Working family carers: someone's listening

Information for people caring for a family member or friend in Kent.

Why we have developed these resources

Carers have told us they want more support to be able to balance their paid employment with their caring responsibilities. We have been collaborating with unpaid carers and local charity, Mending the Gap to raise awareness together - and show that **someone's listening**.

For advice and support: **kent.gov.uk/workingfamilycarers**

Working Carers
Someone's Listening

MENDING THE GAP

Kent County Council
kent.gov.uk

Campaign made possible by Department of Health and Social Care funding.

Do you juggle caring responsibilities while you are working?

The Carers Leave Act 2023 has opened up many more possibilities for carers who are employed.

- The Act covers employees in England, Wales and Scotland.
- Employees are entitled to one week's unpaid leave per year if providing or arranging care for someone with a long-term care need.
- "Long term needs" is defined in the Act as:
  - Anyone with a condition that meets the definition of disability under the Equality Act 2010;
  - Illness or injury (physical or mental) that requires or is likely to require care for more than three months; or
  - Old age.
- This leave can be taken flexibly (in half or full days) for planned and foreseen caring commitments.
- It is available from the first day of employment.
- It provides the same employment protections to employees as other forms of family-related leave, including protection from dismissal.

Working time regulations: Health and Safety Executive (HSE)

Giving employees notice for changing their working hours can help carers to plan ahead so that they can continue to carry out their duties at work in the best way possible.

View the Working Time Regulations webpages at **www.hse.gov.uk**

What support is out there for you?

Did you know that every carer has a right to access information, advice and guidance? **You may also be eligible for carers support** – find out by completing a carers assessment.

Go to: **www.kent.gov.uk/social-care-and-health/adult-social-care/care-and-support/caring-for-other-people/support-for-carers**

Find out about employers that are supporting the Someone's Listening campaign and offer support to carers.

Checklist for carers: supporting you to be you

If you look after another adult (family member or friend) and think you may be an unpaid carer, there are some important things you need to do to get the support you need:

1) **Tell your doctor** (GP) so that they can log this on your records
2) **Contact a carer support organisation in Kent** (see 'Help for carers' section below)
3) **Connect with your community** – You can find links to community organisations on our Kent Connect to Support website and directory: **kent.connecttosupport.org**
4) **Tell your employer** about your caring responsibilities so that you can look at options available to help
5) **Check what benefits you may be entitled to**
6) Make sure the person you look after is accessing any **funding they are eligible for**
7) Check that the person you care for has had a **care needs assessment**
8) See if the person you care for could benefit from **adaptations in their home or any other useful technology** to keep them well and supported
9) **Ask for support** and prioritise your own health and mental wellbeing

More information on all of the above is available on our website.

Help for carers

East Kent - Carers Support East Kent
Email: **support@carersek.org.uk or yac@carersek.org.uk**
(Young Adult Carers Service)
Phone: **0300 302 0061**
Monday, Wednesday, Friday 8.30am – 6pm and Tuesday, Thursday 9am – 5pm (Closed on bank holidays and between Christmas and New Year).

West Kent - Involve Kent
Email: **hello@involvekent.org.uk**
Phone: **03000 810 005**

North Kent - Imago
Email: **navigation@imago.community**
Phone: **03000 111 965** (Imago Hub).
Phone lines open between Monday–Friday, 9am-5pm.
Imago also provides support for young carers under 18 across Kent.
Email: **youngcarers@imago.community** or phone **0300 111 1110**

Printed information

If you know someone who would benefit from printed information, there is a list of support organisations in our KCC Guide to Adult Social Care (pink book) which is available on request in a range of formats. Our Kent Libraries can also signpost you. Our publications can be made available in alternative formats and a range of languages.

Please email: **socialservicesleaflets@kent.gov.uk**,
call **03000 410 410** for details or use text relay **18001 03000 410 410**

Are you part of a Kent business who wants to support carers in their workforce? Join our campaign to commit to supporting carers and show them that someone's listening.

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