



Information Pack For Employers

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Working Carers Project Overview

The Working Carers Project has three aims:

To offer support to employers across Northumberland to:

- Improve the retention of valued employees who are also carers
- Avoid unnecessary recruitment and training costs
- Identify carers within the workplace
- Develop wide ranging and accessible carer support mechanisms and policies

To offer support to employees who are also carers to:

- Have the choice of remaining in the workplace wherever possible
- Be open about their situation with their employers
- Be aware of the range of work options that may be available to them
- Find out about the support services internally and externally that they could access

To offer support to carers whose circumstances have changed and who wish to return to paid employment by:

- Raising awareness of return to work options
- Helping carers to reassess their skills and update their CV's
- Signposting to retraining programmes and providers



Information for Employers

Carers in the Workplace

- 1 in 7* of your workforce are likely to be carers (*Carers UK)
- 90% of working carers are aged 30+
- Peak age for caring is 45-64 when an employee probably has valuable skills and experience

Why Support Working Carers?

- Retain staff with key skills
- Reduce absenteeism and improves productivity
- Increase flexibility of the workforce
- Reduce staff turnover and costs of recruitment and new training

How you can support them

- Have a clear statement for supporting carers which is known to all staff and personnel
- Be flexible – there is no standard model of practice
- Know what carers are entitled to request
- Encourage open communication to give carers the confidence to talk
- Actively encourage your carers to contact Carers Northumberland

Benefits

- It makes business sense to recognise and support carers
- The cost of recruiting is incomparable to the cost of a few days emergency leave
- Supported employees will be loyal to their employer

What Carers Northumberland offers

- Ongoing support and training for both employers and employees
- Direct support for carers
- Examples of carer policies and practices
- Liaison with a named person



Menu of Options for Employers

- Training and awareness sessions for managerial and HR staff to improve the identification of carers in the workplace and develop an understanding of possible carer issues.
- Awareness raising of support opportunities for employees.
- Providing materials for employers to distribute and display to encourage carers to identify themselves and become aware of and access appropriate support.
- Assisting employers to review and develop carer friendly policies and practices to improve workforce retention.
- Discussing how to establish a carer contact network system within the organisation.
- Opportunities for carers in the workplace to receive direct, confidential support either on or off the premises, including signposting for specialist services and advice.
- Offering employers the opportunity to receive and publically use a carer friendly logo in recognition of good practice within the workplace.
- Regular updates to keep employers informed of current events and changes specifically related to carers.
- Direct access to a named Carers Northumberland worker to support employers with any issues relating to carers within the workforce.

For more information, contact:

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