

CIPD /Westfield Health Carers in the Workplace Research

The CIPD/Westfield Health survey makes recommendations for;

Working Carers:

- Help your organisation to understand your individual needs and how to help you - rather than waiting for official policies to be put in place, have open conversations with an HR professional or your line manager, about the changes that will help you the most
- Assess your working situation on a regular basis, and communicate any arising difficulties
- Help to raise awareness of working carers and act as a role model for others

Employers:

- Create and promote a broad carers' policy covering the organisational support available to carers, to help create and nurture a culture that is inclusive and supportive of working carers
- Develop and implement the right tools and support to empower working carers, including:
 - Active promotion of a flexible working policy that is responsive to the needs of people with caring responsibilities
 - Attractive working situations that take into account people's caring responsibilities and enable them to stay in work
 - Guidance and/or a section of the intranet where working carers can be signposted to external sources of support, including financial information.
- Train line managers so that they understand the demands that working carers experience and are aware of the support available to them

UK Government:

- Act as an enabler, encouraging wider debate and more actively promoting the business case among employers so that they act more urgently
 - Develop a stronger evidence base and act as a repository of good practice case studies, showcasing how employers can accommodate working carers
 - Provide more concerted action, in collaboration with business and employee bodies, to encourage more active promotion of flexible working by employers to their workforce.
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