

SUBJECT: Carers in Employment Policy

MEETING: CABINET

DATE:

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

The purpose of this report is to introduce a new Carers in Employment Policy. This policy is applicable for all employees including those who are based in schools.

2. RECOMMENDATIONS:

That the new Carers in Employment Policy be accepted and circulated to all employees and commended to governing bodies for adoption as soon as possible.

3. KEY ISSUES:

“Carer means a person who provides or intends to provide care for an adult or a disabled child; a person is not a carer for the purposes of this Act if the person provides or intends to provide care under or by virtue of a contract or as voluntary work.” Social Services and Well-being (Wales) Act 2014.

The Council seeks to be open and fair in relation to carers in their employ and as part of this policy are providing tool kits for Manager/Head teachers and carers to assist in consistent application.

Carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid.

For employees who are carers and who need the support of Monmouthshire County Council, now or in the future, this policy includes advice and guidance and a supportive toolkit which is intended as an aid to identify ways the employee and the Manager/Head teacher can work together in order to help fulfil the roles of both carer and employee.

4. REASONS:

There are many people working within Monmouthshire County Council who outside their place of employment continue with their role as a carer. This policy is intended to help Managers/Head teachers

to support carers working within their team/school. Carers in employment need to be supported in the workplace and the intention of this policy is to assist in offering practical and workable solutions.

5. RESOURCE IMPLICATIONS:

None

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

The Equality Impact Assessment is attached.

7. CONSULTEES:

All recognised trade unions.

Head-teachers

JAG

People Board

8. BACKGROUND PAPERS:

Social Services and Well-being (Wales) Act 2014

9. AUTHOR:

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10. CONTACT DETAILS:

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