



PARENT & PROFESSIONAL

Nurturing an inclusive family-friendly working culture

**Create a
supportive
workplace where
carers can thrive**

www.parentandprofessional.co.uk

Join the growing number of organisations championing the wellbeing of working carers

Here's why it matters

3.7 million employees in England and Wales are juggling their job roles with caring responsibilities.

About 72% of these working carers are managing caregiving alongside full-time paid work.

Nearly 1.6 million individuals find it challenging to balance work and care duties.

Statistics are based on a recent CIPD survey and studies conducted in England and Wales.

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The present scenario

Dual full-time responsibilities: An alarming 28% of full-time employees also undertake at least 30 hours of caregiving per week - the equivalent of a full-time job. This adds up to 700,000 individuals striving to balance two full-time jobs.

Gender disparity: Women are more likely than men to manage work and caregiving responsibilities.

Burnt out: 44% of working carers reported that they found it difficult to combine their paid employment and caring responsibilities.



Impact on work and wellbeing

Focus and job progression: Over half of working carers admit that their caregiving duties have affected their concentration at work and hindered job progression.

Potential career sacrifices: 29% of working carers considered reducing their working hours or even leaving their job due to the pressure of their caregiving role.

Mental wellbeing: 60% of working carers reported low levels of mental wellbeing, an issue that can be significantly mitigated with employer support.

The impact of carer-friendly workplaces



Supporting working carers is not just a social responsibility, but a strategic move that reaps benefits:

Enhanced productivity: A supportive workplace sees fewer instances of carers reporting stress or declining job advancements due to caregiving duties.

Reduced absenteeism: The availability of employer support reduces the likelihood of carers taking sick or unpaid leave for caregiving responsibilities.

Enriched diversity: Retain and develop women for the senior talent pipeline. 59% of carers are women* who also provide the most hours of unpaid care**.

Boosted mental wellbeing: Working carers in supportive organisations report a higher state of mental wellbeing compared to those without such provisions.

*Census 2021

** Centre for Carers/ Carers UK 2022

Let's make a change together

Fostering a carer-friendly environment is a necessity. As well as promoting the wellbeing of working carers it also contributes to a more productive, engaged and satisfied workforce.

How we can help



1-1 CARERS COACHING



MANAGER
COACHING



ONLINE PORTAL



WEBINARS &
WORKSHOPS



“A carer is anyone, including children and adults who looks after a family member, partner or friend who needs help because of their illness, fragility, disability, a mental health problem or an addiction and cannot cope without their support. The care they give is unpaid.”

NHS England



1-1 coaching for working carers

Who are carers?


Many carers do not recognise themselves as such. Instead, they regard themselves as a family member or friend supporting another by providing unpaid care, most often to parents.

Why support carers?

Caring responsibilities come in a myriad of forms, extending from the elderly to children, each presenting its unique set of challenges and demands. Providing support to your working carers shows a commitment to employee wellbeing and by acknowledging and addressing the diverse challenges and demands they face you can develop a more inclusive, supportive, and productive work environment for all employees.



BALANCING CARING AND A CAREER
Top 10 life skills developed by carers which help professional life - includes a real life case study.



Learn more about the working life of carers



How does coaching support carers?

A carer's time is precious, they have so many constraints on their energy and it is an unpredictable role. Coaching gives working carers the opportunity to focus on and invest in themselves. Perhaps it is the only time that they will have to themselves. It will provide the space to be able to objectively reflect on their current situation.

Working carers will have the chance to examine and reassess what is working well and what could be improved. This will help them to make changes to benefit both themselves at work and at home and those they care for.

Coaching provides a safe, non-judgmental and supportive environment which enables employees to share their personal challenges and make any changes at their own pace.



What is the format

- 4 x 1-hour 1-1 sessions
- Via Zoom or alternative video conference
- Flexible – the coachee decides when to book each session
- Typically completed within a 2-4 month time period

Further information

DOWNLOAD



Overview of one to one carers coaching.

Meet our coaches



Coaching for managers

Why coach managers?

Managers shape organisational culture, so it's crucial for managers to be adept at supporting working carers. Managers play a pivotal role in ensuring working carers thrive in the workplace.

Supporting managers to nurture a culture that values the unique contributions and perspectives of every team member leads to improved employee satisfaction, retention, and overall productivity.

What is the format

- 2 x 30-minute 1-1 sessions
- Via Zoom or alternative video conference
- Flexible – the manager decides when to book each session
- Typically completed within a 4 month time period



How does coaching support managers?

Enhanced skills development: Coaching managers to recognise the specific challenges working carers face can promote empathy and understanding towards the circumstances of working carers. Coaching can also help managers to actively listen and respond to the needs of working carers.

To role model inclusive leadership: Coaching will develop an inclusive leadership style that values and supports the contributions of working carers. It will also encourage managers to be role models in fostering an inclusive work culture.



Learn more about our support for managers



Meet our coaches



Access to e-learning via our portal

How can our portal help?

The CPD Certified, online career management portal, supports employees and managers through life and family transitions. It offers interactive e-learning content and complements our coaching, offering a fully blended learning programme. It can also be used as a stand-alone learning solution.



What are the benefits of our portal?

- Relieves the isolation often felt by working carers through sharing of stories, experiences and tips
- Cost-effective and scalable solution
- 24-hour access to learning via all devices
- Globally-relevant content
- Encourages self-directed learning, which enables individuals to learn at their own pace and at the right time
- Caters to all 4 learning styles: auditory, visual, read/write and kinesthetic (audio, video, interactive exercises, checklists)
- Complements other learning – coaching or attending workshops and webinars for example

What is the format?

- Individual log-ins
- Accessible on all devices
- Company-branded and can be tailored to include links to company policies
- Access to a huge variety of content
- Printable certificates for course completion

Webinars and workshops for carers

Setting up a network for carers in your organisation

Similar to the emergence of parent networks, the establishment of carer networks presents an invaluable opportunity for collective support and acknowledgment of carers.

Carers, who often go unrecognised, play a pivotal role in society by providing unpaid care to loved ones. Just as parent networks have gained traction, carers networks provide a great opportunity for organisations to demonstrate their commitment to valuing and including the talents of caregivers in the workplace.

How can we help you to support carers in the workplace?



WORKSHOPS



WEBINARS



Other opportunities to raise awareness

Carers Week takes place in June each year. Communities across the UK are asked to come together to recognise the huge contribution unpaid carers make to society.

Politicians, employers, health and social services, businesses, education providers and members of the public all have a role to play in raising awareness of caring and making sure carers are able to access the information and support they need. Visit [this link](#) for more resources.



DOWNLOAD



Workshop and webinar outlines

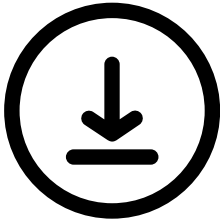
- [Supporting you as a working carer](#)
- [Work-family balance for parents and carers](#)
- [Mental health and resilience for parents and carers](#)
- [Managing your career whilst supporting neurodiversity in your family](#)
- [Boosting visibility as a working parent or carer](#)



Nurture an inclusive, family-friendly working culture with our full range of services



DOWNLOAD A
BROCHURE



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