



Derbyshire
Carers
Association

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Carer-friendly
Employer

Supporting Carers in Employment

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Derbyshire Carers Association are working with major employers and SMEs to help organisations to identify and support the unpaid carers in their employment.

Our Carers in Employment initiative supports and encourages organisations to become carer Friendly Employers and, in doing so, retain those staff who, due to their unpaid caring responsibilities, are at risk of leaving the workforce, as a result of stress, ill health, lack of understanding and/or simply lack of time.

The initiative is a free service open to organisations across Derbyshire.

Organisations taking part will pledge to nominate a key member of staff to attend training and events and become a Carers Champion. Each champion will become a point of contact between DCA and the employer and will be training in bespoke carer awareness to cascade through their organisation.

Our events will provide information to support both the carer and the employer. DCA will help review existing policies to enable the organisation to offer appropriate levels of support within the workplace.

Supporting unpaid carers will help skilled, experienced staff members to continue in employment and achieve a realistic work/life balance.

There are more than 5 million people who currently combine work and caring responsibilities in the UK. 1 in 7 of the UK workforce has unpaid caring responsibilities at any one time.

Our work results in British businesses and the UK economy saving up to £1.3 billion a year (www.gov.uk).

Providing employees with support to manage their caring responsibilities alongside their paid work, benefits them, their families and their employer.

Examples of support include:

- flexible working hours
- access to a telephone
- car parking space at/near work
- unpaid and paid leave
- career breaks

The Business Case for Supporting Carers

Organisations that recognise and support the carers in their employment, and have become carer friendly, report positive outcomes. Their message is that it makes good business sense to care for carers.

- **Retention of staff**

- 92% of employers saw better staff retention*
- Keeping skilled, trained and experienced colleagues in the workplace.

- **Hiring staff**

- 61% saw improved recruitment*
- Incentivising carers to apply for jobs within your organisation

- **Reduction in recruitment and training costs**

- Studies demonstrate direct cost of losing a working carer is between 100% to 150% of annual salary

- **Reduction in sickness and absences**

- **Increased productivity**

- 69% saw improved productivity*

- **Increased staff morale**

- **Improved people management**

- **Enhanced reputation amongst employees, suppliers, customers and the wider business community**

*Efc The Case for Care Leave 2013

Bespoke Training

Using local and national research we have created a bespoke training programme which will inform and empower nominated carers champions.

The training will cover the following areas:

Understanding & Identification

- Understanding of what caring can look like for the individual as every carer's experience is unique to individual circumstances
- How carers are identified at work, or how could they be
- What are the barriers discouraging carers from identifying themselves

Policies & Procedures

- Recognition of carers in policies & procedures
- Compliance with current statutory obligations
- Managers/supervisors aware of organisational policies and support

Support

- Access to information about support at work
- Access to external support and services
- Carers Passport

Communication

- Workplace support, policies & procedures communicated to all members of staff
- Communication tools
- Promotional materials
- Wider business community

Assessment

- Assessment to review positive outcomes for the carer and the organisation

Next Steps

If your organisation would like to be a part of the Carers in Employment Initiative, please **contact our Carers in Employment Team:**

Email: employers@derbyshirecarers.co.uk

Phone: 01773 833 833