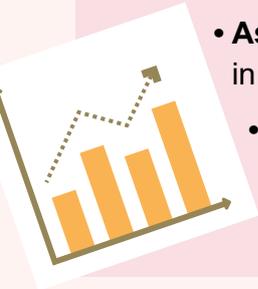


Top tips for employers

What do carer-friendly employers do?

- **Identify who has caring responsibilities** alongside working.
- **Collect separate data on parents and carers** from application, absence and progression records and employee surveys. Each group has unique challenges.
- **Assign clear responsibility** for supporting carers within the organisation, supported by advocacy from senior leaders.
- **Articulate what is already offered** for carers including what is offered to all that benefits carers. Communicate this as a package of carer-friendly benefits.
- **Ask working carers what they need** i.e. what gets in the way of performance, wellbeing or progression?
- **Target interventions that meet stated needs.**
- **Measure results** i.e. are activities making the difference intended for individuals and for the organisation.



Top Tips for employers

- **Link your job adverts to your 'carer benefits'** so job applicants can see what is offered to carers before applying.
- **Consider carer passports** – doesn't have to be formal. What's important is a quality conversation and agreement and a shared responsibility to make it work.
- **Empower and resource a carers forum** to host surveys to identify whether needs are being met or identify alternative actions.
- **Define what you mean by staff or applicants with 'caring responsibilities'** – not everyone you want to support identifies as a carer.
- **Consider partnering with carers charities** – aligning fund raising efforts with an external focus on improving experience for customer carers and an internal focus on staff carers experience boosts internal credibility and impact.



The Research

These insights are drawn from IES research for ReAct 'Working Carers: Helping carers get into work, and stay in work.' The report is available to download at: www.employment-studies.co.uk/resource/working-carers-helping-carers-get-work-and-stay-work