

[Your company name]

has signed the

## WORKING FOR CARERS CHARTER

Our commitment to creating a carer-aware workplace

A carer is anyone who cares, unpaid, for a family member or friend who cannot manage without their support. They might look after someone with a physical disability, long term health condition, mental health issue or a problem with substance misuse.

We recognise that:

- ✓ 3 in 5 people will be a carer at some point in their lives, many of whom need to juggle their caring responsibilities with paid employment
- ✓ Carers are not necessarily carers by choice
- ✓ Carers come in many guises and the difficulties they face vary hugely
- ✓ Many people find it difficult to discuss their caring responsibilities at work
- ✓ Carers often struggle to find time to take a break, making them more susceptible to stress and burnout

We aim to:

- ✓ Spread awareness of carers across all levels of the organisation and work to remove any stigma which may be associated with the role
- ✓ Ensure all line managers are familiar with carers' legal rights at work and all internal policies and/or resources which may benefit them
- ✓ Provide appropriate support, in line with individual preferences and needs
- ✓ Not make assumptions about capability based on caring responsibilities
- ✓ Where possible, incorporate a flexible approach to job design and workload management
- ✓ Encourage equality and diversity in our workforce by demonstrating a positive attitude to job applicants with caring responsibilities

*Signature*

Name

Date

Position