

Who is an unpaid carer?

Carers are people of any age who provide unpaid care to a relative, friend or neighbour who needs support due to disability, illness or age-related morbidity.



Facts about caring

The value of unpaid care is £184 billion - equal to the annual NHS budget. (Petrillo et al, 2024)

Carers experience a 'triple penalty' in terms of their own finances, relationships and health.

Many carers leave employment earlier than the general population. Every day, 600 people give up paid work to care.



Recommendations for employers

- 1. Introduce paid Carer's Leave, going further than the statutory 5 days unpaid leave.
- 2. Offer flexible working arrangements (e.g. start/finish times, home working) as standard.
- 3. Foster a carer-friendly workplace through workplace awareness and recognition of carers.
- 4. Train managers and staff on caring responsibilities.
- 5. Develop clear, accessible workplace policies.
- 6. Co-design workplace support with working carers.
- 7. Improve carers' access to mental and physical health support.

Recommendations for policymakers

- 1. Introduce **paid** entitlement to Carers' Leave.
- 2. Raise public and employer awareness and recognition of working carers to reducing stigma and discrimination.
- 3. Improve support for carers by investing in accessible and appropriate care services (including respite).
- 4. Reform financial and pension support for carers, including Carer's Allowance and pension protections (like Carer's Credit).
- 5. Co-produce policy with carers to reflect real needs across diverse circumstances.
- 6. Specialist training for DWP staff to understand caring.
- 7. Support for carers who need to take a longer-term break from employment.
- 8. Make being a carer a protected characteristic.



Who becomes a carer?

Women have a 70% chance of becoming a carer, men 60% (Zhang et al, 2019)

Between 2010 and 2020 more than 1.9 million people in employment became unpaid carers. (Petrillo et al, 2022)

The population providing care is dynamic - 12,000 people in the UK become carers every day, of whom 5,300 are employed.



THE STORY OF GOOD SUPPORT AT WORK





THE STORY OF NO SUPPORT AT WORK









or gardening

but I

never

seem to...



My newborn baby has this rash on her Chest I only noticed today but it's spreading

Im sorry to hear that, when did it first appear?

OK, thank you

Rashes are Common in babies but I understand it's worrying when they appear

> Will she be ok?

You're doing the We'll make sure right thing by calling she gets the right care can I ask a few more questions...

But there are so many challenges...



Thanks,

you are so

kind ...

Should I tell my manager about my responsibilities as a carer?







Beth, want to join us for a drink?

I'd love to but
I need to get home
for my mum...



You should speak to Ali, there might be help available through work!

I've noticed you're struggling, can we have a chat?

Don't worry!

Being a carer is hard work



I know I was late twice this week

But I had to take mum to the GP both mornings

Thank you for understanding



I can't call the DWP now, the wait times are ridiculous!







You've not been meeting your targets lately

I'm sorry...I'll try to do better



You've been late



And you take too many personal calls at work

I'm sorry, I've been up caring for my mum every night this week



We have a carer's network you can join

Plus we offer 5 days paid carer's leave and flexible working

You're an important member of our team, we don't want to lose you!

You're bringing skills to this job from caring

I see a lot of potential in you!



Let me know if there are any other ways we can support you

Thank you!

I really
appreciate
this!

YOUR

RIGHTS

CARER

I only had 2 hours sleep, I was up most of the night with mum



You shouldn't have come in You can do your admin from home!

4



Im afraid that's no excuse, it's not fair on your colleagues



I can barely afford to support us three, let alone pay for care

Still, if you can't be here when you're supposed to be, maybe you need to find another job...

could I maybe work more flexibly, or do admin from home?

All staff have to be in the office at all times

Im just exhausted and Mum seems to be getting worse

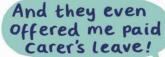
Why don't you just put her in a care home?





Hi, yes Im Jean's daughter

Can you call back later? I'm at work





Im so glad you're getting support at work













6 MONTHS LATER

we'd like to offer you the position of assistant team leader





6 MONTHS LATER



