





ACE National
Action for Carers and
Employment

Policy into Practice

What is Carers UK?

- Leading national lobbying and campaigning organisation of and for carers
– lead partner in ACE National

What do carers want?

- Better recognition
- Financial security
- Real opportunities to work
- Support for their health
- Inclusion in society

= A REAL LIFE!

How many carers work and care?

- of the UK's 6 million carers 80% - nearly 4.8 million - are of working age
- over three million are in employment - that means that 1 in 8 people in the workforce is a carer
- 1.5 million are economically inactive



Squaring the circle

- 2 million people move in and out of caring each year
- a recent Equal Opportunities Commission survey shows that 1 in 5 people give up work to care, with a long-term impact on pensions and poverty



Squaring the circle

- a tight labour market means retention and recruitment issues for employers
- over the next 20 years, the economy will need an extra 2 million workers, and society will need an extra 3 million carers



ACE National 1

- To raise awareness in the widest possible forum of the issues facing carers who want to work
- To develop and test support for carers to return to, or remain in, work
- To mainstream that support and have the greatest possible impact on local and national policy on carers and work



Project design

- National lead partner - Carers UK
- Four local demonstration sites working directly with carers
- A national policy partnership, designed to achieve maximum mainstreaming and long-term policy change
- Funded by the ESF EQUAL Community Initiative Programme



Delivery Partners

- ACE Ealing – Contact a Family
- ACE Kirklees – Local Authority
- ACE Sunderland – PRTC Carers Centre
- ACE Surrey – PRTC Carers Centre
- Carers Wales
- City & Guilds
- Sheffield Hallam University



Policy Partners

- Government departments
- Jobcentre Plus
- Voluntary sector organisations – Contact a Family, Crossroads, PRTC, Working Families
- Employers for Carers
- Equal Opportunities Commission
- Trades Unions



Key outcomes

- Carers (Equal Opportunities) Act 2004
 - Policy and Practice Guidance
 - ACE Resource Pack to support implementation
- All Party Parliamentary Group on Carers
- *Learning for Living*
 - The Certificate in Personal Development and Learning for Unpaid Carers



Key outcomes

- Employers for Carers
 - website
 - benchmarking tool
 - case studies
- Employer of the Year Awards
 - Carers Award



Key outcomes

- Government commitment to extend the right to request flexible working to carers:
 - Department for Trade and Industry consultation *Choice and Flexibility*
 - Work and Families Bill
- EOC Parents and Carers Coalition
- EOC General Formal Investigation into part-time and flexible working:
 - *Britain's Hidden Brain Drain*



Key outcomes 4

- Training resources for:
 - local authorities
 - employers
 - working carers
 - unions
 - Jobcentre Plus (including national training event)





Key outcomes 5

- *Carers and their Rights – the Law Relating to Carers*
- Research reports:
 - *Who Cares Wins: the Social and Business Benefits of Supporting Carers in the Workplace*
 - *Carers and Employment – a Longitudinal Study*





ACE Resource Pack
Who is it for?

- Staff in local and health authorities and other agencies who work with carers
- Employers – including local and health authorities as employers



ACE Resource Pack
What is in it?

- *Carers and their rights - the law relating to carers*
- Three training programmes on CD-ROM (including PowerPoint presentations, facilitators notes and handouts)
 - *Supporting Working Carers - a Managers Guide*
 - *Supporting Working Carers - a Carers Guide*
 - *Supporting Working Carers - a Guide for Union Reps*
- DVD on carers and work: *Juggling Work and Care*



ACE Resource Pack
What is in it?

- Information booklets:
 - *Juggling Work and Care – information for carers*
 - *Carers at Work – information for employers*
- Information on access to learning for carers:
 - City&Guilds
 - Open University
 - National Extension College
 - Elizabeth Nuffield Foundation
- Information on Carers UK's Training Unit



ACE Resource Pack How do I get it?

- Online at:
 - www.carersuk.org
 - www.acecarers.org.uk
 - all components are downloadable, or can be ordered online or by phone
- Join Carers UK as an Associate Member to receive regular mailings and materials
- Contact the Carers UK Training unit for details of courses and consultancy services
 - training@carersuk.org





Next steps - ACE National 2

- To identify and develop social care services that enable carers to work
- To identify key issues for the social care sector
- To work towards the establishment of a national care strategy



Management and policy leads

- Carers UK
- Carers Wales
- Carers Scotland
- European Institute of Social Services



Delivery partners

- Contact a Family
- Crossroads Caring for Carers
- Hertfordshire County Council
- Nestor Healthcare
- Surrey County Council
- West Sussex County Council



Research partners

- Leeds University
- Bridge Research and Development



Policy partners

- Carers and carers organisations
- Government departments
- CSCI, SCIE
- ADSS
- Skills for Care
- City & Guilds
- Trades Unions
- Employers/employers organisations
- Voluntary sector organisations – Working Families, Help the Hospices, Home Farm Trust



**What will ACE National
have achieved in the long
term?**

- care service development
and long term policy
underpinned by experience
and research
- carers supported to lead real
lives, including working lives