating Government policy and delivery. This links to the nine English Forums on Ageing, as well as representatives from the devolved nations of Scotland, Wales and Northern Ireland.
6. Since 2007, the devolved nations (Wales, Scotland and Northern Ireland) have continued to work with central Government in developing policies that reflect the needs of their older people, with Wales and Northern Ireland appointing specific Commissioners for Older People.
7. In September 2011, the Age Action Alliance was established. The Alliance, a partnership of organisations from civil society and the public and private sectors, will work together to find new ways to help improve the lives of the most disadvantaged older people and prevent deprivation in later life.
8. In addition, the Ageing Society Strategy Group, consisting of senior officials from a number of Government Departments, is looking at issues affecting people in later life. These include encouraging healthy active ageing; tackling social exclusion for older people, specifically by using a preventative approach; and addressing the growth of public expenditure due to ageing. The Group's aim is to build a cross government consensus on the respective roles of central government, local government and communities and individuals in addressing these issues. Government Departments work closely together to ensure older people are considered in the decision making process and to ensure joined up working in development of policy and strategies.
9. The Government in supporting policies on active ageing has reviewed the financial provision of older people to ensure they have a secure income in retirement. It has been reviewing the benefits system and introduced Universal Credit, (an integrated benefit system applicable to in work and non working recipients) as well as continued promotion of extending the working lives of older people, with associated well recognized benefits to the individual.
10. Since the UK last reported, a number of reviews, consultations and reforms have taken place on a wide range of issues around our ageing society. These are covered in more detail in the update. Government focus has covered pensions, social care, health care provision and housing which have been identified as key issues for later life.
11. The Government is taking a positive approach to an ageing society and recognises the important role that both the state and the individual have in ensuring an enriched later life.

## METHODOLOGY

12. Successive governments have delivered a number of successful programmes to build an inclusive society which recognises the contribution of older people. Such programmes include Ageing Well, Digital Inclusion and Active at 60 Community Agents. These programmes acknowledge the importance of the social impact on ageing, need to build capacity in organisations and the importance of collaboration in the delivery of services, as well as the fiscal concerns.
13. The government recognises that pensioner poverty is more complex than just low income and has introduced a new indicator defining material deprivation. This new indicator uses a set of fifteen goods, services and experiences judged to be the best descriptors of deprivation. It will be used alongside a low income measure which continues to be used to measure pensioner poverty  
(<http://research.dwp.gov.uk/asd/hbai/technical.note20110307>)
14. To support these policy developments, Department for Work and Pensions continues to undertake a series of qualitative and quantitative surveys which includes the English Longitudinal Study of Ageing (ELSA) looking at people's quality of life and associated factors beyond 50 years old. English Longitudinal Study of Ageing is the first study in the UK to connect the full range of topics necessary to understand the economic, social, and psychological and health elements of the ageing process. Its report covers:
  - health, disability, healthy life expectancy;
  - the relationship between economic position and both physical and cognitive health;
  - the determinants of economic position in older age;
  - the timing and circumstances of retirement and post-retirement labour market activity;
  - the nature of social networks, support and participation;
  - household and family structure and the transfer of resources.
15. Publications are downloadable from:  
<http://www.ifs.org.uk/elsa/publications.php>
16. Other online resources:  
UK National Statistics hub  
<http://www.statistics.gov.uk/hub/population/ageing/older-people>  
ONS population stats for older people:  
<http://www.ons.gov.uk/ons/taxonomy/index.html?nscl=Older+People>  
<http://www.ageuk.org.uk/notts/About-Age-Uk-Nottingham-and-Nottinghamshire/Older-people-in-the-uk>  
Further analytical work undertaken by Dept for Work and Pensions includes Attitudes to Ageing Across Europe on which further information can be found at:  
<http://research.dwp.gov.uk/asd/asd5/rports2011-2012/rrep735.pdf>

## **VIEW AND APPRAISAL OF NATIONAL ACTIONS TO FULFIL COMMITMENTS OF UNECE MIPAA/RIS**

17. The Department for Work and Pensions has the lead role in cross Government coordination on ageing issues and is responsible for coordinating the follow-up to MIPAA/Regional Implementation Strategy (RIS).
18. There have been significant changes since the last MIPAA/RIS action plan was submitted to UNECE. These include a change of government, and changed, but strengthened relationship with Scotland, Wales and Northern Ireland.
19. The issues around equality for older people have been recognised in the creation of the Government Equalities Office in October 2007, as well as the more recent strengthening of Human Rights legislation to cover age discrimination.
20. Department for Work and Pensions continues to involve external organisations, including Non Government Organisations in policy and planning on issues for older people and for addressing the demographic challenges faced by the UK. The newly created Age Action Alliance has drawn together a collaboration of government, charities and voluntary organisations whose purpose is to work together to consider older people's issues.
21. The range of activities undertaken by the Department for Work and Pensions other government departments and other organisations across government are set out in more detail within this update.

# RIS COMMITMENTS

## RIS COMMITMENT 1

**To mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages**

### *Mainstreaming ageing*

22. In 2007, the Government established a Public Service Agreement (PSA) “Tackle Poverty and Promote Greater Independence and Well-being in later life”. Using information from older people, the government identified five key indicators to monitor developments and progress in improving the situation of older people. These indicators covered :

- Income - pensioners in low income (e.g.60% of median income);
- work - employment rate of 50-69 year olds;
- health - healthy life expectancy at age 65;
- independent living - support to live at home;
- satisfaction - with home and neighbourhood.

This provided a foundation for assessing progress on health and well being of older people. It marked a significant development in policy towards older people, looking at the concerns and issues of older people.

23. In 2009, the government published “Building a Society for All Ages” setting out a comprehensive strategy for addressing the opportunities and challenges faced by an ageing society in consultation with a range of organisations. It contained a coordinated package of strategic reforms including a major programme of pension reform, legislation to ensure age equality, and options for reform of care and support. It announced a programme of initiatives to enable people to prepare for and live well in later life. Many of these initiatives have been re-positioned to support the policies of the incumbent Government and have been successfully established (For example, Active at 60 Community Agents).

24. In addition to supporting existing programmes, the Government has reformed pensions with changes to the retirement age and equalisation of retirement ages. It has announced a pensions 'triple guarantee' - that the basic State Pension, to ensure it retains its value, will increase by the highest of the growth in average earnings, price increases or 2.5%.

25. The Government has retained established benefits to pensioners on free eye tests, free prescription charges, free bus passes, free television licences (for over 75s) and committed to continuation of payment of the Winter Fuel Allowance.

26. These reforms of pensions and retention of benefits will protect the value of pensions not just for today's pensioners, but those of the future. They will ensure fiscal sustainability and fairness between generations.
27. Against this backdrop of policy continuity, legislation was passed strengthening equality rights on age issues which are covered in more detail later in this update.

## **RIS COMMITMENT 2**

### **To ensure full integration and participation of older persons in society**

#### ***Measures undertaken to recognise, encourage and support the contributions of older people to society***

#### **UK Advisory Forum on Ageing (UKAFA)**

28. The Government recognised the important role older people have in shaping policy and strategy at a local and national level. In February 2009, it established the UK Advisory Forum on Ageing to directly support engagement with older people.
29. The UK Advisory Forum has become the Forum of choice for many government departments to engage on ageing issues with older people, stakeholder groups and representatives from Scotland, Wales and Northern Ireland. It is co-chaired by the Minister of State for Pensions (Department for Work and Pensions) and the Minister of State for Care Services (Department of Health) and provides older people representative organisations with face to face access to Ministers to discuss issues and concerns.
30. The Forum is helping to fulfil the Government's commitment to devolve power from central government to individuals and to increase civic engagement. UK Advisory Forum works across Government and explores the entire ageing agenda including health, social care, transport, rural issues, housing, along with the wider social justice agenda.
31. Membership involves representatives from key stakeholder organisations, older people's forums in England and representatives from Scotland, Wales and Northern Ireland.
32. The UK Advisory Forum, operates in close co-operation with the nine English Forums on Ageing which helps to ensure that the voices of local older people can be heard by government.

Quote From the English Forum on Ageing Representative:

"The UK Advisory Forum on Ageing continues to develop and progress as a really meaningful process of bringing the concerns of older people directly to the attention of relevant Government Ministers"

## **English Forums on Ageing (EFAs)**

33. Since the previous Madrid Action Plan in 2007, the network of Regional Forums on Ageing, now called the English Forums on Ageing (EFA) has developed to the extent that there are now nine fully established English Forums on Ageing. These Forums aspire to reflect the needs, concerns and aspirations of local communities.
34. Each English Forum on Ageing is represented on the UK Advisory Forum on Ageing. In addition, new regular quarterly meetings of the nine English Forum on Ageing Chairpersons are held which provide an opportunity to share good practice and learn from other's experiences.

## **The Ageing Society Programme**

35. The Ageing Society Programme takes forward new cross-cutting initiatives to ensure that, as a society, we are able to respond and be proactive to make the most of the demographic change. The initiatives are set out below.

### **Ageing Well**

36. In July 2010, the Government announced the Ageing Well programme, which is designed to help local authorities address the issues of an increasingly ageing society and how this impacts on their local community. It aims to improve the lives of older people by making sure that services reflect their needs. Local authorities are supported to work in partnership with other local organisations and older people, to use their resources effectively and develop innovative approaches to the issues faced by their particular communities. The Ageing Well programme recognises the huge contribution that older people can make to their communities.

### **Active at 60 Community Agents**

37. In November 2010, the Government announced Active at 60 Community Agents, a fund to help older people who are at most risk of longer-term loneliness and social isolation remain active, independent and positively engaged with society following retirement. Funding was made available in 30 areas in England, selected on levels of deprivation and age structure. Local groups will recruit volunteer 'community agents' to help older people:
- take the first step in trying something new;
  - understand the benefits they can get from being more active; engaged and contributing to their communities;
  - build social contacts to help make being active part of their routine;
  - help people make the most of ageing well, to try something new, benefit from being more active and participate in their communities.

For further information please refer to :

<http://www.dwp.gov.uk/policy/ageing-society/products-tools-goodpractice/active-at-60/>

## **Active at 60 Smartcards**

38. The Active at 60 smartcard project is looking at how older people might become more engaged or active in their local communities by extending existing 60+ travel concession card technology to cover additional services. In addition, the testing aims to identify how the technology might help local authorities collect data about use of services in order to plan and deliver services more effectively. It also explores the use of an online application process for concessionary travel passes. (“DWP Research Report - RR 738 Evidence review of smartcard schemes in local authorities”) and is available at :  
<http://research.dwp.gov.uk/asd/asd5/rports2011-2012/rrep738.pdf> ).

A summary of the report is available at:

<http://statistics.dwp.gov.uk/asd/asd5/summ2011-2012/738summ.pdf>

A full evaluation of the project will be published by the end of 2011.

## **Older People’s Day**

39. The Government recognises the important role of the UN International Day of Older Persons in highlighting the role of older people in society. Together with supporting groups, UK Older Peoples Day is a focus of a wide programme of activity celebrating later life and tackling outdated stereotypes. It raises the profile of older people, as well as highlighting the valuable contribution older people make to society and the economy and to celebrate their opportunities, achievements and aspirations. The theme for 2011 was ‘getting and staying active in later life’ to encourage people to be active and raise awareness of the benefits that physical, social and mental activity brings. This is a real chance for the old and the young to come together to take part in activities that demonstrate the energy and creativity of our older generation.

For more information see: [www.dwp.gov.uk/policy/ageing-society/full-of-life/](http://www.dwp.gov.uk/policy/ageing-society/full-of-life/)

## **Digital Inclusion**

40. To help ensure that no one is excluded from wider society through lack of access to digital technology the Government has funded Get Digital providing sheltered housing schemes and their residents with IT equipment, training and support. The programme has successfully promoted the benefits of digital inclusion more widely across the sheltered housing sector. In addition, the Government has created a network of digital champions across its public facing agencies, to help promote greater digital inclusion for service users and has worked closely with key partner organisations like the British Broadcasting Corporation (BBC) and Digital Unite to support their initiatives such as First Click, Silver Surfer’s Day and the development of accredited IT qualification aimed at equipping people with the skills and confidence to help

promote digital inclusion for more vulnerable and excluded groups like older people.

41. More broadly on Digital Inclusion, the Government Digital Service has introduced a programme called Assisted Digital, with the aim of ensuring that no-one is left behind by digital developments. It has a number of themes which are currently being examined including:
- providing physical access to, and support in using digital channels;
  - signposting to internet training (at libraries etc); and
  - development of new services ensuring accessibility and usability for users.

***Mechanisms in place to take account the views of older people on services provided***

**Ageing Society Strategy Group (ASSG)**

42. To ensure joined-up cross government strategy on ageing issues, DWP established the ASSG (in October 2010) which comprises senior officials from a number of government departments. The remit of the group is to :
- share awareness of emerging issues around the ageing society;
  - build a cross government consensus on tackling social exclusion for older people and;
  - consider the adequacy of strategies and policies in place across Government to meet the challenges of an ageing society.
43. This Group meets bi-monthly and has held 6 meetings covering a wide range of issues.

**Cabinet Committee on Social Justice**

44. In May 2010, the Cabinet Committee on Social Justice (SJC) was established for Ministers to consider issues around poverty, equality and social justice. The Committee ensures that, government departments thoroughly examine the overall impact of their policies to avoid unintended consequences and the poorest being hit hardest.
45. On 15 March 2011, the Ageing Society Strategy Group (ASSG) put a paper to the Committee focusing on social justice for older people and looking at the impact of the UK's ageing society on the least well-off older people. The Committee agreed to endorse the establishment of an alliance of organisations from civil society, the public and private sectors, who work together to find new ways to help improve the lives of the most disadvantaged older people and prevent deprivation in later life.

## Age Action Alliance

46. In September 2011, the Age Action Alliance, commissioned by the Social Justice Cabinet Committee, was launched. This is a partnership of organisations from civil society, the public and private sectors, working together to find new ways to help improve the lives of the most disadvantaged older people and prevent deprivation in later life. The views of older people will inform the Alliance to tackle issues through a collaborative approach through pooling expertise, sharing resources, communicating ideas and championing new ways of working.
47. There are currently seven working groups of Alliance Partners who are working together to develop practical projects and to build on good practice with a view to improving the lives of older people. Included in the initial themes of the working groups are:
- **Public health and active lifestyles** : Looking after yourself as you age;
  - **Safe Warm Homes** : Making the Green Deal and smart meter work for older people;
  - **Improving the lives of excluded groups** : Building social networks;
  - **Age-Friendly Neighbourhoods**: An opportunity for the alliance to make a difference at local level, through work on community development and access to services;
  - **Digital Inclusion**: Getting older people on line to improve their access to information and services;
  - **Attitudes to Ageing**: Being visible, valued and heard as you age.

***Existence of a national advisory body on ageing or a similar institutional mechanism that includes older people to ensure a dynamic and coordinated contribution of older people to national policy responses to ageing***

## Rural Ageing Consultative Group

48. This Group was established as a result of discussions between the Department for Work and Pensions (DWP) and the Department for Environment, Food and Rural Affairs (DEFRA). The Group aims to identify key issues, needs and opportunities of older people in rural areas and influence policy development on rural issues.

***Adoption of policies and programmes to improve the housing and living environment of older people, especially in rural areas (access to affordability of services, such as housing, utilities, sanitation and, in particular, transport***

49. The Department for Communities and Local Government (DCLG) plays an important role in funding housing related support to a wide range of groups with the aim of helping people to live independently. This support helps avoid additional costs, for example, to health and care services.

## **Lifetime Homes, Lifetime Neighbourhoods a national strategy for housing in an ageing society**

50. In February 2008, the Government launched *Lifetime Homes Lifetime Neighbourhoods* which provided a national strategy for homes in an ageing society. The strategy outlined plans for making sure there was enough appropriate housing available in the future.

### **Housing for Older People**

51. The Government is committed to helping older people live at home for longer through solutions such as home adaptations and community support programmes. Work towards this includes :

#### **Housing our Ageing Population Panel for Innovation (HAPPI)**

- Lifetime Homes, Lifetime Neighbourhoods resolved to commission an ‘innovation panel’ to advance existing good practice and promote new ideas. HAPPI was established in June 2009 to look at future housing needs of older people;

#### **Home Improvement Agencies (HIA)**

- These Agencies help older, disabled or low income homeowners and private sector tenants to improve and adapt their homes, helping to apply for grants or loans and helping identify reputable local contractors to do the work;

#### **Handypersons**

- “Handypersons”, carry out small home repairs and minor adaptations to help older and disabled people to remain living independently in their own home. This is funded by Dept for Communities and Local Government, evaluation showed improved wellbeing and indirect savings to the National Health Service;

#### **FirstStop**

- This is a free, independent national information and advice service for older people, their family and carers funded by Department Communities and Local Government. It provides joined-up advice across a range of housing, care and finance rights and issues;

#### **Supporting People programme**

- This programme began in April 2003 bringing together seven housing-related funding streams from across central government. It is now a wholly decentralised programme, administered across 152 top-tier authorities who direct funds to best meet local needs.

***Actions to promote volunteer activities enabling younger and older people to interact and help each other***

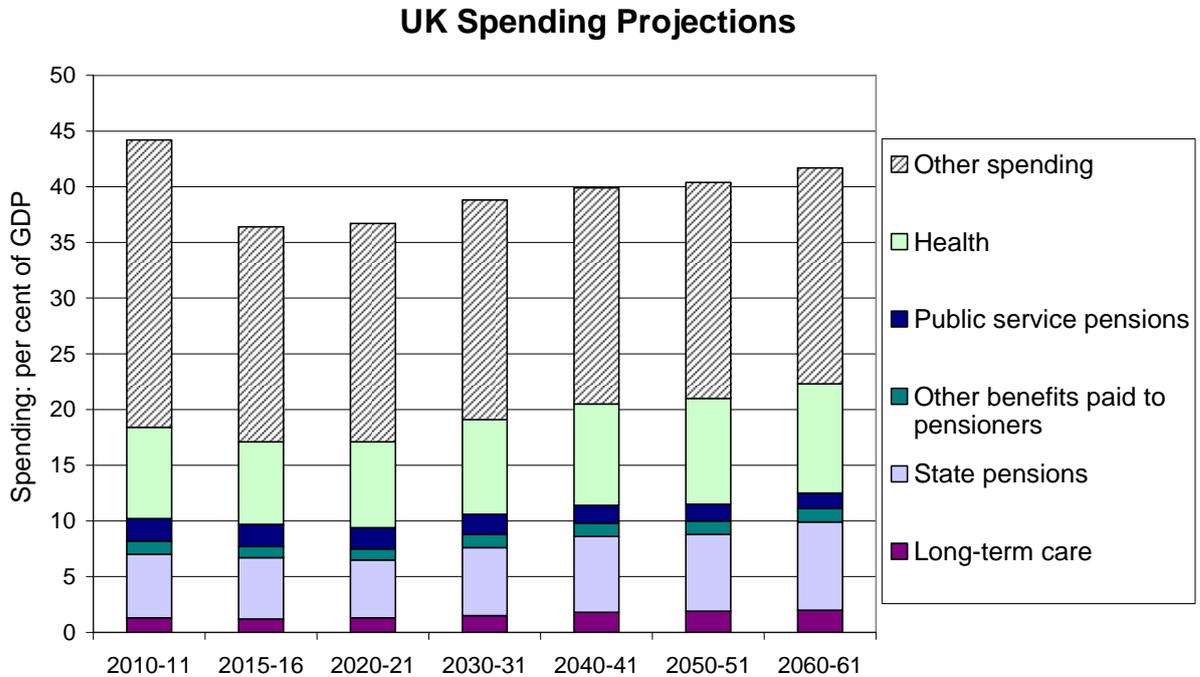
## **Volunteering**

52. The Government recognises the important role of volunteering in a climate of demographic shift towards an ageing society. In the UK, volunteering intersects with a number of high profile government initiatives such as the Prime Minister's "Big Society", which champions a new relationship between citizens and the state, advocating social and personal responsibility over state control, Social Justice, Social Return on Investment and the measurement of well-being.

### RIS COMMITMENT 3

#### To promote equitable and sustainable economic growth in response to population ageing

53. UK spending is forecast (Office of Budget Responsibilities) as follows :



#### Fiscal policy

54. In 2009-10 the UK had the largest deficit in post-war history and the state was borrowing one pound in every four that it spent. The current economic priority is to return the UK to strong sustainable and balanced growth that is more evenly shared across the country and between industries.

55. A number of steps have been announced to ensure the sustainability of the public finances as the UK population ages, whilst ensuring fairness and poverty reductions amongst the elderly. Current legislation proposes an accelerated timetable for State Pension Age being increased to 66 by October 2020.

56. The Government has decided to use the Consumer Price Index as the single measure of inflation for the purposes of benefit uprating. The use of a single measure of inflation will bring consistency and clarity to the process of benefit uprating. The Government believes the use of CPI is a better measure of inflation; ensuring benefits retain their value in relation to inflation, better reflects consumer behaviours and is seen as a more stable measure. Public pensions are also being adjusted in line with Consumer Price Index.

## Office of Budget Responsibility

57. In June 2010, the Government created the Office for Budget Responsibility (OBR) bringing independence, greater transparency and credibility to the economic and fiscal forecasts upon which fiscal policy is based. The OBR published the first Fiscal sustainability report on 13 July 2011, which considered the long-term sustainability of the public finances taking into account the impact of demographic change.

58. The *Economic and fiscal outlook 2010* provided a preliminary assessment of the impact of the 'ageing population' upon public sector net debt. The *Fiscal sustainability report 2011* provides an update of these initial findings.

59. This report can be accessed through the following link :-

<http://budgetresponsibility.independent.gov.uk/fiscal-sustainability-report-july-2011/>

### Projected age related expenditure

60. The table below shows the OBR's projections for age related spending up to 2060/61. The key points are:

- The Office of Budget Responsibility (OBR) project an increase in public expenditure of 5.4 per cent of Gross Domestic Product (GDP) between 2015/16 and 2060/61, equivalent to £80bn in today's terms. The main drivers are increased spending on "health, state pensions and long term care, due mainly to the ageing population".
- As part of that, and over the same period:
  - The proportion of GDP spent on state pensions increases from 5.5% to 7.9%. This category includes the Basic State Pension, State Second Pension, Pension Credit and Winter Fuel Allowance. It does not include public service pensions or the effects of any proposed reforms but does include the proposed change in State Pension Age to 66 currently in the 2011 Pensions Bill.
  - The proportion of GDP spent on health increases from 7.4% to 9.8%.

	Per cent of GDP						
	Estimate <sup>1</sup>		FSR Projection				
	2010-11	2015-16	2020-21	2030-31	2040-41	2050-51	2060-61
Health	8.2	7.4	7.7	8.5	9.1	9.5	9.8
Long-term care	1.3	1.2	1.3	1.5	1.8	1.9	2.0
Education	6.3	5.0	5.1	5.2	5.0	5.0	5.0
State pensions	5.7	5.5	5.2	6.1	6.8	6.9	7.9
Pensioner benefits	1.2	1.0	1.0	1.2	1.2	1.2	1.2
Public service pensions	2.0	2.0	1.9	1.8	1.6	1.5	1.4
<b>Total age-related spending</b>	<b>24.6</b>	<b>22.0</b>	<b>22.1</b>	<b>24.3</b>	<b>25.6</b>	<b>26.0</b>	<b>27.3</b>
Other social benefits	6.2	4.9	5.1	5.1	5.0	5.0	5.0
Other spending	13.3	9.4	9.4	9.4	9.4	9.4	9.4
<b>Spending<sup>2</sup></b>	<b>44.2</b>	<b>36.3</b>	<b>36.6</b>	<b>38.8</b>	<b>40.0</b>	<b>40.4</b>	<b>41.7</b>

<sup>1</sup> Total spending consistent with the March *Outlook*.  
<sup>2</sup> Excludes interest and dividends.

Within the headline results:

61. **The cost of pensions** is projected to rise by 2.2 per cent of Gross Domestic Product between 2010-11 and 2060-61. This category includes the Basic State Pension, State Second Pension, Pension Credit and Winter Fuel Allowance. It does not include public service pensions or the effects of any proposed reforms. Key points are:

- The Office of Budget Responsibility's long-term projections; applied from 2015-16; assume that benefits will be uprated in line with average earnings (sometimes referred to as Gross Domestic Product per capita). This is estimated to increase by 2 per cent per year in real terms. It is reasoned that a lower uprating, in line with inflation, is not sustainable in the long-term. However both State Second Pension and Basic State Pension are exceptions to this rule;
- State Second Pension payments are uprated in line with Consumer Price Index (CPI) – according to long-term policy;
- Basic State Pension payments have been 'triple locked' – meaning they are uprated by the highest of CPI inflation, average earnings or 2.5 per cent. The OBR assume that in the long-term this will equal average earnings +0.2 per cent' – a figure recommended by the Government Actuary's Department.

62. The **cost of other benefits paid to pensioners**, as a proportion of Gross Domestic Product, are not projected to change. This category comprises those benefits received by pensioners but unrelated to pensions – such as housing benefits.
63. The **cost of long term care** is projected to rise by 0.7 per cent of Gross Domestic Product (GDP) between 2010-11 and 2060-61. This projection does not incorporate any suggested changes to the system of provision.
- The OBR consider the cost of long term care (along with healthcare) to be uncertain – with the potential to be significantly higher. The reasons for this are explained below.
64. **The cost of healthcare** is projected to rise by 1.6 per cent of Gross Domestic Product (GDP) between 2010-11 and 2060-61, from 8.2 per cent of GDP in 2010-2011, to 9.8 per cent of GDP in 2060-61.
65. The future cost of healthcare (along with long term care) could be significantly greater than is illustrated in the Office of Budget Responsibility's central projection. Three reasons for greater costs are identified in the Fiscal sustainability report:2011:
- Low productivity growth in the health sector, due to the labour intensive nature of delivery. This implies that if improvements to health care are to match improvements elsewhere in the economy, a greater proportion of Gross Domestic Product will need to be spent on health;
  - Demand for healthcare is likely to increase as incomes rise – healthcare is thought to be an 'income elastic' good;
  - Uncertainty around future morbidity (time spent in ill-health could increase above forecast).
66. For these reasons an alternative (significantly higher) projection of health spending is suggested (Appendix D of the Fiscal sustainability report 2011). With health spending projected to increase by 3% a year in real terms (1% more than the Office of Budget Responsibility's central projection) the total health spend in 2060-61 would then be 15.1% of Gross Domestic Product (rather than 9.8% under the central projection).

## Monetary policy

67. Monetary policy in the UK is set by the operationally independent Bank of England. The Bank's monetary policy objective is to deliver price stability - low inflation - and, subject to that, to support the Government's economic objectives including those for growth and employment.

## Productivity

68. The Government's approach to improving the UK's long-term productivity performance has two broad strands:

- taking action to reduce the fiscal deficit and restore macroeconomic stability to enable firms and individuals to plan for the future; and
- implementing microeconomic reforms to remove the barriers which prevent markets from functioning efficiently.

69. The Government's Plan for Growth puts the UK on a path to sustainable, long term growth, and the cross-Government Growth Review will continue for the rest of this Parliament, providing ongoing focus on what the Government can do to support growth.

## Skills Strategy

70. The priority for the Department for Business, Innovation and Skills (BIS) is to reform the system so that it can deliver the skills needed to return the UK economy to sustainable growth, extend social inclusion and social mobility, and build the Big Society. With the number of people aged over 65 expected to increase to 23% of the population by 2033, businesses will need to respond to these trends.

71. It is recognised that training and continued participation in learning can be extremely effective in addressing the negative consequences of ageing. These issues have been considered in the BIS document *Economic Opportunities and Challenges of Ageing* (May 2011), a response to the May 2010 Government discussion paper *is business ready for an ageing nation?* This document sets out some of the key Government policies that have been introduced to tackle barriers to progress in the workplace and as consumers which includes the Age Positive initiative.

*Economic Opportunities and Challenges of Ageing* can be found on the Business Innovation and Skills website at:

<http://www.bis.gov.uk/policies/ageing>

More information about *Bigger, Better, Business* is available at:

<http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1086674889&type=ONEOFFPAGE>

72. In November 2010, *Skills for Sustainable Growth* announced that Business Innovation and Skills would invest in expanding and strengthening Apprenticeships, reviewing Business Innovation and Skills-funded informal adult and community learning (IACL), strengthening information for employers and learners, and looking to employers to lead action to address skills issues in their sectors through provision of funding (£3.7bn for 3m adult training places via Skills Funding Agency; an expansion of adult Apprenticeships ;introduction of a Growth and Innovation Fund and continue to fund Adult Safeguarded Learning budget for informal adult and community learning.

## RIS COMMITMENT 4

### To adjust social protection systems in response to demographic changes and their social and economic consequences

#### *Actions to adapt social protection systems in your country to societal and demographic changes*

##### **Welfare reform**

73. The Welfare Reform Bill, introduced by the Government in February 2011, makes the most fundamental reforms to the social security system for 60 years.

Key measures in the Bill include:

- **Universal Credit** - providing a new single system of means-tested support for working-age people in and out of work. Support for housing costs, children and childcare costs will be integrated in the new benefit. There are no hours cut-off in Universal Credit and so allow greater flexibility in the workplace without financial disincentives;
- **Disability Living Allowance Reform** - the Government published a consultation paper in December 2010 which announced that, from 2013-14, Disability Living Allowance will be replaced by a new non-means-tested benefit for extra costs for working age claimants called Personal Independence Payment;
- **Housing Benefit** - restrict the increase in Local Housing Allowance rates to the Consumer Price Index. This will enable greater control over the growth of Housing Benefit in the private rented sector;
- **Benefit Cap** - capping the amount of benefits a household may receive so that these are in line with average weekly earnings;
- **New local welfare assistance** - this will replace Community Care Grants and Crisis Loans for general living expenses. The new assistance will be the responsibility of local authorities in England and the Scottish and Welsh Governments.

#### *Steps taken to achieve a sufficient income for all older persons*

##### **State Pension reform**

74. The Government has taken significant steps to improve the current pensions system. It has committed to uprate the basic State Pension by a triple guarantee of earnings, prices or 2.5 per cent, whichever is highest, from 2011. The Government has also introduced accelerated timings on the

equalisation of State Pension age and has brought forward the rise in State Pension age to 66 (starting in 2018 and completing in October 2020) in order to ensure that the triple guarantee is fiscally sustainable.

75. On 4 April 2011, the Government published a consultation paper, *A State Pension for the 21st century*, on options for reforming State Pensions. The Green Paper also suggested options for a more automatic mechanism for determining future changes to the State Pension age.

### **Extending working lives**

76. The Pensions Commission reported that pensions need to be affordable. Increasing the amount people save in private pensions is essential to ensuring they have an adequate income in retirement. However, people also need to work longer to maintain their living standard throughout their life. We know that working a year past State Pension age can increase income by up to 10 per cent.
77. Moving into part-time or flexible working arrangements after State Pension age can be an attractive solution for those who need to improve their retirement income but who may have caring responsibilities or other reasons for preferring reduced hours.

### ***Policies adopted to address in a timely manner the needs of older people for a variety of social and health services, including sheltered housing and long-term care***

### **Digital Inclusion**

78. The Department for Work and Pensions is committed to digital inclusion and ensuring older people get on line. A vital part of this agenda is ensuring that information technology (IT) products and services are more useable and accessible for older people and other digitally excluded groups.
79. Digital inclusion can play a key role in supporting older people and ensuring they do not become socially isolated, particularly in care homes. This has been recognised and a successful project 'Get Digital' was delivered, which provided IT, training and support in 196 sheltered housing schemes.
80. Through the National Institute of Adult Continuing Education and Digital Unite, Department for Work and Pensions has helped nearly 20,000 people living in sheltered housing to access the internet. Formal evaluation of the project is being undertaken, but there is already significant evidence that Get Digital has helped promote wellbeing amongst residents, greater job satisfaction for sheltered housing staff, and realised significant benefits for landlords. (Digital Inclusion is being examined by the newly established Age Action Alliance).

(Please also see information under RIS 7 concerning health and wellbeing)

## ***Actions to improve standards of living for people with disabilities and for fragile older people allowing them to maintain their independence and dignity***

### ***Human Rights***

81. Issues around equality for people with disabilities are being taken forward by the Equality and Human Rights Commission (sponsored by the Government Equalities Office). This supports the current UK legislation to protect, enforce and promote equality across the seven 'protected' grounds of age, disability gender, gender reassignment, race, religion/belief and sexual orientation.

### ***Active Ageing***

82. A key aspect of UK ageing policy is the assumption that both the individual and the state have a role in active ageing. Older people should not be seen as passive recipients of state services. This is a key element underpinning our reforms and means that older people should have opportunities to continue to contribute to society through volunteering and or paid work. They are encouraged to take personal responsibility for 'ageing well, by working, saving and taking responsibility for their own health and well being. This is complimented by public service reforms seeking a preventative community based approach.

### ***Disability Benefits***

83. DWP administer disability benefits that can contribute towards the disability related extra costs of severely disabled older people. These benefits – Attendance Allowance, Disability Living Allowance, and from 2013 Personal Independence Payment (PIP) are tax-free, non contributory, not income-related and for recipients to meet any needs they choose:

- Attendance Allowance (AA) is designed to help those disabled later in life who require help with their care needs. It is available to those who claim after the age of 65;
- Disability Living Allowance (DLA) is only available to those who claim before the age of 65. Once awarded it can continue to be paid past the age of 65, as long as entitlement conditions continue to be met;
- DLA will be replaced by Personal Independence Payment for those of working age from 2013 and as with Disability Living Allowance, can continue past State Pension Age.

## **Disabled Facilities Grant (DFG)**

84. This is a mandatory entitlement that helps disabled people to live as comfortably and independently as possible in their own homes through the provision of adaptations. This grant is key in delivering the Government's objective of providing increased levels of care and support to people in their own homes.

## ***Steps taken to establish or further develop a regulatory framework for occupational and private pension provision***

### **The Pensions Regulator (TPR)**

85. The Pensions Regulator was established under the Pensions Act 2004 to regulate workplace pensions schemes and is accountable to Parliament through the Secretary of State.

86. The Regulator takes a proactive, risk-based approach to regulation, enabling it to be effective at identifying and tackling risks to members' benefits. Its principal aim is to prevent problems from developing and to encourage good practice. The Regulator's powers act as a strong deterrent, enabling it to ensure the best outcome for schemes and members.

87. The Regulator's duties have been extended by the Pensions Act 2008 to include a new responsibility for maximising employers compliance with the workplace pension reforms which will be introduced from 2012.

### **The Pension Protection Fund (PPF)**

88. The PPF was established under the Pensions Act 2004. The Board is a statutory corporation accountable to Parliament through the Secretary of State. The PPF is funded by a levy on eligible schemes, the remaining assets of any eligible scheme that transfers to the PPF and by investment returns.

89. The PPF provides compensation to people whose employer has a qualifying insolvency event and their eligible defined-benefit occupational pension scheme is unable to pay at or above the level of compensation provided by the PPF.

### **Financial Assistance Scheme (FAS)**

90. The Financial Assistance Scheme is a key support to those who, despite having worked hard and saved for their retirement, lose their pension when their employer fails.

## **Workplace Pension Reform**

91. Since the Government last reported, the Pensions Act 2008 has introduced further measures aimed at encouraging greater private pension saving. From 2012, all eligible workers, who are not already in a good quality workplace scheme, will be automatically enrolled into a qualifying workplace pension scheme.
92. Automatic enrolment means instead of choosing whether to join a workplace pension scheme provided by their employer, all eligible workers will have to actively decide not to join, if for any reason they feel this is not a suitable form of personal saving for their situation.

## **National Employment Savings Trust (NEST)**

93. The Government has established NEST to support automatic enrolment by ensuring that all employers have access to a qualifying workplace pension scheme and it is particularly targeted at low to moderate earners who the industry find it unprofitable to serve.
94. NEST operates like any other trust-based money purchase scheme, but has certain constraints:
- Public Service Obligation, to accept any employer who wishes to use the scheme to automatically enrol their workers;
  - Restrictions on transfers in and out of the scheme and an annual contribution limit, aimed at keeping it focussed on it's intended market.
95. NEST Corporation is a Non Departmental Public Body with a corporate trustee responsible for running the scheme. It operates at Arms Length from Government and is accountable to Parliament through the Secretary of State for Work and Pensions.

## *Changes made to the laws regulating mandatory retirement*

### **Default Retirement Age (DRA)**

96. The population is ageing; people are living longer and healthier lives than ever, and we do not want to risk losing the talent and enthusiasm of those individuals who want to continue to work past retirement age because of an arbitrary age limit.
97. Since it last reported, the UK Government has carried out an evidence based review of the Default Retirement Age (65), because people need to be able to retire at a time that is right for them. Following a public consultation in July 2010, the Government began to phase out the Default Retirement Age from 6 April 2011. From this time, employers were no longer able to issue notifications of retirement to employees using the Default Retirement Age procedures.

98. The phasing out period designed to ensure everyone has time to prepare for the changes and that we balance the rights of employees against the need to give reasonable notice to employers of the changes to legislation has now been completed. Guidance has been provided to help employers prepare for the changes and it is worth noting that only a third of employers had been using compulsory retirement ages.

### ***Social protection of women and men throughout the life course***

#### **Extra Care Housing**

99. Extra care housing can help people remain in control of their lives by providing independence and choice to people with care and support needs. It provides 24-hour support, meals, domestic help, and leisure and recreation facilities.

#### **Flexible Working**

100. The 'right to request flexible working' for people with children aged under 6 (or under 18 if disabled) was introduced in 2003. In 2011, the Modern Workplace consultation proposed extending the 'right to request' to all workers. Flexible working is a positive option for older workers. We recognise that many workers, particularly older workers face barriers to remaining in work or returning to work due to caring responsibilities, ill health or disability. Flexible working enables people to phase their retirement in a way they find helpful and helps employers to proactively manage their workforce.

101. Flexible working, will continue to be promoted as a key part of the employer and individual engagement, using Age Positive and other routes to embed the messages that flexible working is a desirable option for many older workers and employers.

#### **Family friendly employment measures**

102. Paternity Leave and Pay Regulations were introduced in April 2003 under UK domestic law. They allow eligible employees to take paid leave to care for their baby or to support the mother following birth.

103. Flexible Working Regulations were introduced in April 2003 and subsequently extended, enable parents with a child under 17 or a disabled child under 18 and carers of certain adults to make a request for flexible working and placing a duty on employers to consider such request seriously and reject them only for good business reasons.

104. The Government recently closed the 'Modern Workplaces consultation' which looked at the introduction of a system of flexible parental leave and extending the right to request flexible working to all employees which will help mainstream flexible working practices, helping aged workers to manage work and personal responsibilities more effectively.

105. The Government response to the Modern Workplaces consultation will be issued towards the end of 2011.

## **RIS COMMITMENT 5**

### **To enable labour markets to respond to the economic and social consequences of population ageing**

106. 50plusworks is a web based support package developed to help organisations contracted to deliver the new Work Programme identify the barriers faced by some 50+ jobseekers. 50plusworks provides free up to date good practice and guidance including practical help for any organisation dealing with 50plus customers. The site was developed in conjunction with European Social Fund and the Age and Employment Network (TAEN). The website can be viewed at: [www.50plusworks.com](http://www.50plusworks.com).

### ***Steps taken to raise participation rates in labour markets of all women and men e.g. through removing barriers and disincentives to stay in employment.***

107. As people are living longer, healthier lives it makes sense to give them the option of working flexibly up to and beyond State Pension age if this is what they want to do. The Government wants to reappraise fundamentally the role that older people play in society. The idea that people have a 'sell by date' at which point they can no longer contribute towards society is not only wrong, it is also bad economics.

108. The Government has announced and confirmed an accelerated timetable for State Pension age being increased to 66. This will ensure that people have the opportunity to work to State Pension age, and beyond for those who wish to do so, as well as enable the funding of State Pensions to be borne more equally across generations. In addition, to ensure that the many people over the age of 65 who still want to work can do so, the Government has now phased out the Default Retirement Age (DRA) from April 2011 (although transitional protection arrangements are in place).

109. The Department for Work and Pensions has delivered additional training to Jobcentre Plus (JCP) Advisers to improve the support that can be offered to older claimants who are seeking employment. Jobcentre Plus treats jobseekers of all ages equally, and apart from the specific options for jobseekers aged under 25, older claimants have the same access to a comprehensive menu of help and individually tailored support that is available from Jobcentre Plus.

110. Jobseekers aged 50 or over, and who are eligible, can access the Get Britain Working measures, such as Work Clubs, Work Together, and the New Enterprise Allowance that offers help and financial support for individuals who are looking to start their own businesses. The Work Programme, launched in June 2011, provides support for those who are more at risk of long-term unemployment. Individuals claiming Pension Credit can also access the Work Programme on a voluntary basis.

111. On 1 October 2011, DWP celebrated its fifth annual Older Workers Day to coincide with the UN International Day of Older Persons. The theme for this year was 'getting and staying active in later life', encouraging people to be active and raise awareness of the benefits that physical, social and mental activity brings.

112. From April 2011, Jobcentres were provided with more flexibility to help older customers find and keep work. The local labour market is shaping support in each area and new measures aimed at getting Britain working will become a central part. The Work Programme, introduced in June 2011, will support those more at risk of longer-term unemployment to secure sustainable jobs.

### **Age Positive**

113. Age Positive is the Government's initiative to provide information and good practice guidance to help employers respond to the opportunities and challenges of an ageing workforce. Age Positive is a partnership with key business leaders to improve employment, training and retention of older workers, as part of a mixed age workforce, to help employers to:

- adopt effective practices in employing older workers and to maximise the business benefits of managing an ageing workforce;
- manage their workforces without use of compulsory retirement ages, develop and embed effective age management practices including flexible work and flexible retirement opportunities.

114. Employers need to realise the benefits of employing and retaining older workers, who will increasingly form a larger part of their workforce. Older workers can be as productive as their younger counterparts. Recruiting and retaining older workers is becoming increasingly important for employers who want to retain their competitive edge in today's marketplace. Many employers report that employing skilled and experienced older workers (a) reduces staff turnover and training costs; and (b) has a positive influence on younger workers and on productivity.<sup>1</sup>

Information is available for employers at: [www.businesslink.gov.uk/agepositive](http://www.businesslink.gov.uk/agepositive)

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<sup>1</sup> 'Good practice case studies: Managing without a fixed retirement age', Age Positive, January 2011

### ***What support is available to help people work longer?***

115. There are a number of measures in place to support older people in choosing to work longer, including:

- financial incentives for working beyond State Pension Age (SPA), for example, no National Insurance contributions if you work beyond State Pension Age;
- the Age Positive initiative, referred to earlier in this report, which is working with business and sector lead bodies to help employers support older workers' employment and flexible approaches to work and retirement;
- retirement practices and legislation that seek to protect people from age discrimination, for example the Equality Act 2010;
- The Default Retirement Age (DRA) has been phased out from 6 April 2011. From this date employers were no longer able to issue notifications of retirement to employees using the Default Retirement Age procedures. (Transitional arrangements are in place for those people who are 65 or above before 1 October 2011).

### **Vocational guidance**

116. The quality of information, advice and guidance individuals receive is vital to enabling them to make informed choices about careers and learning. This is particularly important for those staying longer in the workforce. Skills and career development need to continue throughout working lives and advice and training are needed for older people, as well as younger ones.

117. The Department for Business, Innovation and Skills funds careers guidance for adults through the Next Step service in England. Adults aged over 50 are one of the priority groups who receive additional face to face sessions. The Next Step service will be replaced by National Careers Service from April 2012.

## RIS COMMITMENT 6

**To promote lifelong learning and adapt the educational system in order to meet the changing economic, social and demographic conditions**

***Learning methods developed to teach older people the use of new information technologies***

### **Digital Inclusion**

118. The Department for Work and Pensions is committed to digital inclusion and ensuring older people get online. Many over-65s in the UK have never used the internet and don't think the internet is for them. There are strong links between not being online and social and economic disadvantage such as being in poverty or being workless - Independent Age recently found that internet use can help some older people remain at home longer.
119. A PriceWaterhouseCoopers report for the Government's Digital Inclusion Champion, Martha Lane Fox, found that on average, being online can bring household savings of £560 a year through shopping and paying bills online.
120. Jobcentre Plus has established 820 Digital Champions in local Jobcentres across Great Britain who will play a key role in acting as ambassador for digital services, working with other customer-facing staff to promote digital services to customers and improve their confidence.
121. In addition, DWP is working closely with key partner organisations like the BBC and Digital Unite to support their initiatives such as First Click (in October 2010 the BBC launched a two year campaign aimed at helping those aged over 55 get online) and Silver Surfer's Day (which is an annual event where organisations are invited to hold events to promote digital inclusion for older people).

***Steps taken to establish closer links between educational institutions and employers and to encourage employers to provide on-the-job training for workers of different ages, including older workers.***

122. The Government's Skills Strategy, (Mentioned in RIS 3) for unemployed people covers :
- Fully funded, targeted provision is available for people on benefits allowing single unit or full qualifications to be achieved on the Qualification and Credit Framework (QCF) dependent on individual needs;
  - People on inactive benefits are entitled to fully funded training for basic literacy and numeracy needs.

123. *Review of Informal Adult and Community Learning*

Informal adult and community learning (IACL) covers a diverse range of learning that brings together adults, often of different ages and backgrounds, to pursue an interest, address a need, acquire a new skill. It is learning undertaken for its own value or as a step towards further learning or training and is delivered by public, private or civil society providers or organised by people for themselves through groups, clubs or societies.

124. *Skills for Sustainable Growth* (November 2010) announced that the Business Innovation and Skills funding for informal adult and community learning (via the Adult Safeguarded Learning Budget of £210m per annum) would be protected, but also reviewed to maximise support on wellbeing, social inclusion, digital inclusion, civic engagement and motivating the most disadvantaged people to learn and progress.

125. Business Innovation and Skills has held a series of stakeholder meetings to develop and consider proposals for delivering the Government's vision for informal learning. We are now (summer/autumn 2011) seeking the views of all those organisations with an interest in informal adult and community learning through formal consultation:  
<http://www.bis.gov.uk/newchallenges>.

A separate but parallel survey is gathering the view of individuals:  
<http://www.niace.org.uk/current-work/the-iacl-review>

Key issues affecting older people will be taken into account in the course of the review and consultation, including:

- the needs of poorer retirees who are characterised by low incomes and very little in the way of savings or investments, for whom purchasing learning opportunities may not be an option;
- overcoming resistance from older rejectors of learning who believe learning is only for younger people;
- support and encouragement for elderly people who face social exclusion, especially those who are single, widowed or divorced and those on low incomes;
- addressing the particular needs of those living in rural communities;
- widening the acquisition of basic digital skills;
- developing innovative approaches to meeting the needs of the 80% or more of the workforce who do not receive any pre-retirement advice or support.

126. An initial equality impact assessment of the review of informal adult and community learning includes an examination of the needs of older learners and is available at: <http://www.bis.gov.uk/newchallenges>.

## **RIS COMMITMENT 7**

**To strive to ensure quality of life at all ages and maintain independent living including health and well-being**

***Actions taken to integrate ageing issues into sectoral policies***

### **Older People's Day**

Please refer to RIS commitment 2 which cover this in detail.

***Targeted measures to reduce inequalities in access to health and social services, including for people in rural areas and remote areas***

### **Marmot review**

127. In February 2010, the Marmot Review Team published Fair Society, Healthy Lives. This was the culmination of an independent review into health inequalities in England which Professor Sir Michael Marmot was asked to chair by the Secretary of State for Health. The Team is now involved in a number of activities, including advising and assisting local and regional actions, strategies and interventions; and further research which builds on the Review's recommendations.

***Initiatives to improve long-term care services for older people, in particular community based services that are needed to overcome the mismatch between the home based services that are usually desired and the residential care services that are in fact supplied***

128. In recent years, the policy emphasis of successive Governments has been to support people to remain independent in their own homes, where it is safe to do so and meets with their wishes and assessed needs.

129. Through community care services, people are provided with the right level of intervention and support to enable them to achieve maximum independence and control over their lives. A wide range of services such as domiciliary care, aids and adaptations, assistive technology, strengthened by the availability of respite care and day care for those with more intensive needs, are provided to meet people's needs. Older people often need particular support after a spell in hospital to avoid admittance into residential care. Re-ablement, or intermediate care, is a process designed to maximise a person's ability to live independently. It may involve a variety of interventions, such as the installation of telecare, home adaptations and aids, or sessions with an occupational therapist or physiotherapist.

130. In 2009 the Department of Health launched a Prevention Package for Older People, consisting of a suite of resources that aim to raise the focus on older people's prevention services to improve health, wellbeing and independence. The prevention package encourages local health and social

care commissioners to give priority to services that maximise health, well-being and independence in later life.

131. The Department of Health has announced an independent review of quality and regulation in social care, looking at the standards of care homes, staff training and the way in which they are monitored. The recommendations will form part of the White Paper on care and support.

### **Personal budgets**

132. The Government has rolled out personal budgets in England since 2008, with a target of providing every service user with one by 2013. Personal budgets enable people to have more choice about the support they need to improve their quality of life and to live as independently as possible, where funding is allocated to users after an assessment of their needs.

### ***Actions to improve the coordination and integration of services provided to older people (through case management systems).***

133. Improving the management of chronic diseases, or long-term conditions, is a top priority for the National Health Service. As well as their impact on quality of life, chronic conditions pose a major resource challenge for the National Health Service. With an ageing population, more people are living with multiple illnesses and associated social care needs. Chronic diseases are among the costliest to treat and account for around a third of emergency admissions to National Health Service hospital beds in the over-65s. This has led to increasing interest in chronic disease management models as a method of improving management and quality of life for patients with long-term conditions.

134. Case management through planning, co-ordination and management of care for an individual, has a central role in the Department of Health Long-Term Conditions Strategy and systems of case management are being developed across the National Health Service in England as a tool for improving care for the 3-5% of people with chronic conditions who are at greatest risk of hospital admissions.

### ***Initiatives concerning special needs in case of dementia and Alzheimer's disease***

#### **The National Dementia Strategy**

135. Dementia is one of the most important issues faced in the UK as the population ages. 'Living well with dementia - a National Dementia Strategy' was published in February 2009. It set out a vision for transforming dementia services with the aim of achieving better awareness of dementia, early diagnosis and high quality treatment irrespective of setting or stage of illness.

136. The Government is committed to ensuring there is a greater focus on accelerating the pace of improvement in dementia care, through local delivery of quality outcomes and local accountability for achieving them. This is a new outcomes-focused approach, a key element of which is ensuring greater transparency and provision of information to individuals. A revised outcomes focussed Implementation Plan for the National Dementia Strategy was published in September 2010 setting out the following four priority areas:

- Good-quality early diagnosis and intervention for all;
- Improved quality of care in general hospitals;
- Living well with dementia in care homes; and
- Reduced use of antipsychotic medication.

### **National Dementia Strategy Equalities Action Plan**

137. In July 2011, the Government published this Plan (compatible with the Equalities Act 2010) which sets out a series of planned actions in relation to the implementation of the National Dementia Strategy and the Dementia Commissioning Pack.

### **Dementia Action Alliance**

138. Dementia Action Alliance is made up of over 56 organisations committed to transforming the quality of life of people living with dementia in the UK and the millions of people who care for them. Members of Dementia Action Alliance, have signed up to a National Dementia Declaration. Created in partnership with people with dementia and their carers, the Declaration explains the huge challenges presented to our society by dementia and some of the outcomes we are seeking to achieve for people with dementia and their carers. Signatories to the Declaration have published their own Action Plans setting out outcomes.

139. The Department of Health has produced a staff training guide which sets out eight 'Common Core Principles' for those supporting people with dementia :

- Know the early signs of dementia;
- Early diagnosis of dementia helps people receive information, support and treatment at the earliest possible stage;
- Communicate sensitively to support meaningful interaction;
- Promote independence and encourage activity;
- Recognize the signs of distress resulting from confusion and respond by diffusing a person's anxiety and supporting their understanding of the events they experience and family members and other carers are valued, respected and supported just like those they care for and are helped to gain access to dementia care advice;

- Managers need to take responsibility to ensure members of their team are trained and well supported to meet the needs of people with dementia;
- Work as part of a multi-agency team to support the person with dementia.

## **Housing policy**

140. The Department for Communities and Local Government has a major role to play to ensure that housing support teams work to enhance joint health and social care mental health teams in the community so people with dementia and their families and carers receive the support they need in a range of housing settings.

### ***Efforts to improve the training of care providers: professionals, volunteers and family members.***

141. The Government is putting an extra £2bn into supporting social care by 2014. This funding, together with a programme of efficiency, should enable Local Authorities to protect people's access to services and deliver new approaches to improve their care. In the longer term reform of the social care system is needed to provide more control to individuals and their carers and reduce the insecurity that they and their families face.

142. In July 2010, the Government established the independent Commission on the Funding of Care and Support (Dilnot) to consider how to ensure affordable and sustainable funding for care and support for all adults in England, both in the home and other settings. The Commission delivered its recommendations in July 2011. The Government has welcomed the report as a valuable contribution to meeting the long term challenge of an ageing population and will consider each recommendation carefully.

143. As part of the Spending Review, National Health Service funding will rise to £1 billion per year by 2014-2015 will be spent on measures that support social care and also benefit health. GPs (General Practitioners/Doctors) will have a crucial role to play in helping carers to identify themselves as carers at an early stage. The Government has funded the Supporting Carers in General Practice e-learning programme aimed at increasing understanding amongst General Practitioners and practice staff of the needs carers may have. The Department of Health has secured further funding to invest in training and awareness for General Practitioners and practice staff.

## **Informal Adult and Community Learning and Wellbeing**

144. The Five Ways to Wellbeing (Connect – Be active – Give – Keep learning – Take Notice) were developed by the new economics foundation (nef) in a project commissioned by the Government's Foresight Project on Mental Capital and Wellbeing<sup>2</sup> (see <http://www.neweconomics.org/projects/five-ways-well-being>).

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<sup>2</sup> Government office for Science, 2008

145. The aim was to develop a set of evidence-based activities that could be built into people's daily lives to help improve their wellbeing. The Five Ways to Well-being offer a powerful and attractive means of promoting wellbeing, including for older people.
146. Informal adult and community learning (IACL) can incorporate all five of the ways to wellbeing described in the Mental Capital and Wellbeing report, through its opportunities for connectivity, mental/physical activity, giving, learning and taking notice. IACL is recognised as making a significant contribution to the quality of life, health and well-being of individuals, families and communities. Older people who engage in some form of learning activity keep mentally and physically active and can live longer and healthier lives and preserve their independence. Taking part in this type of learning can also be effective in:
- tackling the negative effects of living alone;
  - combating the challenges of deprivation, disability and isolation;
  - addressing the need for stimulation when people are living in care settings.
147. Recent activities to support the learning needs of older people and encourage their participation include:
- *Self-organised learning*: Business Innovation and Skills has worked with the National Institute of Adult Continuing Education (NIACE) and The Third Age Trust to develop models of self-organised learning, building on experiences of the U3As (Universities of the Third Age) to help people set up their own learning groups to meet the needs of widely differing communities and can be extremely effective in drawing in older people who feel isolated and disengaged. *Learning Clubs and Groups* (BIS/NIACE, January 2010) is available at <http://www.selforganisedlearning.com/>;
  - *Informal learning in care settings*: BIS, NIACE, BUPA, the First Taste charity and DH worked together to produce guidance to encourage and help public, private and voluntary sector care providers support learning for older people in residential care, and in day care and home care settings, based on the best of current practice. Introducing IACL into care settings has demonstrated its potential to support older people's needs for mental, physical and social activity and deliver a range of positive outcomes, including better sleeping patterns, better muscle strength, improved physical health and enhanced social contact, often with corresponding reductions in care and medication costs. A copy of *Enhancing informal learning in care settings* (BIS/NIACE, October 2009) can be downloaded from <http://shop.niace.org.uk/media/catalog/product/f/i/file>;

- *A £20m Transformation Fund 2008-2009*: supported over 300 partnership projects across England. Activities which supported and helped to develop mentally and physically active, independent older people both within and outside the workplace are described in [http://www.transformationfund.org.uk/sites/default/files/thematic\\_reports/Old.pdf](http://www.transformationfund.org.uk/sites/default/files/thematic_reports/Old.pdf). The projects described at [http://www.transformationfund.org.uk/sites/default/files/thematic\\_reports/H&WB.pdf](http://www.transformationfund.org.uk/sites/default/files/thematic_reports/H&WB.pdf) illustrate innovative and effective practice in improving mental and physical health and well-being;
- *A £2.25m Adult and Community Learning Fund 2011-12*, has announced 59 successful informal adult and community learning projects across England. More information is provided on the NIACE website at <http://www.niace.org.uk/current-work/adultandcommunitylearningfund>;
- *Dedicated learning champions*: this 2-year project trained and supported networks of Community Learning Champions (CLCs) - local volunteers to promote/signpost learning and support community action. More information is available at <http://www.communitylearningchampions.org.uk>
- *Digital inclusion*: Informal learning can help older people get online as Internet access and usage decline with age. (See Digital Inclusion entry under RIS 6 );
- we have worked with Dept of Communities and Local Government (DCLG) to maximise the benefits of projects like the 'Community Voices' and 'Digital Life Skills', which have helped thousands of offline adults take their first steps with computers and the internet. Further information can be found at: [http://www.transformationfund.org.uk/sites/default/files/thematic\\_reports/B&C.pdf](http://www.transformationfund.org.uk/sites/default/files/thematic_reports/B&C.pdf). For information on First Click (see [http://www.bbc.co.uk/connect/campaigns/first\\_click.shtml](http://www.bbc.co.uk/connect/campaigns/first_click.shtml)) and with Race Online 2012 (<http://raceonline2012.org/>);
- Although the Informal Adult and Community Learning review is refocusing on informal learning, Business Innovation and Skills will continue to fund informal learning. However the current review is likely to refocus public spend on supporting the people in most need.

## **RIS COMMITMENT 8**

### **To mainstream a gender approach in an ageing society**

#### **Women in Public Life**

148. Women are underrepresented in public and political life and increasing the number of women in senior decision making positions in public and political life would have a positive impact on our democratic structures and public bodies. To encourage more women to take up political office the Equality Act contains provisions allowing the use of women-only electoral shortlists to be extended to 2030. These provisions can be used in relation to a range of elected offices, such as to both Parliament and local government and also to the European Parliament.

#### **Strengthening Women's Engagement with Government**

149. Ministers for Women and Equality have made clear their commitment to strengthen women's voices in Government. Their vision for a new approach for how Government engages and listens to women is one which includes: women's organisations, including grassroots, individual women, including marginalised groups and which also reflects Government commitment to transparency and accountability.

150. This new approach to engaging and listening to women is aligned with the Government's strategy for tackling inequality, set out in 'Building a Fairer Britain', and it will form part of the new equalities architecture to support business and wider society to do the right thing.

151. Government Equalities Office recently consulted on the Government's new approach to engaging and listening to women. The consultation, '*Strengthening Women's Voices in Government*', sought views on Government's proposals which will be used to help shape the new approach which we plan to have in place later in the year.

#### ***Direct engagement with government – meetings and events, conferences, visits***

152. As part of the consultation process, Government Equalities Office hosted and facilitated a number of UK-wide consultative events to capture a wide spectrum of views from as many women as possible. This included an event specifically for older women hosted by the Older Women in Learning and Enterprise 50+ Forum (OWLE50+). Attendees outlined a number of challenges and priorities for 50+ women including:

- access to employment;
- issues around welfare reform including pensions;
- older women's enterprise;
- women on Boards; and
- fostering older women's empowerment.

153. These views amongst others will be considered in shaping the new approach which the Government is committed to implementing in Spring 2012.

154. Department for Work and Pensions is committed to monitoring the equality of provision for customers of all age groups across the departments working age employment programmes. This monitoring work will pay specific attention to claimants aged 50+ to ensure that they receive fair and equitable treatment in the delivery of all Department for Work and Pensions contracted services relating to employment support and advice. The monitoring commitment satisfies Public Sector Duties outlined in the 2010 Equalities Act.

***Measures taken to mainstream gender, to remove all obstacles for achieving gender equality, to eliminate all forms of discrimination against women, and to promote individual development of women throughout their entire life cycle***

*Please refer to information contained in RIS 4 Commitment*

155. The Minister for Women (Theresa May MP), supported by the Government Equalities Office, develops policies relating to gender equality and coordinates equality issues across Government.

## **The Equality Strategy**

156. In December 2010, the Government launched *The Equality Strategy - Building a Fairer Britain* which set out a new approach to equality and established an inter-ministerial group on equalities to address common issues oversee the implementation of this strategy and report annually on progress. The first report is due towards the end of 2011.

157. The Equality Strategy considers five areas :

- ***Early years, education and social mobility***  
The Government will strengthen communities, promote social capital and social mobility and ensure children develop the skills that they need to get on in life. There is a commitment to end child poverty in the UK by 2020;
- ***A fair and flexible labour market***  
The Government will work with business to develop a fairer and more flexible labour market that draws on the talents of all and builds a strong economy. (Through supporting individuals advantaged by occupational segregation, to help ensure that they are aware of the options open to them);

- ***Opening up public services and empowering individuals and communities***  
Public services will be opened up to local community groups, giving citizens more choice and control in their daily lives and promote greater participation and independence;
- ***Changing culture and attitudes***  
The Government has introduced a new Equality Duty requiring all public bodies to have due regard to the need to foster good relations between different groups, with clear guidance on tackling bullying, violence and hate crime;
- ***Making it happen***  
The public sector will lead by example and empower citizens and communities with the information they need to hold services to account.

(For flexible working see RIS 5)

***Measures to promote the economic rights of women (such as legislation to ensure equal pay for equal work, to protect women's rights in the workplace, to reconcile family life with work life etc)***

### **Equal Pay / Reducing the Gender Pay Gap**

158. The Government is working to enhance pay transparency, with private and voluntary sector employers are being asked to help tackle the pay gap through greater transparency on pay and other issues.
159. The Government has been working with the Confederation of British Industry (CBI) and the Trade Union Congress (TUC). The "Think, Act, Report" initiative was launched with business leaders on 14 September 2011 and set out a step-by-step approach to improving transparency.
160. It encourages employers to undertake their own analysis of gender equality in their organisation and take action to address issues identified. To support participating employers, the Government have produced a framework and Advisory Conciliation and Arbitration Service (ACAS) will be publishing new guidance.
161. The Government has recently consulted on proposals concerning discrimination because of gender in relation to pay. The government's response will be published by the end of the year.
162. The Government is also encouraging young women to make broader career choices and work with British business to help maximise the potential for women already in work. "Next Steps" has recently been launched. This new Adult Advancement and Careers Service, which will be a fully universal service.

## Gender Pay Gap

163. The Government uses the median, but a range of other measures are considered when making policy decisions. The overall gender pay gap is 19.8% (average median hourly earnings excluding overtime).

164. Women now make up 46 per cent of the workforce, up from 38% in 1971. 44% of women work part-time compared to just 13% of men.<sup>3</sup> Over half of women in low paid part-time jobs are working below their skill level.<sup>4</sup>

	<b>Median (per cent)</b>	<b>Mean (per cent)</b>
Full-time female employees vs full-time male employees	10.2	15.5
Part-time female employees vs part-time male employees	-4.0 <sup>5</sup>	11.7
All female employees vs all male employees	19.8	19.3

165. The Equality and Human Rights Commission (EHRC) is to undertake an inquiry into the care of older people in England. The inquiry will look into the effectiveness of the English care and support system in protecting and promoting the human rights of older people requiring or receiving home based care and support. The findings will provide confirmation that rights and responsibilities are being protected. The Equality and Human Rights Commission will publish its findings and recommendations in November 2011.

## Grandparents and poverty

166. In March 2010, the Equalities and Human Rights Commission produced a report<sup>6</sup> that focused on the role of grandparents in families who are particularly at risk of poverty and considered the impact this had on child poverty and older people's poverty. It looked at the implications for grandparents in terms of their ability to engage with the labour market (and their finances), as well as their health and general well-being.

167. The report highlighted that grandparents in families most at risk of poverty are under increasing pressure to take on a caring role and that working age, working class grandmothers on low incomes are most likely to be providing childcare and have given work or reduced their hours to care for

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<sup>3</sup> Office of National Statistics, Labour Force Survey, November 2010.

<sup>4</sup> 2006 Working Below Potential: Women and Part-time Work

<sup>5</sup> Note: a negative pay gap implies that women are paid more than men.

<sup>6</sup> "Protect Support Provide" published on 2 June 2010

grandchildren. This had an impact on household income and may have an effect on grandparents' pension rights as well as their health.

## **Equality Act 2010**

168. Since it last reported, the Government has introduced the Equality Act in October 2010. This Act replaced previous anti-discrimination laws, including the Equal Pay Act, Sex Discrimination Act and Disability Discrimination Act, with a single Act to make the law simpler and making it easier to understand. The Act prohibits unfair treatment in the workplace, when providing goods, facilities and services, when exercising public functions, in the disposal and management of premises, in education and by associations (such as private clubs). The Act includes provisions enabling a ban on age discrimination in the provision of services to be introduced.

169. The Equality Act 2010 includes a new single Equality Duty, which for the first time is extended to cover 'age'. This Duty came into force on 5 April 2011 and requires public bodies to have due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people of different ages.

## **Gender equality**

170. The new equality duty under the Equality Act 2010 has strengthened the previous gender equality duty and extended it to cover age. This means that as well as the public sector being under an obligation to advance equality of opportunity for women, they must do so for older people amongst others.

## ***Social protection policies reviewed to ensure full and equal participation of men and women in social protection systems***

### **What has the government done for women pensioners?**

171. Changes have been made to the pension system to deliver improved outcomes to women. The Government is legislating for an acceleration of the increase in the female pension age already underway since April 2011. The Government has proposed speeding up the rate at which the State Pension ages are currently being equalised, from April 2016.

172. From April 2011, around three quarters (75%) of women reaching State Pension age are projected to be entitled to a full basic State Pension compared to over 90% of men. Men and women are now equally likely to be accruing some State Second Pension, with around half of those gaining under the State Second Pension being female. More generous crediting arrangements will mean up to one million more individuals (around 90% of whom are women) will be accruing credits for State Second Pension. From these workplace pension reforms, between 5 and 8 million people will be newly saving, or saving more which includes around 2 to 3 million women.

## **RIS Commitment 9**

**To support families that provides care for older persons and promotes intergenerational and intra-generational solidarity among their members**

### ***Adjustments made to family policies in view of changing demographic circumstances***

Please refer to RIS Commitment 4.

173. The Government recently closed the 'Modern Workplaces consultation' which consulted on the introduction of a system of flexible parental leave, and extending the right to request flexible working to all employees.

The Government's response to the Modern Workplaces consultation will be issued around the end of 2011.

### **Flexible Working**

174. Flexible working is a positive option for older workers, as we recognise that many workers and in particular older workers face barriers to remaining in work or returning to work due to caring responsibilities, ill health or disability. Flexible working enables people to phase their retirement in a way they find helpful and helps employers to proactively manage their workforce.

175. Flexible working fits particularly well with family policies as a high percentage of older family members dedicate some time to caring, whether for parents, or grandparents or for children or grandchildren. Flexible working patterns enable these people to remain attached to the labour market.

## **RIS Commitment 10**

**To promote the implementation and follow-up of the regional implementation strategy through regional co-operation**

*This section to consider:*

***Activities undertaken to strengthen cooperation among UNECE member states in the field of ageing (e.g. participation in meetings of the UNECE and ECV, exchange of information with member states and with the UNECE secretariat)***

***Opportunities provided for civil society to cooperate in this process***

***Assistance requested/received from UNECE secretariat and/or other entities of the United Nations system in the implementation of RIS (if so, consider providing a brief evaluation)***

***Possible needs for assistance***

176. For the UK, regional co-operation can be split into two aspects of :

a) Engagement within the UK, across England, Scotland, Wales and Northern Ireland has been significantly strengthened through the UK Advisory Forum on Ageing and a series of regional co-ordination workshops. This exchange of information on developments across the British Isles confirms that many older people issues, cross geographical boundaries. These workshops have increased the sharing of information on older people services and ageing issues; and

b) UNECE engagement, through participation with the Working Group on Ageing has helped the UK, by sharing of good practice taking place across Europe on a range of aspects. These cover demographic change, inter-generational projects, care and health developments. UNECE has promoted a number of projects across Europe and whilst many of these may not be wholly relevant to the UK, the wider dissemination of knowledge and activities is helpful in gaining a fuller understanding of ageing issues and the demographic challenge faced across Europe.

177. Building on this platform, the EU are planning a European Year of Ageing in 2012, which will incorporate a number of recognised themes relating to an ageing society concerning health, care, regional activities being undertaken by older people as well as inter-generational events.

178. The UK continues it's involvement with the UN's consideration of ageing issues and the demographic challenge faced across the globe to ensure that balanced and proportionate measures are considered to assist with an ageing population.

## Conclusions and outlook for the future

### Reform

179. It is clear that there have been significant progress and on-going developments within the UK on ageing and demographic change, including fiscal issues. Future developments include State Pension Reform, examining the possibility of a Single Tier Pension (see RIS 4, paragraphs 70 -72) to ensure that pensioners have an adequate pension, further strengthened by the triple guarantee to future pensioners a particular level of pension to future pensioners. This should contribute towards the alleviation of pensioner income poverty. Consideration is being given to a more automated mechanism for changing State Pension Age in the future, and more immediately, implementation of Automatic Enrolment and NEST to ensure that everyone has access to a decent pension.
180. The Equalities legislation (see RIS 8, paragraphs 164 -165) now provides legislation to cover age discrimination. In conjunction with the new Age Equality Duty this is expected to strengthen the rights of older people and ensure public organisations have appropriate regard of the impact of policies and procedures on an ageing population.

### Active Ageing

181. Internet access and IT delivered services will increasingly play an important role in everyday life against the backdrop of an ageing society. Programmes and encouragement will continue, seeking to improving the skills and confidence (where necessary) of older people in using IT (see RIS 2, Active at 60 Smartcards, paragraph 36 and Digital Inclusion, paragraph 38). It is estimated that 60% of the 9.2 million adults who have never used the Internet are aged over 65. To address this issue, the Government Digital Service, is focussing on Assisted Digital, with the aim of ensuring that no one is left behind by IT developments.
182. For an ageing society, there are clear links between pensions and health issues, particularly adult Care Services. This is recognised within this update and the immediate future should see developments on Care Services building on work of the Dilnot Report (see RIS 7, paragraph 138) published earlier this year. Along with reforms to the National Health Service, this focus on 'active ageing' will be continued, with an emphasis on individual responsibilities for living a healthy and active lifestyle (see RIS 4, paragraph 79). 'Active ageing' also needs to be seen in the context of the traditional retirement arrangements, where individuals are being encouraged to remain active for longer ,in both paid and unpaid occupations, (see RIS 4, paragraph 73 -73).
183. The UK approach on 'active ageing' will be promoted during next year's European Year of Active Ageing. The government is working with stakeholders, other partners and colleagues in other government departments and the devolved nations to develop a range of 2012

commitments highlighting the positive activity in the area of active ageing that is already happening across the UK.

### Engagement

184. This has been strengthened through the recent appointment of the Commissioner for Older People in Northern Ireland (see page 52) and the good reputation built up by the Commissioner for Older People for Wales. Scotland, Wales and Northern Ireland will continue to be key stakeholders in the UK Advisory Forum on Ageing (see RIS 2, paragraphs 28 -32).

185. The English Regional Forums will continue to be strengthened, particularly via the series of work groups that have been established to support the Age Action Alliance (see RIS 2, paragraphs 43 - 44). The use of collaboration between government, civil society and charities is expected to gain greater importance in identifying and addressing the issues of older people and an ageing society.

### Conclusion

186. Across the three key strands of reform, active ageing and engagement, the UK is taken positive steps to address the potential demographic challenges faced by the UK. The positive contribution of older people in volunteering, mentoring and supporting their communities through this demographic change should not be overlooked.

## SCOTLAND: STRATEGY FOR AN AGEING POPULATION

Pensions, the State Pension and welfare benefits are set by the UK Government, and apply on a UK basis. The Scotland Act 1998 established the Scottish Parliament and devolved responsibility for a number of functions that benefit older people, including health, social care, transport, housing and education. Policies in these areas are set by the Scottish Government, and services are provided by 32 local authorities and by NHS Scotland (National Health Service Scotland).

This means that the same principles are applied in respect of policies and programmes for older people, but the structural, implementation and delivery frameworks are different and distinctive to the needs of Scotland.

This is demonstrated through “All Our Futures: Planning for a Scotland with an Ageing Population”, published in March 2007 following extensive consultation and use of research evidence.

Volume 1: Summary and Action Plan:

<http://www.scotland.gov.uk/Resource/Doc/169342/0047172.pdf>

Volume 2: the main document:

<http://www.scotland.gov.uk/Resource/Doc/169347/0047194.pdf>

The Scottish Government have implemented *All Our Futures*, and are taking its principles forward in the development of policies, in the context of the Scottish Government’s single purpose for an economically successful Scotland from which all benefit.

In so doing, there are many aspects of its policies that benefit older people - these include:

- the freeze on council tax, introduced first in 2008-09 and now frozen for the fourth year running in 2011-12, which particularly benefits older people on fixed incomes;
- maintenance of existing eligibility for Free Personal and Nursing Care and for the National Concessionary Bus Travel Scheme (in Scotland in 2008-09 older and disabled concessionary passengers made 156.7 million journeys);
- its Energy Assistance Package launched in April 2009, which tackles all aspects of fuel poverty;
- free prescriptions for all from 1 April 2011;
- major work on Reshaping Care for Older People, which is looking at reshaping care services for older people in the light of the demographic ageing of the population - see ‘Reshaping Care for Older People: A Programme for Change: 2011 – 2021’ (March 2011) at <http://www.scotland.gov.uk/Topics/Health/care/reshaping/programme> ; and
- as part of its commitment to Reshaping Care, the Scottish Government has set up a Change Fund for Older People’s Services of £70m for 2011-12 to enable health and social care partners to implement local plans to make better use of their total combined resources for older people’s services, to be sustained over the years 2011-12 to 2013-14.

The Scottish Government has established the Scottish Older People's Assembly as a voice for older people in Scotland. The guiding principle is that It is run by older people, for older people. It first met in the Scottish Parliament on 2 October 2009 to coincide with International Older People's Day. It met again in Glasgow on 10 November 2010, and its third meeting took place on 25 October 2011, when the focus was on demonstrating positive attitudes for and about older people, active ageing and older people's contribution to civic society.

It is estimated that up to 82,000 people in Scotland have dementia and this number is expected to double over the next 25 years. On 18 September 2011, the Office of the Scottish Government announced that 300 dementia champions will be working across the NHS and local authorities by 2013, part of a range of measures helping to drive up standards of care for people with dementia throughout Scotland.

In January 2011, the Scottish Government removed the age limit for jurors. From 1980 to 9 January 2010, an upper age limit for jury duty had been imposed in Scotland which prohibited those over the age of 65 from serving. From January 2011 the age limit is removed, and those aged 71 and over who do not want or feel able to serve on a jury have a right of excusal: this can be exercised right up until the day of trial.

The Scottish Government will publish a national strategy on housing for older people later in 2011.

## WALES: OLDER PEOPLE STRATEGY

The *Strategy for Older People* provides the framework for addressing the needs of older people in Wales. Launched in January 2003, the strategy was developed out of the recommendations of a Welsh Assembly Government working group which identified the aspirations of older people for what their lives would like to be like as they aged.

The Strategy challenges discrimination and negative stereotypes of ageing and celebrates longer life as an opportunity. A core feature of the Strategy is its emphasis on the engagement, participation and empowerment of older people. One key aim is to ensure equality and dignity and identify ways of remedying the unfairness that is often experienced in later life.

It supports the continuing economic, social and cultural contributions of older people to society in general and their families and communities in particular. In the breadth of its concerns, it recognises the social and economic determinants of health and well being and promotes active, healthy ageing. In all these ways it rejects images of deficit and decline that are so often associated with ageing.

The Welsh Assembly Government committed itself to a ten year Strategy and this was evaluated in 2006/7 and relaunched with tighter objectives for the period 2008 -2013:

- **Valuing Older People - maintaining and developing engagement;**  
Promote positive images of ageing and ensure that the over 50s are able to participate as fully as they wish in their communities, giving them a stronger sense of engagement and influence.
- **Changing Society - the economic status and contribution of older people;**  
Develop policies to increase the capacity of the over 50s to continue to work, learn, volunteer and care, making an active contribution for as long as they wish, and ensure that older people do not live in poverty.
- **Well-being and independence;**  
Improve the health and well being of older people through initiatives to promote health, as well as high quality, responsive and appropriately regulated health, social care and housing services. These will enable older people to live as actively and independently as possible in a suitable and safe environment of their choice.
- **Implementation - making it happen.**  
Implement the Strategy for Older People in Wales with support funding to ensure that it is a catalyst for change and innovation across all sectors, improving services for older people, providing the basis for effective planning for an ageing population and reflecting the concerns of older people.

The Strategy and the overall approach of the Welsh Government to the ageing agenda have yielded real success including:

- in April 2008, establishing the World's first Older People's Commissioner - Ruth Marks, who is also a member of the UK Advisory Forum on Ageing;
- free travel passes and free swimming for older people;
- the creation of the National Partnership Forum for older people;
- the publication of the Older People's Well-being Monitor.

### The National Partnership Forum

This Forum is an independent expert advisory group, set up under the Government of Wales Act 1998, to provide advice and guidance to the Welsh Assembly Government on issues affecting older people (aged 50 and over) in Wales. It first met in January 2005 and meets four times a year. In addition it has set up a number of Sub Groups to explore particular issues in detail.

The Forum provides a focus and impetus for the debate of and support for the development of effective policies at all levels of government to benefit older people.

A clear link operates between the Forum, the Assembly Government and the Strategy for Older People in Wales. The Forum has been involved in key policy and strategy development with a number of Welsh Government Departments including Housing, Transport, Health, Education, Social Justice and Local Government, Libraries and Galleries and Employment.

### Impact at local level

In 2009/10 the Welsh Local Government Association produced two reports for the Welsh Government. These evidenced the significant progress the strategy had had at local level with genuine involvement of older people in strategy and policy development and practice. Strategy Coordinators have acted as catalysts, conduits and lynchpins in a range of local, regional and national partnerships.

## **NORTHERN IRELAND: AGEING IN AN INCLUSIVE SOCIETY**

Commissioner for Older People for Northern Ireland

On 5<sup>th</sup> June 2007 a motion calling on the Office of the First Minister and deputy First Minister to “prioritise as a matter of urgency the appointment of a Commissioner for Older People as supported by the Transitional Assembly” was debated by the Northern Ireland Assembly. The motion received strong cross party support and following the debate Ministers gave a commitment to review the case for establishing a Commissioner for Older People.

In December 2007 and in line with the conclusions of an independent assessment of the case for a Commissioner, the First Minister and deputy First Minister announced that work would begin to prepare the legislation necessary to establish a Commissioner for Older People for Northern Ireland.

Ministers also announced that given the time required to develop and process the necessary legislation (including appropriate consultation) and interim Older Peoples Advocate would be appointed to provide advice on policy issues affecting older people. In 2008 a recruitment competition was held for the temporary position of Older Peoples Advocate and Dame Joan Harbison was appointed on 1<sup>st</sup> December 2008.

During 2009 officials in the Office of the First Minister and deputy First Minister developed a consultation document and draft bill for a Commissioner for Older People in Northern Ireland. In developing the documents officials were conscious of international guiding standards set out in the Principles for Older Persons developed by the United Nations and incorporated the UN Principles into the documents as far as possible.

The public consultation on proposals to establish a Commissioner for Older People was launched on 1 October 2009. Officials wanted the consultation to be meaningful and involved both the age sector and the Advocate in discussions about ways of reaching older people. As a result of these discussions a number of events were held at a range of venues across Northern Ireland and these events were facilitated by the Older Peoples Advocate.

The consultation document and draft bill proposed a wide range of powers and duties for the Commissioner and people were asked for their views on a number of key proposals such as;

- the age range which defines an older person in the Draft Bill;
- the aim of the Commissioner, including how he/she should take account of the United Nations Principles for Older Persons;
- the duties of the Commissioner;
- the general powers of the Commissioner;
- the types and nature of organisations which the Commissioner could formally investigate; and
- the appointment, set-up and reporting mechanisms for the Commissioner.

The public consultation on the Commissioner for Older People ran for a total of 14 weeks and closed on 7 January 2010. Over 70 written responses were received from organisations in the public, private, voluntary and community sectors including those both working for and also providing services to older people. In addition 8 responses were also received from private individuals. The responses received from the consultation can be viewed at;

<http://www.ofmdfmi.gov.uk/index/equality/age/older-peoples-commissioner/older-people-commissioner-consultation-responses.htm>

The legislation to establish a Commissioner was agreed by the Executive and introduced to the Northern Ireland Assembly in May 2010 and was debated and supported by the Assembly on 7 June. The Bill completed its OFMDFM Committee Stage on 15 September 2010. The next step was the Consideration stage on 16 November 2010 when the Assembly considered and debated the Bill in plenary and voted the individual clauses and schedules into the Bill. This stage was followed with the Further Consideration Stage where the Bill proceeded without amendment.

The Final Stage of the Commissioner for Older People Bill took place on 7 December 2010 and was unanimously passed by the Assembly without amendment. The Bill received Royal Assent on 25 January 2011 and is known as The Commissioner for Older People Act (Northern Ireland) 2011. The Bill can be viewed at;

<http://www.legislation.gov.uk/nia/2011/1/contents>

The next stage of the process was the recruitment of the Commissioner. The Act required that the appointment of the Commissioner by the First Minister and deputy First Minister only be made after taking account of the views of older people.

In March 2011 an Older People's Participative Forum was held in Belfast City Hall.

This event marked the start of the recruitment stage of an Older People's Commissioner. The event was designed to enable older people to discuss and express their views on the recruitment process and make their recommendations on the skills, qualities and criteria required for a Commissioner. As a result of this event, two people from the representative group of older people were invited to sit on the Interview Panel to select a Commissioner.

The position of Commissioner for Older People for Northern Ireland was publically advertised during March 2011 and interviews were held at the end of May 2011. During August 2011 the top performing candidates were given the opportunity to make a short presentation to Ministers and on 3 October 2011, Ministers announced that Ms Claire Keatinge would be the first Commissioner for Older People for Northern Ireland.

Ms Keating will take up her position on 14 November 2011. The announcement confirming the appointment can be viewed at;

[http://www.northernireland.gov.uk/news-ofmdfm-031011-first-commissioner-for?WT.mc\\_id=rss-news](http://www.northernireland.gov.uk/news-ofmdfm-031011-first-commissioner-for?WT.mc_id=rss-news)

## **Development of a new Older Peoples Strategy for Northern Ireland**

The previous Northern Ireland Executive gave a commitment in the 3rd Programme for Government to develop a strategy to promote greater social inclusion of older people. As a result of this commitment the Older People's Strategy 'Ageing in an Inclusive Society' was launched by Direct Rule Ministers in March 2005.

In the autumn of 2009 Ministers in the Office of the First Minister and Deputy First Minister approved a review 'Ageing in an Inclusive Society'.

Ministers also agreed to re-establish the Older Peoples Advisory Panel and that the Panel, chaired by the Older People's Advocate, Dame Joan Harbison, would assist with the review. Given the time that had elapsed since 'Ageing in an Inclusive Society' was developed and launched The Older People's Advocate and members of the Advisory Panel indicated that a complete reworking (as opposed to the planned refresh) of the strategy was required to address current issues concerning older people.

Work to develop a new older people's strategy began during the latter half of 2010. The new strategy will be based on the United Nations Principles for Older Persons which are Independence, Participation, Care, Self-Fulfilment, and Dignity. The new strategy will dedicate a chapter to each of these principles and will include a proposed strategic aim and supporting strategic objectives.

While the UN principles have been prepared with a 'global' perspective, the proposed strategic aims and objectives of the new older people's strategy have been drafted to reflect society in Northern Ireland, while retaining the ethos and spirit of the UN principles.

It is anticipated that the new strategy will be launched for public consultation late 2011 / early 2012 and when the proposed strategic aims and supporting objectives have been agreed, supporting Action Plans will be developed and implemented.

## **ANNEXES**

- Annex A.....Table of Major Achievements since 2007.
- Annex B.....Detail of UK Demographic Change.
- Annex C.....A list of acronyms and their meaning.

## MAJOR ACHIEVEMENTS

Building a Society for All Ages	Published in July 2009 and setting out the Government's strategy for addressing the opportunities and challenges of an ageing society (following a public consultation).
UK Advisory Forum on Ageing	Established in February 2009 and providing engagement with older people and a unique opportunity for Ministers to hear directly from citizens on important issues.
Established the Age Action Alliance	Established September 2011 as a partnership of organisations from civil society and the public and private sectors, who will work together to find new ways to help improve the lives of the most disadvantaged older people and prevent deprivation in later life.
English Regional Forums on Ageing	Established and strengthened
Abolition of Default Retirement Age	Undertaken
State Pension Triple Guarantee	Guarantee issued.
Rural Ageing Issues	Identified in conjunction with DEFRA, and older people regional representatives.
Lifetime Homes, Lifetime Neighbourhoods strategy	Published in February 2008 and providing a national strategy for homes in an ageing society.
Dilnot Review of the Funding of Care and Support	Published July 2011 and feeding into a Social Care review leading to policy proposals to be published in 2012

## UK Demographic Change

### Demographic change in the UK

The age structure of the UK has been shifting towards an older population. Table 1 shows a projection of UK population being 62.6 million people in 2011, with 10.5 million people aged 65+. Therefore 17% of the total population is aged 65 or over. This proportion has risen from 15% in 1981, and is expected to rise further – reaching 26% in 2061.

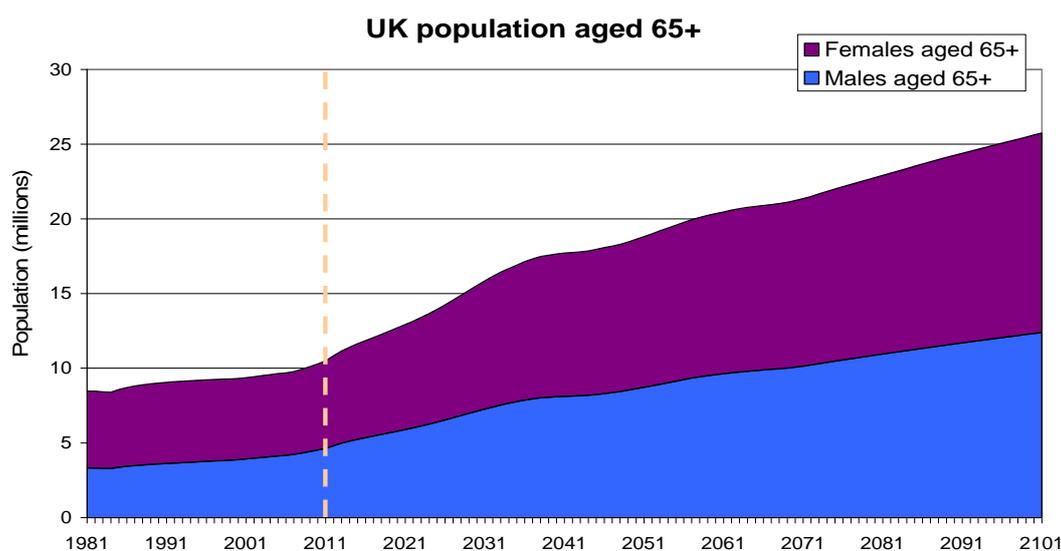
Furthermore the number of people in the UK aged 65 or over is expected to double, from 10.5 million in 2011 to 21 million in 2068.

**Table 1: Past and projected future population trends for the UK (Millions)<sup>7</sup>**

Age Group	1981	1991	2001	2011	2021	2031	2041	2051	2061	2071
Total population	56.4	57.4	59.1	62.6	67.0	70.9	74.2	77.1	79.7	82.3
65+	8.5	9.1	9.4	10.5	12.9	15.8	17.7	18.8	20.5	21.4
16 – 64	35.3	36.7	37.9	40.5	41.5	42.3	43.6	44.9	45.6	47.1
Children (0-15)	12.5	11.7	11.9	11.6	12.5	12.8	12.9	13.4	13.7	13.9

One factor driving this demographic shift is increases in life expectancy.

**Chart 1: Cohort life expectancy at age 65 in the UK<sup>8</sup>**



<sup>7</sup> Data from ONS, 2008-based, mid-year population estimates and projections.

<sup>8</sup> Data from ONS, 2008-based, life expectancy tables for the UK. Figures used are the mean life expectancy within cohorts.

Acronyms and their meaning

<b>ACAS</b>	<b>Advisory, Conciliation and Arbitration Service</b>
<b>ASSG</b>	<b>Ageing Society Strategy Group</b>
<b>AA</b>	<b>Attendance Allowance</b>
<b>BIS</b>	<b>Department for Business, Innovation and Skills</b>
<b>CBI</b>	<b>Confederation of British Industry</b>
<b>DCLG</b>	<b>Department for Communities and Local Government</b>
<b>DEFRA</b>	<b>Department for Environment, Food and Rural Affairs</b>
<b>DFG</b>	<b>Disabled Facilities Grant</b>
<b>DLA</b>	<b>Disability Living Allowance</b>
<b>DoH</b>	<b>Department of Health</b>
<b>DRA</b>	<b>Default Retirement Age</b>
<b>DWP</b>	<b>Department for Work and Pensions</b>
<b>EFA</b>	<b>English Forums on Ageing</b>
<b>ESA</b>	<b>Employment and Support Allowance</b>
<b>FAS</b>	<b>Financial Assistance Scheme</b>
<b>FE</b>	<b>Further Education</b>
<b>GDP</b>	<b>Gross Domestic Product</b>
<b>GEO</b>	<b>Government Equalities Office</b>
<b>GPs</b>	<b>General Practitioners (Doctors)</b>
<b>HAPPi</b>	<b>Housing Ageing Population fund for Innovation</b>
<b>HIA</b>	<b>Home Improvement Agencies</b>
<b>IACL</b>	<b>Informal Adult and Community Learning</b>
<b>JSA</b>	<b>Jobseekers Allowance</b>
<b>MIPAA -</b>	<b>Madrid International Plan of Action on Ageing</b>
<b>MP</b>	<b>Members of Parliament</b>
<b>NEST</b>	<b>National Employment Savings Scheme</b>
<b>NHS</b>	<b>National Health Service</b>
<b>NGO</b>	<b>Non-Government Organisation</b>
<b>OBR</b>	<b>Office of Budget Responsibilities</b>
<b>PIP</b>	<b>Personal Independence Payment</b>
<b>PPF</b>	<b>Pension Protection Fund</b>
<b>PSA</b>	<b>Public Service Agreement</b>
<b>RIS</b>	<b>Regional Implementation Strategy</b>
<b>SME</b>	<b>Small Medium Enterprises</b>
<b>SJC</b>	<b>Committee on Social Justice</b>
<b>TAEN</b>	<b>The Age and Employment Network</b>
<b>TPR</b>	<b>The Pensions Regulator</b>
<b>TUC</b>	<b>Trade Union Congress</b>
<b>UKAFA</b>	<b>United Kingdom Advisory Forum on Ageing</b>
<b>UNECE</b>	<b>United Nations Economic Commission for Europe</b>