

FACTSHEET

Carers Rights in Work

Useful Websites

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

Website: www.northtynesidecarers.org.uk

Email: enquiries@ntcarers.co.uk

Phone: 0191 643 2298

Newcastle Carers is your local carers centre if the person you support lives in Newcastle upon Tyne.

Website: www.newcastlecarers.org.uk

Email: info@newcastlecarers.org.uk

Phone: 0191 275 5060

Carers Northumberland is your local carers centre if the person you support lives in Northumberland.

Website:

www.carersnorthumberland.org.uk

Email: info@carersnorthumberland.org.uk

Phone: 01670 320025

GOV.UK has a useful flexible working guide.

Website: www.gov.uk/flexible-working

Top Tip: Use the GOV.UK official form to request flexible working.

Available at: www.gov.uk/government/publications/the-right-to-request-flexible-working-form

According to the last Census (2011) there are over 3 million working carers in the UK, a number which has likely increased over the recent years and months. Trying to balance all the tasks you do as a carer and working alongside is not easy. The truth is, many carers just put on a brave face and battle through the difficulties. In the long term this can have a big affect on your own health, both physically and mentally.

But, there are things you can do to help. As a carer, you have rights in work. These rights are Statutory and Contractual.

Statutory rights are written in employment law and contractual rights are agreed between you and your employer and written into your contract of employment. This factsheet will focus on your statutory rights.

FLEXIBLE WORKING

After you have been in a job for 6 months, and have not made a request in the last 12 months, you can request to work flexible hours. This request must be made in writing. You have to state your reasons for requesting a different working pattern, how it will affect the business and any possible solutions to ensure that the work would not be impacted negatively. Your employer may decide to discuss your request in a little more detail, however, they must have a solid reason if they do decide to decline your request.

Top Tip: Make a detailed plan about how your work would bring in the same outcomes for your employer if you were working flexibly.

TIME OFF FOR EMERGENCIES

You are allowed to have reasonable time away from work to deal with an emergency or unforeseen matter concerning a dependant. This will usually be unpaid, unless it has been agreed with your employer through your contract of employment (contractual right).

Contact your local carers centre for support around employability skills or join one of our online sessions!

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Equality Act 2010

Website: www.gov.uk/guidance/equality-act-2010-guidance

ACAS (The Advisory, Conciliation and Arbitration Service) provides free and confidential advice on employment rights, best practice and policies as well as resolving workplace conflict.

Website: www.acas.org.uk

Phone: 0300 123 1100

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

Website: www.archive.acas.org.uk/media/3923/The-right-to-request-flexible-working-an-Acas-guide/pdf/The-right-to-request-flexible-working-the-Acas-guide.pdf

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

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

Carers UK Digital Resource an in-depth guide and a number of e-learning courses around telling your employer and colleagues you are a carer, your legal rights, flexible working and leave arrangements, as well as leaving and returning to work. You can access the course FREE with an access code from your carers centre.

PROTECTION FROM DISCRIMINATION

The Equality Act 2010 considers you as someone who is associated to a person who is protected under the law because of their age or disability. You, as a carer, are also protected from discrimination or harassment.

RIGHT TO PARENTAL LEAVE

If you have worked for an employer for 12 months and you care for a child under the aged of 18, you have a right to request up to 18 weeks parental leave until the child reaches the age of 18. You are entitled to make one flexible working request in a 12 month period. This is for each child and is usually unpaid, unless agreed with your employer beforehand in your contract of employment (contractual right).

1 in 7 juggling work and care



Image source: http://www.carersuk.org/images/News_and_campaigns/Juggling_work_and_unpaid_care_report_final_WEB.pdf

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NORTH OF TYNE

COMBINED AUTHORITY

Return to Work Carers Project is funded by North of Tyne Combined Authority.

Newcastle Carers

North Tyneside Carers' Centre

carers NORTHUMBERLAND