

You may have family carers in your workforce



If you're a business in Kent that cares about carers, read our employer information and start a conversation to let carers know that **someone's listening**.

For advice and support: kent.gov.uk/workingfamilycarers

Working Carers 
Someone's Listening

MENDING
THE
GAP





**1 in 7 PEOPLE
WORK WHILE
ALSO BEING AN
UNPAID CARER**

Why support carers in your workforce?

- Over 5 million (1 in 7) people in the UK are juggling employment and looking after another adult as an unpaid carer.
- 1 in 6 of these carers reduce their hours or give up work altogether to manage their caring responsibilities.
- It is estimated* that UK companies could save up to £4.8 billion a year in unplanned employee absences and a further £3.4 billion in staff retention by adopting flexible working policies to support people with caring responsibilities (by *Centrica research).
- In Kent, an estimated 148,341 people aged 16 and over provide unpaid care and around 35,000 of those provide 50+ hours of care a week.

About unpaid carers

Carers come from all walks of life, ages, ethnicities and backgrounds - anyone can find themselves in a caring role at some point in their life.

We define a carer as someone in an unpaid role who provides or intends to provide care and/or support to another adult. They may be mums and dads, husbands, wives, partners, brothers, sisters, friends, and neighbours.



How does this benefit your team and your business?

Studies show that carers add value to the economy, to the estimated equivalent of £162 billion per year in England and Wales. According to Carers UK and the Centre for Care Research, over 1.9 million people in paid employment became unpaid carers every year between 2010 and 2020 (95,300 each day).

Carers of working age often find they feel obliged to reduce their hours or leave their paid roles altogether to care full-time for their loved ones if the support is not available for them to continue working.

Better staff wellbeing through the ability to have flexible working options and support in place for when a carer is in crisis, can help you to retain staff in your team and lead to more productivity.

But above all it shows you and your business are informed, supportive and committed to caring about carers – which can attract more talented staff to your organisation.



Campaign made possible by Department of Health and Social Care funding.
For more advice and support: kent.gov.uk/workingfamilycarers

Do you know about the Carer's Leave Act 2023?

The Carer's Leave Act has opened up many more possibilities for carers who are employed. These changes came into effect on 6 April 2024.

- The Carer's Leave Act covers employees in England, Wales and Scotland.
- Employees are entitled to one week's unpaid leave per year if providing or arranging care for someone with a long-term care need.

Working time regulations Health and Safety Executive (HSE)

Giving employees notice for changing their working hours can help carers to plan ahead so that they can continue to carry out their duties at work in the best way possible.

View the Working Time Regulations webpages at www.hse.gov.uk

Why we have developed these resources

Carers have told us they want more support to be able to balance their paid employment with their caring responsibilities.

We have been collaborating with unpaid carers and local charity, Mending the Gap to raise awareness together - and show that someone's listening.

Are you part of a Kent business who wants to support carers in their workforce?

Join our campaign to commit to supporting carers and show them that someone's listening.

Visit kent.gov.uk/workingfamilycarers to find out how.



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