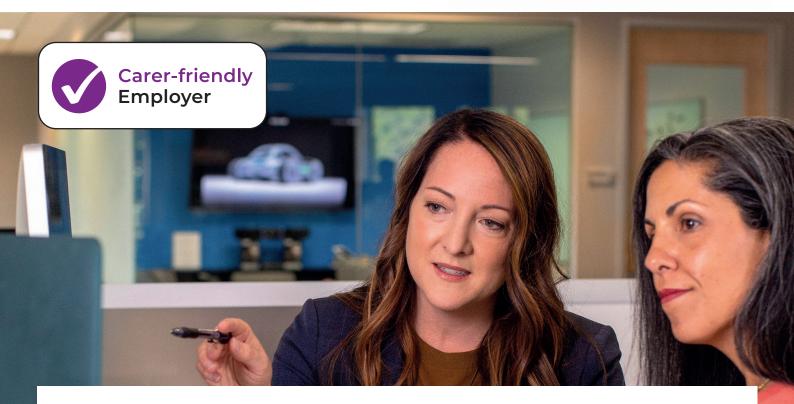


Nottinghamshire Carers Association

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Nottinghamshire Carers Association Carers in Employment



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

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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
	Training	Carers Champion Training
Support		Carers Champion
		Manager / supervisor knowledge and
	Access to information about	understanding of support available
	support at work	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
		Carers Champion
Communication	Workplace support, policies & procedures communicated to all members of staff	Carers Policy
		Flexible working policy
		Induction programme
		Mandatory training
		Staff wellbeing programmes
		Websites & intranets
		Newsletters
		Notice boards
		Marketing & PR
Review	Poviow positivo outcomos for the	
	Review positive outcomes for the	Quarterly updates with Carers Champions Annual review with NCA
	Carer and the organisation	

Supporting Carers in Employment

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