



Employers for Carers

Helping you support
and retain the carers
in your workforce



employersforcarers.org

Efc is an employer membership service provided by Carers UK



A major issue which can't be ignored

Did you know?

More than one in seven people in any workplace are juggling work with caring for loved ones who are older, ill or disabled.

That's millions of people across the UK facing the daily pressures of juggling unpaid caring with work. The strain of doing so has meant hundreds of thousands of carers have had to leave employment – around 600 people a day.

If unsupported, many working carers also face being tired, stressed and struggling to manage their own health. Yet caring is often still invisible in many workplaces, with carers 'hidden in plain sight'.

More and more people will be combining work and care.

Carers UK research estimates the number of unpaid carers could already be as high as 10.6 million, with the average person having a 50:50 chance of caring by age 50 - long before they reach retirement.

On average, women can expect to take on caring responsibilities over a decade earlier than men, with half of women caring by age 46, and half of men at 57.

These will include many of your most experienced employees.

People are most likely to be caring when aged 45-64, when many will have gained valuable skills and experience in the workplace.

As our population ages and lives longer with illness and disability, more and more of your best employees will be affected by caring.

We can help you retain them.

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Good businesses need good people

There has never been a more important time to focus on the benefits of retaining skilled workers rather than incurring the costs of recruiting and training new staff.

At the heart of Employers for Carers is a growing group of forward-thinking employers, large and small, who are already rising to the challenge of supporting carers in their workforce and have a wealth of good practice and experience to share.

What do we do?

- Provide advice and support for employers seeking to develop carer-friendly policy and practice and retain skilled workers.
- Provide information and advice for working carers to help them juggle work and care effectively.
- Identify and promote the business benefits of supporting carers in the workplace.
- Influence wider employment policy and practice to create a culture which supports carers in and into work.
- Bring employers together to share best practice.



How to join?

Contact us on 020 7378 4956 or client.services@carersuk.org to find out more or to join.

employersforcarers.org

Membership benefits

Dedicated resources

Access to our exclusive online members' platform, EfC Digital, containing a range of support resources for staff with line management, HR or employee wellbeing responsibilities, and for carers in your workforce.

EfC Digital

Access to EfC's expert resources and practical information, all hosted on a co-branded online platform, offering a 360-degree approach to supporting working carers.

Resources for staff with line management, HR or employee wellbeing responsibilities include:

- Case studies, model policies, essential guides, toolkits, legislation updates and good practice examples.
- Access to our popular e-learning modules, including:
 - » *Supporting carers in your workplace, line manager training*
 - » *Caring and Work, an induction module designed to slot into your organisation's induction programme.*

Resources for staff with caring responsibilities include:

- Access to e-learning, factsheets, guides and tools to help carers understand their rights, identify support, manage care more effectively and support their own health and wellbeing.

Training and consultancy

Diagnostic and lunch and learn or training sessions tailored to meet your requirements.

Benchmarking

Discounted entry to Carer Confident, our employer benchmarking scheme.

Events and networking

Invitations to members networking events and roundtables and opportunity to be connected with peers to share best practice.



“Being a member of Employers for Carers allows us to understand the impact caring can have.”

“

At Sainsbury's we want to be the most inclusive retailer where people love to work and shop. Caring is something that we are positive about supporting as a business – whether it's colleagues caring for others or a colleague requiring support themselves. We will be flexible to support the needs of our colleagues and ensure development opportunities are available too, as we have many carers in different positions of the business, and we don't see caring as a barrier to career progression.”

– Corporate Services Director, Sainsbury's

“

The amount of useful material is fantastic. As carers, we're often bombarded with pamphlets and information, and it's difficult to know what's relevant for our individual needs. The Carers UK library presents things simply and in a digestible way. Particularly in the early days of being a carer – it's a very emotional time so it's not easy to be rational and think clearly.”

– Senior Human Resources Consultant, Centrica

“

We want to make our workplace as inclusive as possible. Being a member of Employers for Carers allows us to understand the impact caring can have. As a growing number of people have caring responsibilities it's important we enable colleagues to do their caring role alongside their work.”

– Chief Operating Officer and carers' network sponsor, Financial Ombudsman Service

Carer Confident Benchmarking Scheme

Join the forward-looking organisations not only engaging in membership but also becoming Carer Confident.

The Carer Confident benchmarking scheme assists employers to build a supportive and inclusive workplace for staff who are, or will become, carers and to make the most of the talents that carers can bring to the workplace.

Carer Confident also seeks to recognise employers who achieve this, and to inspire others to follow suit.

The certificate of achievement will be presented to employers with a UK presence who have demonstrated that they have built an inclusive workplace where carers are recognised, respected and supported.

Carer Confident employers recognise the importance of retaining valued members of staff, reducing absence and unnecessary recruitment costs, and increasing staff resilience, engagement and productivity.

Carer Confident has three levels designed to support you throughout your journey towards building a positive and inclusive workplace for all staff who are, or will become, carers.



Membership levels and fees

Annual membership rates
(VAT not included):

EfC Plus

Access to digital resources both for staff with line management, HR or employee wellbeing responsibilities and for working carers.

Corporate membership:	£5,500
Public sector / not for profit membership:	£5,500

EfC Essential

Access to digital resources for staff with line management, HR or employee wellbeing responsibilities only.

Corporate membership:	£3,500
Public sector / not for profit membership:	£2,500

EfC Lite

Tailored digital resources for small employers.

Corporate membership:	£1,200
Public sector / not for profit membership:	£1,200

EfC Umbrella

Our Umbrella membership model for service providers such as local authorities, enables them to extend and share the benefits of Employers for Carers to SMEs.

EfC Plus Umbrella:	£6,000
EfC Essential Umbrella:	£4,000

We can also offer a degree of flexibility with our umbrella membership model where organisations and arrangements are more complex.

Contact us if you would like to discuss this further.



Join a growing network of forward-thinking employers who recognise the business benefits of supporting working carers.



Find out more

T 020 7378 4956 | E client.services@carersuk.org
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