

FACTSHEET

Carers Rights Day 2021



Useful Websites

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 Newcastle upon Tyne.

Website: www.newcastlecarers.org.uk

Email: info@newcastlecarers.org.uk

Phone: 0191 275 5060

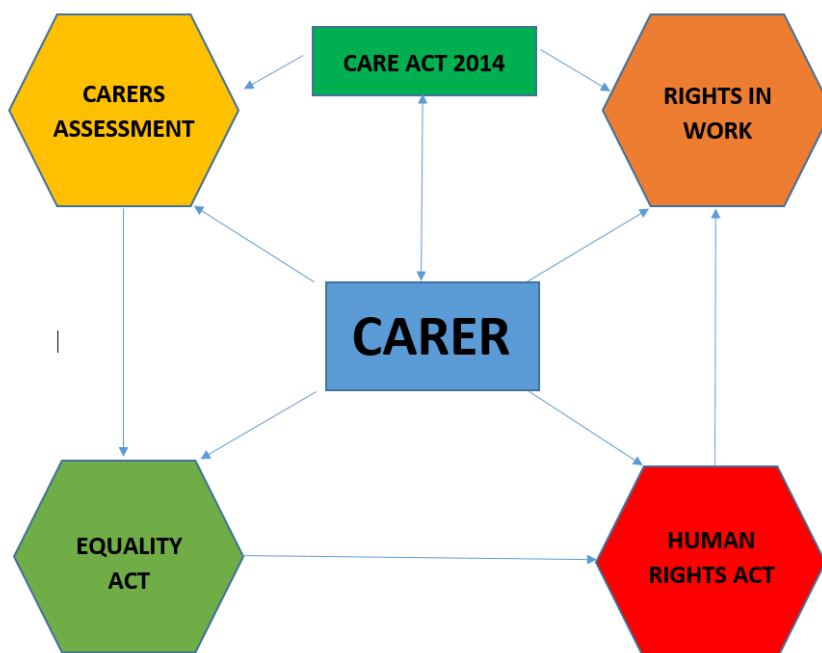
Carers Northumberland is your local carers centre if the person you support lives in Northumberland.

Website: www.carersnorthumberland.org.uk

Email: info@carersnorthumberland.org.uk

Phone: 01670 320025

This year's Carers Rights Day campaign will focus on raising awareness of the rights that carers have. The pandemic has had a massive impact on the lives of carers, affecting access to services, the ability to juggle work and care and much more. That's why it's more important than ever that carers are aware of what they have the right to.



HUMAN RIGHTS

As a carer you are likely to face a number of challenges. You should not be put in a position where your life, dignity or sense of self-respect are put at serious risk by your role as a carer. In such cases, some of the rights in the Human Rights Act may be able to assist you. Many of the rights listed in the Human Rights Act may be relevant to you or the person you care for. However, the following rights are likely to be especially important to you in your caring role:

- The right to respect for private and family life, home and correspondence (Article 8).
- Freedom from inhuman and degrading treatment (Article 3).
- The right to be free from discrimination - protected by both the Human Rights Act (Article 14) and Equality Act 2010.
- In extreme circumstances, your right to life (Article 2).

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Carers Rights in Work

Useful Websites

Equality Act 2010

Website: www.gov.uk/guidance/equality-act-2010-guidance

Your Human Rights: A Pocket Guide for Carers

Website: <https://www.bihhr.org.uk/Handlers/Download.ashx?IDMF=35af08d5-bc4c-47c4-9f25-4cb6bde2c31c>

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 an in-depth guide and a number of e-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

CARERS ASSESSMENT

A carer's assessment is for carers over 18 years old who are looking after another adult over 18 years old who is disabled, ill or elderly. It is an opportunity to record the impact caring has on your life and what support or services you need. For example, the assessment will look at your physical, mental and emotional needs, and whether you are able or willing to carry on caring.

EMPLOYMENT RIGHTS

When you are caring it can be difficult to juggle paid work with caring responsibilities. Carers may give up paid employment, even when they would rather not. In some situations going to work is the best option and provides huge relief from caring, staying in work provides a balance and of course there are also money issues to take into consideration.

If you want to remain in paid work there are steps you can take to help manage your work commitments alongside your caring role.

As a carer, you have rights in work. These rights are Statutory and Contractual.

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.

Contact your local carers centre for support around employability skills or join one of our online sessions!

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Carers Rights in Work

Useful Websites



Carers Rights Day Campaign

Website: <https://www.carersuk.org/news-and-campaigns/carers-rights-day>

NHS flu vaccine

Website: <https://www.nhs.uk/conditions/vaccinations/flu-influenza-vaccine>

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).

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 until the child reaches the age of 18. You are entitled to make one flexible working request in a 12 month period. This is for each child and is usually unpaid, unless agreed with your employer beforehand in your contract of employment (contractual right).

FREE FLU JAB

As a carer, you may be worried about becoming ill yourself over the winter. If you receive carer's allowance, or are the main carer for an older or disabled person who may be at risk if you get sick, you have the right to get a free flu jab. You can have the NHS flu vaccine at your GP surgery or at a pharmacy that is offering the service.

Top Tip: Having the right information at the right time can make all the difference when you're looking after someone. Contact your local carers centre and register as a carer today!