

## ADVICE FOR WORKING CARERS

### Are you one of the three million people in the UK who is balancing work with caring commitments?

If so, it can feel like you are trying to juggle two full-time roles. As a result, carers are often concerned that they will be discriminated against if they inform their employer that they also have caring responsibilities.

### But is this the case?

As a carer it's your decision whether or not to tell your employer about your caring role, but if your employer knows then they may be able to offer more support and will be aware of your caring role should an emergency occur. Knowing that your employer can help can also make it easier to ask for support when you need it.

### How might your employer be able to help and do they have flexible working policies?

The Children and Families Act 2014 extended the right to request flexible working to all employees with 26 weeks service or more. The request can cover reducing or changing the hours you work, places of work (homeworking), and flexible working patterns such as compressed hours. Under the Equality Act you also have

the right not to be discriminated against because of your caring role and you are protected against direct discrimination or harassment because of your caring responsibilities.

Everyone also has a right to take 'reasonable time off' to deal with an emergency.

This is so you can make alternative care arrangements to help you juggle work and care more effectively. It may be paid or unpaid depending on the employer so it's good to know your employer's policy. If an emergency makes you realise that you need more support help is available from:

### Care for the Carers:

**01323 738390**

### Adult Social Care Direct:

**0345 6080191**

Southdown's Ambitions service can also provide vocational support for carers in East Sussex and offers support to retain an existing job or to regain a balance between working and caring responsibilities.

### Ambitions:

**01323 340151**

**[ambitions@southdown.org](mailto:ambitions@southdown.org)**

If you are not currently working, or if you are considering looking for alternative employment, Ambitions can also help. The service is free and available for carers aged 16 and over who are living, working or caring in East Sussex. A skilled vocational specialist will work alongside you to identify and achieve your employment, educational and volunteering goals. We work in partnership with other East Sussex carer's services and alongside local providers such as People Matter in Eastbourne **[www.people-matter.org.uk](http://www.people-matter.org.uk)** and Hastings Works **[www.hastingsworks.com](http://www.hastingsworks.com)** to support carers to achieve their goals while taking into account your caring responsibilities.

