

CARERS CARING

Employers Recognised

A carer is a person who spends unpaid time looking after or supporting a relative, child, partner, neighbour or friend who is frail, ill, has a physical or learning disability, mental health problems or addiction.



Caring is something which affects us all, as 3 in 5 people will be a carer at some point in their lives. These responsibilities often cannot be planned – caring can happen over time, but it can also happen overnight.

Oxfordshire County Council sponsors a logo for employers who are supportive of working carers.

This symbol will be available to employers wishing to show their commitment to providing additional support for those juggling work and caring responsibilities. The new carers' symbol denotes a commitment from the employers' organisation, wherever possible, to help maintain the employment of working carers. This may be through the operation of effective practices around people management, which offer the flexibility necessary to attract, recruit and retain employees with caring responsibilities.

What does the symbol mean?

Organisations displaying this symbol are working towards supporting carers in their workplaces. They have recognised the business case for seeking to help experienced and skilled staff continue in employment, even when caring responsibilities become an issue or suddenly peak.

The three commitments given by employers displaying the symbol are:

- *Commitment to explore carer-friendly working patterns to attract, recruit and retain working carers;*
- *To increase awareness of carer issues and the support available through effective links to carers centres;*
- *To create opportunities for working carers to contribute to continuous business improvement*

How can I start using the carers symbol?

Employers wishing to use the logo can find out more about using the symbol and join the register of employers keen to support working carers by emailing diversity@oxfordshire.gov.uk. The list of employers is held by Oxfordshire County Council.

Further information and examples of good practice, including case studies as they become available, can be found on the equality and social inclusion pages of our website, www.oxfordshire.gov.uk

What does it mean for managers?

Managers who work for employers displaying this symbol are required to be responsive to the needs of their staff with caring responsibilities. Service requirements need to be balanced with a reasonable approach to people management. Managers will fully consider any viable options to achieve continued employment.

What does it mean for employees?

Carers who work for employers displaying this symbol will be supported to achieve a good balance between work and caring responsibilities. This may involve the consideration of changes to working patterns or other reasonable adjustments which are consistent with the needs of the organisation.

Where can I get more information?

For details about Oxfordshire County Council's services or to request a carer's assessment, call Access to Information and Services on 0845 050 7666 or email access@oxfordshire.gov.uk

There are three Carers Centres in Oxfordshire providing free, confidential, direct access information, advice and support. Ring, email or drop in for further information.

Oxford City Carers Centre - 01865-205192 info@carerscentre.co.uk
 South & Vale Carers Centre - 01235 510212 carers@svcarers.org.uk
 North & West Carers Centre - 08457 125546 or 01295 264545
carers@ccnwoxon.org.uk

www.oxoncarers.org.uk provides on-line information, advice and links to local and national organisations offering support including:
 The Carers Forum: 01235 547180 carers@oxoncarersforum.org.uk
 Rethink Carer Support: (providing support and information for carers of adults of working age with mental health needs) www.rethink.org
 Tel: 01865 455877

Age Concern: (providing support and information for older people and carers of older people) Tel: 0844 887 0005

www.ageconcernoxon.org.uk

Oxfordshire Families' Information Service: (providing information about resources for disabled children and services for children, young people and families) see www.oxonfis.org.uk Tel: 08452 26 26 36 or email fis.enquiries@oxfordshire.gov.uk

Carers UK: national carers' organisation providing information, advice, lobbying, Tel: 0800 808777/020 749 08818 or www.carersuk.org