

Examples of in-work support which may help carers

- **Allow a few minutes at the beginning of a shift to catch their breath – they may have had a disturbed night followed by a busy morning attending to their cared for**
- **Offer carer awareness training to your managers**
- **Develop peer support groups**

Consider whether you could offer:

- **Flexible working hours**
- **Flexi time**
- **Alternative working hours**
- **Compressed hours**
- **Working from home**
- **Term time working**
- **Special/compassionate leave**
- **Allocated breaks during the working day (e.g.to support their health and well-being)**
- **Longer term, consider introducing a Carers' Passport**
- **Information for carers in the workplace and/or signposting to organisations that provide support**
- **Counselling/buddy system**
- **Access to telephone/mobile during working hours**
- **Accessible car parking**

Encourage your organisation to be a safe environment for employees to identify themselves as carers