

**Below you will find a cross section of quotes we have received from employers signed up to the logo. They are all good examples of the kind of support and flexibility local businesses provide, large or small.**

Abingdon & Witney College - We have a flexible working policy to allow either reduced hours, or different working patterns for those people with Carers responsibility.

Age UK operates an annualised hours employment scheme which allows for flexible working to balance the responsibilities of work with those of caring.

Nuffield Orthopaedic Centre NHS Trust – We support carers in managing their work life balance through flexible working, paid time off for caring responsibilities and information and support through our Employee Assistance Programme.

Oxford Brookes University - We have opened up all our policies that support work-life balance & flexible working to all staff with 26 weeks service. We require managers to consider all requests carefully and thoughtfully, to think about alternatives where exact requests can't be granted and to only refuse requests where there are clear operational reasons We offer paid compassionate leave of up to 10 days per year and leave for domestic emergencies. We make it clear in all these policies and training that the rights are not just for parents but are for all staff with caring responsibilities.

Walraven Ltd - We have a 'family' section within our HR policies, one of which is about supporting working carers. We offer time off with pay to attend to emergency calls during working hours, unpaid leave to attend hospital visits throughout the year so that it does not eat into a carers annual leave which we believe is very important for them to use for rest, and we offer support through our Employees Assistance Programme. We have several members of staff who are working carers, and all have recently fed back on the support the company offers as excellent.

West Oxfordshire District Council - As an organisation we are very supportive of each individuals needs and hence have a huge number of differing work patterns. We very recently have agreed to a change in hours for a member of staff who is going to have to care more for her daughter who has special needs.

**In answer to our question, 'please provide details of why you believe it is important to support employees with caring responsibilities' this is what a few businesses said:**

Abingdon & Witney College - Allows for a better work/life balance for employees meaning they are more productive at work and committed to the organisation.

The experience that carers bring to Age UK is invaluable to the organisation - it is one way of ensuring that the organisation retains a real understanding of carers' issues and a caring ethos.

Supporting employees with caring responsibilities is an investment in successful ageing. As an organisation which supports people in later life, we believe in the importance of being able to save and plan for a healthy later life. Carers who are unable to work because of inflexible working arrangements are at serious risk of financial and social disadvantage in later life.

BBK Media Ltd - It relieves stresses for the carers and allows families to remain together for longer. The act of being a carer helps reduce the cost to the public purse. Shows that the business and its directors etc have a wider understanding of their social responsibilities.

Fallowfields Country House Hotel - Employees who provide unpaid care in the community provide a valuable service and it is important that they stay in employment for their own well being and standard of life. Also if we support a member of staff in this situation we are more likely to retain their skills and experience and save on recruitment costs.

Walraven Ltd - Walraven believes that supporting all our employees ultimately supports the company as a whole. For our working carers it is important that they feel supported, are happy in the knowledge that their job is secure and that their caring responsibilities are taken into consideration. As a company we support them through various policy measures, but also they are offered more personal support through communicative channels with their supervisors and the Management Team.