



## Carers Rights in the workplace

*Carers Trust estimates there are currently six and a half million carers in the UK - a number that continues to rise. One in nine of your workforce will be a Carer. More than four million carers provide up to 19 hours of unpaid care for a family member or friend each week and of these, more than three million are still in paid work.*

### A brief guide to your rights at work

#### **The right to request flexible working;**

*this may include changing hours or days, working compressed hours, flexible start and finish time, working from home, job sharing and working part-time.*

**Your Rights!**

**Reasonable adjustments**

#### **Taking time off for emergencies;**

*you have the right to take 'reasonable' amount of time off to deal with emergencies*

#### **Protection from discrimination at work;**

*you are entitled to feel safe and supported in the workplace and shouldn't be treated less favourably because of your caring role*

**Flexible working**

#### **Taking compassionate leave from work;**

*unlike emergencies, there is no right in law but if you need to take temporary break from work, you will need to talk to your employer*

This factsheet is a brief guide to your rights in the workplace.

If you experience problems at work and can't solve them on your own, it's a good idea to talk to someone for advice.

*ACAS provide information, advice and training for employers and employees to help prevent or resolve workplace problems, for more info visit [www.acas.org.uk](http://www.acas.org.uk)*

*You could also speak to your local Carers Centre to see if they can offer any advice.*

If you are looking to get back into work or training **Working for Carers** provide services all over London. If you live in the boroughs of Camden, Kensington and Chelsea, Kingston, Merton, Richmond, Sutton, Islington and Westminster, contact us on 020 7428 8950 or email [wfc@camdencarers.org.uk](mailto:wfc@camdencarers.org.uk) or contact **Carers Trust** to find out where the nearest service is in your borough.

**Working for Carers is funded by the European Social Fund and the Community Fund.**

**Caring for the future**