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 done 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.

**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).

about them, their values and any success stories. A good source for this is company websites ‘About us’ or ‘News’ sections.

It is very likely that, as a carer, you already have a number of the above skills under your belt. For example, you are likely good at multitasking as you have to juggle a number of different caring tasks or you are good with numbers because you are managing the finances of not only yourself, but someone else!

**FACTSHEET**

 **Carers Rights in Work**

**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 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:** 0167 032 0025

**GOV.UK** flexible working guide.

**Website:** www.gov.uk/flexible-working

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

**Useful Websites**

***Contact your Carers into Work Adviser for more information on your rights as a carer in work or join one of our online sessions!***

**Useful Websites**

**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** for carers has an in-depth guide and a number of -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.

**Website:** www.carersdigital.org

**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 in one year until the child reaches the age of 18. This is for each child and is usually unpaid unless agreed with your employer beforehand in your contract of employment (contractual right).

*Image source: http://www.carersuk.org/images/News\_and\_campaigns/Juggling\_work\_and\_unpaid\_care\_report\_final\_WEB.pdf*

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***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*

***Return to Work Carers Project*** *is funded*

*by North of Tyne Combined Authority.*

***Contact your local carers’ centre for support around your rights in work as a carer or join one of our online sessions!***

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 **Carers Rights in Work**

**FACTSHEET**