Carers

Worcestershire Works Well™

Every day 6,000 people take on a caring responsibility – that equals over 2 million people each year. Employers are losing talented people in whom they have invested significant time and money. The peak age for caring is between 45-64 – it is also the point at which people are most likely to have developed the skills employers need to succeed. The public expenditure costs of carers feeling unable to continue working have been estimated to be £1.3 billion a year.

1 in 7
People are juggling work and being a carer

Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about caring responsibilities, local support services and national helplines
3. Develop your organisational approach to support carers including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on carers and ensure the initiative/ activity is evaluated to demonstrate impact

Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- Ensure employees are aware of who 'qualifies' as a carer and what support is available to them
- Provide information on local support services and online resources for carers.
- Consider how carers can be better supported within the workplace. This could include managers feeling comfortable discussing caring responsibilities as part of employee 1-1s and understanding the impact that caring can have on mental health and work performance.
- Consider providing training to managers and leaders to increase understanding and support available
- Consider developing a carers policy or reviewing policies and procedures to incorporate supportive approaches such as:
  - Adjustments within the workplace
  - Flexible working
  - Allowing paid time off to attend appointments
- Consider planning a programme of activity focussed on volunteering. This could include practical activity, campaigns, seminars, sharing videos, signposting resources
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.

Local/National Resources:

BITC supporting carers in the workplace toolkit
BITC parenting and caring in the workplace toolkit
Carers UK support in work website
NHS Employers supporting carers in the workplace webpage
Worcestershire Association of Carers website