

Carers Rights in The Workplace



Carers have rights at work to help balance employment and caring responsibilities. You have the right to:

Carer's leave

Under the Carer's Leave Act 2023, you can take up to five days of unpaid leave each year to provide or arrange care for a family member or friend with a long-term care need. This leave can be taken in shorter blocks, allowing you to balance work and caring responsibilities while ensuring job security. This is a day one right.

Protection from discrimination

Employers must not treat you unfairly because of your caring role. The Equality Act 2010 protects carers from discrimination or harassment because they are associated with a disabled person or someone with a long term health condition e.g. an employer refuses to promote you because they assume your caring role will affect your performance. This is unlawful discrimination by association

Flexible working

You can ask for flexible working from your first day in a job. Up to two formal requests can be made within a 12-month period (previously only one). The organisation must discuss your request before making a decision, and you no longer need to explain how the change might affect the workplace.

Time off for emergencies (separate from carers leave)

You are entitled to a reasonable amount of unpaid time off to deal with emergencies involving someone you care for (e.g. sudden illness or breakdown in care arrangements).

Parental leave

If you've worked for your employer for at least one year, you're entitled to unpaid parental leave to care for a child under 18. You can take up to 18 weeks per child, with a maximum of four weeks per year. You'll need to give 21 days' notice before taking this leave.

Carers Allowance

You may get Carer's Allowance (£86.45 a week) if you care for someone for at least 35 hours a week. You can earn up to £204 a week and still receive it.

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