

# One in seven employees are unpaid carers



This means that they look after someone who couldn't manage without their help because of illness, disability, mental health problems or drug/alcohol problems.

Carers who are also in work can find difficult to maintain and balance their work with their caring role.

**Here's a list of tips to help you to support carers in the workplace.**

**1** Find out how many carers you have working for you. You could ask through staff surveys, in one-to-one meetings or when a new member of staff starts.



**6** Ask carers what would help them to successfully combine work and caring and act on this. You could support the set up of peer support groups and allow carers time to attend.

**2** Have carer friendly policies in place for employees who are unpaid carers. Such as carers leave, flexible working, parental leave, and special leave.

**7** Signpost working carers to services and support.



**8** Have named key people to help carers access information. You could do this by sharing resources, or linking people to local carers centres.

**3** Promote that you are committed to supporting unpaid carers as employees, clients, or as someone acting on another person's behalf.



**9** You include carer awareness training and carers policies in inductions so that new starters are aware that support is available.

**4** Contact the Working for Carers project if you are in Newcastle, North Tyneside or Northumberland.

**5** Be aware of your duties as an employer under the Equality Act 2010, the Flexible Working Act 2024, and the Carers Leave Act 2024.

**10** You include carers in broader diversity and inclusion policies.



The [Working for Carers project](#) is a partnership between [Newcastle Carers](#), [North Tyneside Carers' Centre](#) and [Carers Northumberland](#). It is funded by the UK government through the UK Shared Prosperity Fund, with the [North East Combined Authority](#) as the lead authority.



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