



Derbyshire
Carers
Association

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**Carer-friendly
Employer**

Supporting Carers in Employment

The Carers in Employment initiative aims to support and encourage organisations to become registered Carer Friendly Employers, thereby demonstrating their commitment to the unpaid carers within their organisation.

Employers will benefit from free training, resources and ongoing support from our Carers in Employment team. Understanding that a “one size fits all” approach is not practical, we will help to review their organisation’s policies and procedures to enable them to offer a level of support that is appropriate to their own workplace.

Organisations that have introduced carer friendly working practices report of their success, reflecting that it makes good business sense to care for carers. As a Carer Friendly Employer you will benefit by retaining and attracting staff, reducing stress, sickness and absenteeism, reducing recruitment and training costs and improving productivity and the resilience of your whole workforce. Providing employees with the support to manage their unpaid caring alongside their paid work benefits them, their families and you their employer.

The 'Carers in Employment Pledge' is achieved by working towards and providing evidence of the following:

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
- Carers involved in discussions surrounding support in the workplace
- Compliance with current statutory obligations
- Managers and supervisors aware of organisational policies and support

Support

- Nominating and training your Carers Champion
- 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

Understanding & Identification	What does care look like?	Webinar Carers Champion Training
	How are / could Carers be identified?	Carer identifying themselves as Carers Carers Champion Appraisals Check-ins / informal chats Staff wellbeing products Employee questionnaires Events around Carers Week, Carers Rights Day
	What are the barriers to identification?	Carers identifying themselves as Carers Carers Champion Training
Support	Training	Carers Champion Training
	Access to information about support at work	Carers Champion Manager / supervisor knowledge and understanding of support available Induction Employee handbook Policies & procedures
	Access to external support and services	Carers Champion
Policies & Procedures	Recognition of Carers in policies & procedures	Carers policy Recruitment policy Flexible working policy Induction programme Training policy Employee handbook Carers Passport
Communication	Workplace support, policies & procedures communicated to all members of staff	Carers Champion Carers Policy Flexible working policy Induction programme Mandatory training Staff wellbeing programmes Websites & intranets Newsletters Notice boards Marketing & PR
Review	Review positive outcomes for the Carer and the organisation	Quarterly updates with Carers Champions Annual review with DCA

Supporting Carers in Employment

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Carers in Employment Team

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