



# Working for Carers Factsheet

## Carers' Rights at Work

Balancing work and caring can be difficult, and may have an impact on your physical and mental health. As a carer, you have rights in the workplace – these are known as statutory rights, and are written into employment law.

### Flexible working

- Any employee has the right to make a flexible working request from day one of employment
- You're entitled to make two statutory flexible working requests a year

- This request must be made in writing - you should include:
  - Reasons for requesting a different working pattern
  - How this will affect the business
  - Any possible solutions so your work won't be negatively impacted
- Your employer may decide to discuss your request in more detail
- They must have a solid reason if they decide to decline your request

#### Top Tip

Make a detailed plan about how your work would bring the same outcomes if you were working flexibly.

### Time off for emergencies

- You're allowed reasonable time away from work to deal with an emergency concerning the person you look after
- This is usually unpaid, unless agreed otherwise with your employer through your contract



### Protection from discrimination

- As a carer, you're protected from discrimination and harassment under UK law (Equality Act 2010)
- The law also considers you as someone associated to a person who is protected under the law because of their age/disability

### Right to parental leave



- The right to parental leave applies to you if:
  - You've worked for the employer for at least 12 months
  - and
  - You look after a child under 18 years old

- You have the right to request up to 18 weeks parental leave until the child turns 18 years old



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*We're listening*



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## Carers' Rights at Work

### Carer centres

**North Tyneside Carers' Centre** is your local carer's centre if the person you support lives in North Tyneside.



0191 249 6480



[enquiries@ntcarers.co.uk](mailto:enquiries@ntcarers.co.uk)



[www.northtynesidecarers.org.uk](http://www.northtynesidecarers.org.uk)

**Newcastle Carers** is your local carer's centre if the person you support lives in Newcastle.



0191 275 5060



[info@newcastlecarers.org.uk](mailto:info@newcastlecarers.org.uk)



[www.newcastlecarers.org.uk](http://www.newcastlecarers.org.uk)

**Carers Northumberland** is your local carer's centre if the person you support lives in Northumberland.



01670 320 025



[info@carersnorthumberland.org.uk](mailto:info@carersnorthumberland.org.uk)



[www.carersnorthumberland.org.uk](http://www.carersnorthumberland.org.uk)

### Useful resources

**Flexible working guide:** [www.gov.uk/flexible-working](http://www.gov.uk/flexible-working)

**Equality Act 2010:** [www.gov.uk/guidance/equality-act-2010-guidance](http://www.gov.uk/guidance/equality-act-2010-guidance)

**ACAS** provides free and confidential advice on employment rights, best practice and policies as well as resolving workplace conflict:



0300 123 1100



[www.acas.org.uk](http://www.acas.org.uk)

**ACAS** has a detailed guide on your right to request flexible working:



[www.acas.org.uk/statutory-flexible-working-requests](http://www.acas.org.uk/statutory-flexible-working-requests)

**Carers UK** has more information about your rights in work as a carer:



[www.carersuk.org/help-and-advice/work-and-career](http://www.carersuk.org/help-and-advice/work-and-career)

Contact your local carers centre for employability support through the Working for Carers project.

They can also help you understand your rights at work.

## Working for Carers

*Employment and educational support for unpaid carers*

*A partnership between Newcastle Carers, North Tyneside Carers' Centre, and Carers Northumberland.*

*This project is funded by the UK government through the UK Shared Prosperity Fund, with the North East Combined Authority as the lead.*



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