Carer Friendly Communities are places where Carers feel supported to look after their family or friends and recognised as individuals with needs of their own.

VSA Carers Resource Service
38 Castle Street
Aberdeen AB11 5YU

Tel # 01224 212021
Email: Carers.Info@vsa.org.uk
Employers

Nearly half of Carers work, alongside caring. To combine the two, Carers need to be able to rely on good quality, flexible health and care services. They also need to have an understanding employer and flexible working arrangements.

Carers should be able to work in an environment that supports them. This can be achieved through formal policies and procedures, or informal arrangements with the support and understanding of colleagues and managers.

There are some simple steps that employers can take to reduce feelings of isolation and ensure that Carers are able to balance work with their caring responsibilities.
As an Employer, do you:

- Have in place and promote flexible working policies.
- Have arrangements in place for paid care leave so that Carers are not forced to take annual leave for caring emergencies.
- Have you considered setting up a Carers’ staff network.
- Invest in an employee assistance programme.
- Ensure that there is regular communication to employees informing them of their rights, including their right to request flexible working and take emergency time off to care for dependents when they need it.
Have you considered holding a Carers Awareness event for your staff.

Ask your Human Resources department to highlight the kind of support people can get through flexible working.

When recruiting, consider that candidates may have gained valuable skills as Carers such as managing direct payments, and complex scheduling such as co-ordinating a range of professionals.

Managers

Around 1 in 9 of your employees will also be Carers. Make sure they are aware of the support available in the
workplace and externally.

You have a vital role in helping your staff juggle work alongside their caring responsibilities and help promote a Carer-friendly workplace.

There are many simple actions that you can take to become more Carer-friendly. Do you as a Manager:

- Ensure that all your staff are aware of the relevant HR policies that your organisation has in place to support staff with caring responsibilities.

- Make it easy for your employees to talk to you about their caring responsibilities at work and offer whatever support you can within your company’s policies.
Whether you can provide specific support or not, it is better for you and your staff if they are able to talk to you about their caring role, rather than overstretch themselves.

- Signpost colleagues to support they can get outside the workplace, such as advice and information services and peer support groups.

**Do you have a caring role?**

Anyone of any age who helps a relative, friend or neighbour who cannot manage without their support has taken on an unpaid caring role in addition to their existing commitments.
Some people have just started looking after someone, others have looked after someone all their life. Many care for more than one person, and sometimes their own health is affected.

VSA Carers Resource Service provides: Information, advice and support to local Carers and Carer groups.

VSA Carers Resource Service is committed to: Promoting a greater awareness of the role of unpaid Carers and their needs.

We provide: Confidential advice, support and information on a wide range of topics.
VSA Carers Resource Service can be contacted at the following locations:

Adult Carers Service
VSA Head Office
38 Castle Street, Aberdeen, AB11 5YU
01224 212021 | Carers.Info@vsa.org.uk

Royal Cornhill Hospital
Clerkseat Building, Royal Cornhill Hospital
Aberdeen AB25 2ZH
01224 557868 | Carers.Info@vsa.org.uk

www.vsa.org.uk