

BALANCING WORK AND CARING

Working for Carers is a London-wide project supporting unpaid carers to move closer to employment.



Who is this for?

Unpaid carers who are job-searching, starting a new job, or already in employment.

Work and caring

Balancing a job with your caring role can be difficult and you may need time to adjust.

You might need to ask for help to manage your working life, especially if there is a change in your caring role:

- Find out about support for carers in your workplace.
- Talk to your manager about any adjustments to your working arrangements that you may need in the short or long-term.
- Talk to the person you are caring for about support you may need.
- Make sure you and the person you are caring for have a carer's assessment.

Talking to your employer

- Find a time convenient for both of you, and a private and quiet place.
- Make sure you both have plenty of time, so the conversation is not rushed.
- Think about what you are willing to share regarding your caring role.
- Think about how your caring role may affect your work.
- Think about solutions before the meeting.
- Write down what you both agreed.

Remember, employers value communication and honesty.

Some employers have carers support groups or champions. Some offer an Employee Assistance Programme which supports employees to deal with personal problems that might impact their work. You could also talk to a trade union representative.

You can also contact your local carers centre for advice and support, or talk to an Employment Personal Advisor at **Working for Carers**.

Working for Carers is a London-wide project that supports unpaid carers and former carers, aged 25 or over, to move closer to employment. To find out more visit carers.org/workingforcarers or contact your local carers centre.



Your rights in the workplace

Flexible working: If you have been working somewhere for at least 26 weeks, you can request flexible working. Consider solutions that work for you and your employer. This could be working part-time, working from home, or arriving and leaving an hour earlier.

Time off for emergencies: The length of time must be agreed with your employer, but is normally one or two days. This is unpaid.

Parental leave: If you have been working somewhere for at least a year, you can take some unpaid leave to look after a child under the age of 18.

Some organisations offer time off for caring responsibilities, so check your employer's policies.



Further information

Carers Trust:

www.carers.org – find your local carers centre

Carer's Assessment:

www.carers.org/carers-assessment/carers-assessment

Flexible working:

www.gov.uk/flexible-working

Carers UK:

www.carersuk.org/help-and-advice/work-and-career

Working Families:

<https://workingfamilies.org.uk>

Your notes

© Carers Trust 2020. Working for Carers is funded by the European Social Fund and The National Lottery Community Fund.

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