



# Carer Friendly Employer

Our pledge to support staff that combine caring with paid employment

## We are Carer Aware:

- We recognise that carers provide a valuable role in supporting their family and community
- We recognise that anyone at any level in our organisation could have a caring role at some time in their lives
- We recognise and respond positively to the carers in our workforce who may need support to enable them to balance their caring role with employment

## We are Carer Friendly:

- We maintain a positive and enabling attitude towards employees and applicants with caring responsibilities
- We promote and celebrate 'Carer Awareness' throughout the organisation
- We ensure that carers in the workforce know where to find information and advice about their rights and what is available to support them in our workplace
- We work with individual carers to establish what support will enable them to manage both roles
- We encourage flexible working wherever possible



Name of Organisation .....

Signed .....

Role .....

Date .....



WM directors of  
**adass**  
adult social services  
In Partnership with IEWM



A regional scheme from ADASS West Midlands supporting employers to support carers  
[www.wm-adass.org.uk](http://www.wm-adass.org.uk)