

# **Who are your carers?**

**A carer is anyone who provides unpaid care for a family member, friend, partner or neighbour, who could not manage without their support due to an illness, disability, substance misuse or mental health issue**

## **Three important points to note:**

- **Most carers will not identify themselves or even think of themselves as carers**
- **Most of us will become carers at some point in our lives**
- **People can become carers overnight when their situation changes**

## **Can you identify your carers?**

- **Do you identify carers at interview?**
- **Does your organisation provide a safe environment for carers to disclose their role as a carer?**
- **Do you have a Carers' Passport?**

## **Additional clues:**

- **Has their performance deteriorated?**
- **Are they taking the occasional sick day when this has not happened before?**
- **Do they appear to be distracted or worried?**

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