

Personal Characteristic Factsheets

Caring

Who is a carer?

A carer is anyone who cares for a friend or family member who due to illness, disability, a mental health problem, or an addiction, cannot cope without their support. Anyone, at any age, could be a carer. Although for many carers, caring can have positive and rewarding aspects, there are lots of reasons why caring can also leave you needing support – it can be physically and emotionally exhausting, carers can become lonely and isolated if they are unable to leave the house regularly, and it can impact on finances if additional aids and equipment are needed.

What can you do?

- Be aware of appropriate language, challenge discrimination, and speak up when 'office banter' goes too far.
- Ensuring greater awareness about caring, that anyone can be a carer, and that carers may need additional support or adjustments in the workplace.
- Talk about it openly, get to know what issues your staff are dealing with in and out of work.
- Make adjustments e.g. flexibility of working hours and working arrangements.
- Ensure staff are aware of their entitlement to five days of carers leave.
- Display ED&I posters and resources.
- Complete online training (Diversity in the Workplace and Unconscious Bias).

What resources are available for me, and for signposting?

- Equality, Diversity & Inclusion webpages.
- ED&I video clips.
- Carers Staff Network.
- Your HR Advisor.
- Carers Trust.
- Carers UK.

Anything else I should know about?

Dignity at Warwick

Staff can report bullying and harassment via an anonymous form or request to meet with a Dignity Contact to discuss options available. Familiarise yourself with the Dignity at Warwick Policy.

Carer Confident

The University is signed up to the Carer Confident benchmarking scheme, which 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. The scheme covers five key areas: preparation (enabling carers to identify themselves), policy and guidance, practical support, peer support, and promoting support.

Everyone deserves respect – learn more about Respect at Warwick at warwick.ac.uk/equalops/learnmore/respectatwarwick