Working for Carers Factsheet

Carers' Rights at Work

Balancing work and caring can be difficult, and may have an impact on your physical and mental health. As a carer, you have rights in the workplace – these are known as statutory rights, and are written into employment law.

Flexible working

- Any employee has the right to make a flexible working request from day one of employment
- You're entitled to make two statutory flexible working requests a year

- This request must be made in writing - you should include:
  - Reasons for requesting a different working pattern
  - How this will affect the business
  - Any possible solutions so your work won't be negatively impacted

- Your employer may decide to discuss your request in more detail
- They must have a solid reason if they decide to decline your request

Top Tip

Make a detailed plan about how your work would bring the same outcomes if you were working flexibly.

Time off for emergencies

- You're allowed reasonable time away from work to deal with an emergency concerning the person you look after
- This is usually unpaid, unless agreed otherwise with your employer through your contract

Protection from discrimination

- As a carer, you're protected from discrimination and harassment under UK law (Equality Act 2010)
- The law also considers you as someone associated to a person who is protected under the law because of their age/disability

Right to parental leave

- The right to parental leave applies to you if:
  - You've worked for the employer for at least 12 months
  and
  - You look after a child under 18 years old
- You have the right to request up to 18 weeks parental leave until the child turns 18 years old

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North East Combined Authority
North Tyneside Carers' Centre
Carers Northumberland
Newcastle Carers We're listening

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Carer centres

North Tyneside Carers' Centre is your local carer's centre if the person you support lives in North Tyneside.

0191 249 6480 enquiries@ntcarers.co.uk www.northtynesidecarers.org.uk

Newcastle Carers is your local carer's centre if the person you support lives in Newcastle.

0191 275 5060 info@newcastlecarers.org.uk www.newcastlecarers.org.uk

Carers Northumberland is your local carer's centre if the person you support lives in Northumberland.

01670 320 025 info@carersnorthumberland.org.uk www.carersnorthumberland.org.uk

Useful resources

Flexible working guide: www.gov.uk/flexible-working

Equality Act 2010: www.gov.uk/guidance/equality-act-2010-guidance

ACAS provides free and confidential advice on employment rights, best practice and policies as well as resolving workplace conflict:

0300 123 1100 www.acas.org.uk

ACAS has a detailed guide on your right to request flexible working:

www.acas.org.uk/statutory-flexible-working-requests

Carers UK has more information about your rights in work as a carer:

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

Contact your local carers centre for employability support through the Working for Carers project.

They can also help you understand your rights at work.

Working for Carers

Employment and educational support for unpaid carers

A partnership between Newcastle Carers, North Tyneside Carers' Centre, and Carers Northumberland.

This project is funded by the UK government through the UK Shared Prosperity Fund, with the North East Combined Authority as the lead.

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