



Sunderland Carers Centre

Guide to supporting carers in employment

The number of those combining work and care appears to be far higher than previously thought around 4.87 million (compared with 3 million in the Census 2011). This is one in seven of all workers, compared with the previous figures of one in nine workers. Caring will affect us all at some point in our lives.

If you're juggling work with looking after someone, you are not alone there are 5 million working carers in the UK.

45% of people in a caring role in Sunderland are juggling work and care.

Juggling work and caring for someone can be very challenging. It is important carers seek the right information, advice and guidance that can support you to continue to look after your loved one and have a life outside of your caring role.

At Sunderland Carers, we believe all carers should be supported to fulfil educational and employment potential, and where possible in maintaining employment. If you are a young carer or young adult carer, you can be supported, so you can thrive and develop educationally, personally, and socially, which means you are protected from excessive or inappropriate caring roles.

Sunderland Carers Centre is passionate about helping carers not only to fulfil their caring role, but to help them stay or to enter employment. Being a carer does not mean that you must give up on your personal or professional goals. Via our Learning Hub, carers can access a variety of courses, which range from qualifications relating to their caring role this is to look after their own health and wellbeing. Check out the hub at sunderlandcarers.co.uk/help/training-hub

Think about what steps you could take to help you combine work and your caring role. We understand you may wish to talk things through and not know where to start - the Carers Centre can support you to do this by offering a listening ear and signposting you to the appropriate Services to ensure you are made aware of your rights at work and choices available to you enable you to make an informed decision that works best for you.

The Carers Leave Act 2023:

The Carers Leave Act 2023 will give a new and flexible leave entitlement for employees providing or arranging unpaid care for a relative or dependant with a 'long-term care need'. This can be defined as an illness or injury (physical or mental) that does or is expected to require more than three months of care, a disability as defined under the Equality Act 2010, as well as issues related to old age.

Carers will receive one week of unpaid leave per year, allowing them to be more flexible with their caring role; to arrange and take part in planned and foreseen caring commitments. This will be a boon to working carers and will save them precious annual leave, which is the most common leave entitlement used to assist their caring roles.

It will also be protected the same way that other methods of leave are protected, i.e., family related leave, meaning that carers will be protected from dismissal or any other kind of workplace detriment because they have taken time off. This be available from the first day of employment and will not need to be earned like annual leave. It is a right.

For more information on the Carers Leave Act, and your rights as a carer, please visit Carers UK at www.carersuk.org

Here are some simple steps:

Talk to the person you care for about support you may need. This may include having an open and honest conversation about what additional support could be put in place to support you both, such as requesting an [Adult Needs Assessment](#).

Call the Carers Centre to arrange for you to have a carer's assessment to look at your needs as a carer. Click here for our [guide to Carers Assessments](#).

Talk to family and friends who may be able to offer help.

Useful info:

www.acas.org.uk

www.gov.uk

www.carers.uk

www.citizensadvice.co.uk

www.carerstrust.co.uk