



Criteria

For Carer Friendly Employers ©



Carer Friendly Employer®

Criteria

Criteria
BRONZE
The organisation have at least one named 'Carer Champion' whose details are accessible and promoted. The Carer Champion/s has attended specific training around supporting carers and has a good knowledge of local support available to carers. The allocated Carer Champion/s have signed the 'Carer Commitment.'
The organisation has implemented a standalone 'Carers Policy' for staff and a member of management is allocated with the responsibility for updating and implementing the policy.
The organisation provides information about carers and the support available to them in a way that is likely to reach and be accessed by all staff.
All line managers within the organisation are trained in understanding who carers are, how to support them and what their legal rights are at work. This is included as part of future inductions for anyone with line management responsibilities.
All staff within the organisation are asked at annual reviews if they have caring responsibilities that they would like to make the organisation aware. Although disclosure of caring responsibilities will be encouraged, it must be optional, as some people may not wish to discuss their caring responsibilities.
All identified carers are offered an individual support plan which is recorded and reviewed at least every six months or at intervals agreed between the employee and their manager.



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SILVER
You have provided staff with training to help them understand who carers are, the issues they face and the support available to them. This training is also included in the induction of all new staff and volunteers throughout the workforce.
A senior member of management within the service is assigned as a 'Senior Carer Lead.' Their contact details are clearly displayed and easily accessible for staff and visitors.
The organisation has created a pathway for service users to have the opportunity to speak to a carers contact.
The organisation has worked to identify the number of staff that are carers that work for the organisation.

GOLD
A working group of key professionals within the organisation has been created (overseen by Senior Carer Lead) to support the needs of carers within the organisation.
The service includes a consideration of carers in the planning and implementation of services.
A member of senior management or board of directors/trustees is a 'Senior Carer Sponsor', responsible for raising awareness of carers and ensuring they are considered in policies across the organisation.



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Carers are consulted with and listened to about matters within the workplace that affect them. For example, the organisation holds carers consultations or feedback surveys regularly.

The organisation actively states throughout the recruitment process that it welcomes applications from people with caring responsibilities and are committed to supporting them within the workplace.

The organisation actively promotes and champions carers throughout its services, including external partners, stakeholders, customers and the general public.



www.carerfriendly.co.uk