



Wellbeing Resources

The Disabled Police Association

Carers In The Workplace Factsheet 1

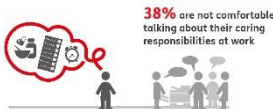
‘Balancing Caring and Working’

Caring for someone can be rewarding, but it can also be very tiring, putting a lot of demand on your physical and emotional energy. Add the pressures of work to this it’s quite understandable why research has shown that caring for others can have a major impact on a person’s health and wellbeing. As a carer you can often be so busy looking after the person you care for that you forget about your own needs, as a carer you are more likely to be in poor health both physically and mentally than people without caring responsibilities. . It is really important that you look after yourself!



Your Statutory Rights in the Workplace

7 in 10 working carers have felt lonely or isolated at work as a result of their caring responsibilities



If you are juggling work with looking after someone, you are not alone – there are 3 million working carers in the UK. Juggling work and care can be very challenging, so

its important to find out about your rights. Your rights at work come from two sources

- ☺ The law gives you statutory rights which everyone has
- ☺ Your contract of employment gives you contractual rights which can be more generous than the statutory rights

This factsheet looks at your statutory rights, however it is worth looking at your Force’s Policies, and Terms and Conditions to see if you have any contractual rights

On top of your statutory rights. For a full list of statutory rights it is useful to look at the government website which can be accessed through

<https://www.gov.uk/employment-status/employee>

Flexible Working

All employees have a right to request flexible working after they have worked for the same employer for 26 weeks. as long as they have not made a flexible working request in the last 6 months. Flexible working requests



should be made in writing, or using your Force’s application process and should include the details of revised working patterns you are seeking and how you think this may affect your Force’s business as well as how this can be mitigated. All employees have a right to request flexible working but not an automatic right to get flexible working. Forces must have a sound business reason for rejecting any requests.

Examples of Flexible Working

Home working	Annulised hours
Part time working	Flexi time
Term time working	Shift working
Working compressed hours	Job sharing
Working staggered hours	

Right To Time Off In Emergencies

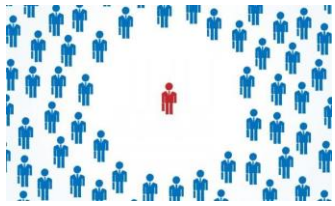
All employees have the right to take a ‘reasonable’ amount of time off work to deal with an emergency or an unforeseen matter involving a dependant (which includes partners, child or parent, or someone who is living with you as part of your family – others who rely on you for help in an emergency may also qualify).

This time is unpaid, unless your Force is willing to give paid time off as a contractual right.

Examples of Emergency Situations

- ⊗ A disruption or breakdown in care arrangements
- ⊗ The death of a dependant
- ⊗ If a dependant falls ill or is in an accident
- ⊗ To make longer term arrangements for a dependant who is ill or injured (but not to provide long term care yourself)
- ⊗ An accident involving a child during school hours

Protection from Discrimination



In England, Wales, and Scotland if you are looking after someone who is elderly or disabled, the law under the Equality Act 2010 – will protect you against direct discrimination or harassment because of your caring responsibilities. In Northern Ireland, carers are protected under the Human Rights Act and Section 75 of the Northern Ireland Act, which requires public bodies to promote equality of opportunity for carers. In some cases, carers may have rights under disability and sex discrimination legislation.

Additional Support In Work

As well as your Statutory Rights discussed earlier in the fact sheet, your Force may have additional support mechanisms in place which can help you in the workplace.

Telling Your Force About Your Caring Role

It is your choice whether to tell your Force about your caring role or not. There might be extra support for carers through your local Disability Networks, so even if you choose not to share this information, it would be still worth finding out what extra support if any might be available.

Telling Other Staff About Your Caring Role

Colleagues can be very supportive, and it may help simply to discuss your situation with someone you can trust at work. You may find other colleagues also have caring responsibilities and that together you are more able to talk about how you can be supported.

Getting Support For You And/Or The Person You Are Looking After Whilst You Are in Work

If you feel as though getting some additional support in place for the person you are looking after would help you to juggle work and care, then you could explore the following options.

[Assessments from the local council/trust](#) – you and the person you are looking after could get assessments from

your local council/trust. This would look at the current care arrangements that are needed and what could be put in place. Some examples of the sort of support that might be an outcome of an assessment may include a care worker, a place at a day centre, meals delivered to their home, equipment or technology to help with adaptations in the house. An assessment for you as a carer would look at your caring role, and whether you need any support in this role.

[Arranging care and support privately](#) – if you would rather arrange care and support privately, then you could see if your local council/trust has a list of approved care providers in your area.

If You Are Thinking Of Leaving Work

There may be many times when as a carer you are faced with the decision of whether to remain at work or leave. If you are thinking of leaving work, it is important to consider the full implications it could have on your income, quality of life and future pension entitlements.

If you do decide to leave work or reduce your hours in the workplace, then you may be able to look into claiming Carer's Allowance, and you may be able to look into claiming other government benefits. However eligibility would depend on individual circumstances. If you would no longer be paying, or treated as paying, National Insurance (NI) through work, then you should consider the impact this will have on your NI record, as this will impact your future pension entitlement. Some benefits, such as Carer's Allowance, can give NI contribution credits, which can help to protect your record. If you can't claim Carer's Allowance you may be able to claim Carer's Credit to help protect your record.

If You Want To Start Work Or Return To Work

For those who would like to combine work with caring, the thought of working for the first time, or getting back to work may feel like a big step. A good start is to think about what job you may want by recognising your skills and interests, and finding out what support might be available to help you take this step.



**Information for
parents & carers**

Recognising Your Skills and Interests



If you are not sure what you would like to do and where to begin, start by recognising the skills and interests you have.

Think about the skills you have gained from:

- any paid work that you have done
- any volunteering work that you have done
- your role as a carer

Some examples of the sorts of skills you might have gained from your role as a carer might include:

- ☺ prioritising and organising
- ☺ time management
- ☺ managing a budget
- ☺ negotiating with professionals
- ☺ managing a schedule
- ☺ learning new skills quickly and efficiently

Your local Disability Network is there to signpost and help you balance working and your caring role.