

Employers Charter for Working Carers

Our commitment to creating a carer-aware workplace

A carer is anyone who cares, unpaid, for a family member or friend who cannot manage without their support. They might look after someone with a physical disability, long term health condition, mental health issue or a problem with substance misuse.

We recognise that:

- 2 in every 3 people will be a carer at some point in their lives, many of whom need to balance their caring responsibilities with paid employment
- Carers are not necessarily carers by choice
- Carers come in many guises and the difficulties they face vary greatly
- Many people find it difficult to discuss their caring responsibilities at work
- Carers often struggle to find time to take a break, making them more susceptible to stress and burnout

We aim to:

- Spread awareness of carers across all levels of the organisation and work to remove any stigma which may be associated with the role
- Ensure all line managers are familiar with carers' legal rights at work and all internal policies and/or resources which may benefit them
- Provide appropriate support, in line with individual circumstances and needs
- Not make assumptions about capability based on personal caring responsibilities
- Where possible, incorporate a flexible approach to job design and workload management
- Encourage equality and diversity in our workforce by demonstrating a positive attitude to job applicants with caring responsibilities
- Provide signposting to information and organisations providing support and guidance for carers in the workforce

Signature _____ Date _____

Name _____

Position _____ Company _____