

Carers

Reasonable Adjustments



One in eight adults are carers (around 6.5 million people).

1.4 million people provide over 50 hours of unpaid care per week.

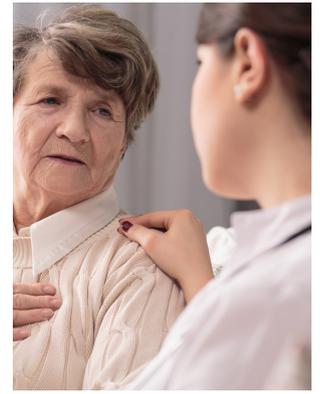


There are three million working carers in the UK.

A lot of people associate caring with physical tasks but giving emotional support can also be a big part of caring.



Lots of young people care for someone else in their family. It can be a tiring and difficult job, especially when they have to fit it in around school or work.



What might a carer be doing if they are caring for or supporting someone else?

Caring can mean a range of things. Being patient and giving can feel like part of the normal give and take of any relationship, but people might find themselves spending a lot more time and effort helping someone else.

A carer may provide a range of support including:

- emotional support;
- helping someone to seek help for or cope with a mental health problem;
- cooking and cleaning;
- personal care like washing and going to the toilet;
- budgeting and looking after finances;
- supporting them to live with others in their family (e.g. brothers and sisters);
- helping other family members understand the needs of the person you are caring for;
- giving medicine or providing medical care;
- going to appointments with them and advocating on their behalf (helping them express their views and wishes); and
- checking that they are safe.



Sometimes someone may not accept that they need care or support from a carer. This can make things extra difficult.

Reasonable Adjustments

If you are providing services for a carer or are employing a carer, you can help them by understanding their situation and being flexible. Carers should be encouraged to do a number of things.

1. Talk about how they feel.



2. Ask for help if they need it.



3. Be realistic.



4. Stay organised.



5. Support their independence.



6. Get enough sleep.



7. Take a break and make time for themselves.



8. Find positives in their caring relationship.



9. Learn a relaxation technique.



10. Look after their physical health.





**Work Place Reasonable Adjustments:
what you and your colleagues can do and
at your workplace**



Services

When providing services to people with a disability consider the needs of the carer too. Ways that services can adapt their services include:

1. Find out what the carers needs are when arranging appointments. eg. do they work?



7. Treat the carer and their experience with respect. Understand that they may be tired and stressed.



3. Speak to the person with a disability but include the carer in the conversation where possible (and appropriate) so that the carer can help with their expertise and better support the person they care for.



4. Aim to make an appointment with the carer, rather than sending a random date which they then need to fit into their busy schedule.



5. Understand the relationship between the carer and disabled person so that you can be sensitive to the situation.



6. Make Every Contact Count by considering the health of the carer too.





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Services and Employers

Encourage the carer to explore the support available outside of their employment including:

1. Getting a carer's assessment to see if there is any support the local authority can offer to help juggle work and care.



2. Speaking to others in a similar situation.



3. Finding carer organisations and support services available in the local area.



4. Encouraging them to joining an online forum with other carers.



Employers

1. All employees have a right to request flexible working.

This is providing they have worked for the same employer for 26 weeks (six months) and as long as they haven't already made a flexible working request within the last 12 months. Employers can only refuse requests for certain specified reasons.

2. The Equality Act 2010 provides carers with protection from some forms of discrimination.

For example, employers and providers of goods and services must not treat carers less favourably than those without caring responsibilities.

3. 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.

Dependants could be a partner, child or parent, or someone living with them as part of their family - others who rely on them for help in an emergency may also qualify. The time off is unpaid unless the employer is willing to give paid time off as a contractual right. Many employers choose to pay employees as part of having a carer friendly policy whether or not it is contractual.



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Examples of flexible working

Home working
Part-time working
Term-time working
Working reduced
hours



Flexitime
Job sharing
Shift work

**It is not always easy to tell an employer that you are a carer,
so it is a good idea for employers to:**

1. Have a carers policy.



**2. Make clear any other support you
offer employees, such as special
leave.**



**3. Provide support such as counselling
services and information for carers
such as advice packs.**



**4. Encourage colleagues to be
supportive.**



**5. Inform carers about trade unions
which can be a good source of
support.**



**7. Join Employers for Carers, (Carers UK)
who provide practical advice and
resources to help employers support
the carers in their workforce.**