

# **New Best Practice for Carers: An Interactive Webinar on Carer's Leave and creating a Leading Policy**

**Bright Horizons Webinar with Hogan Lovells**



# Introductions and our Perspectives



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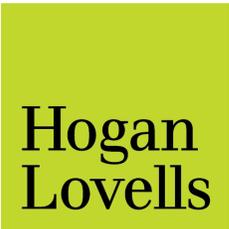
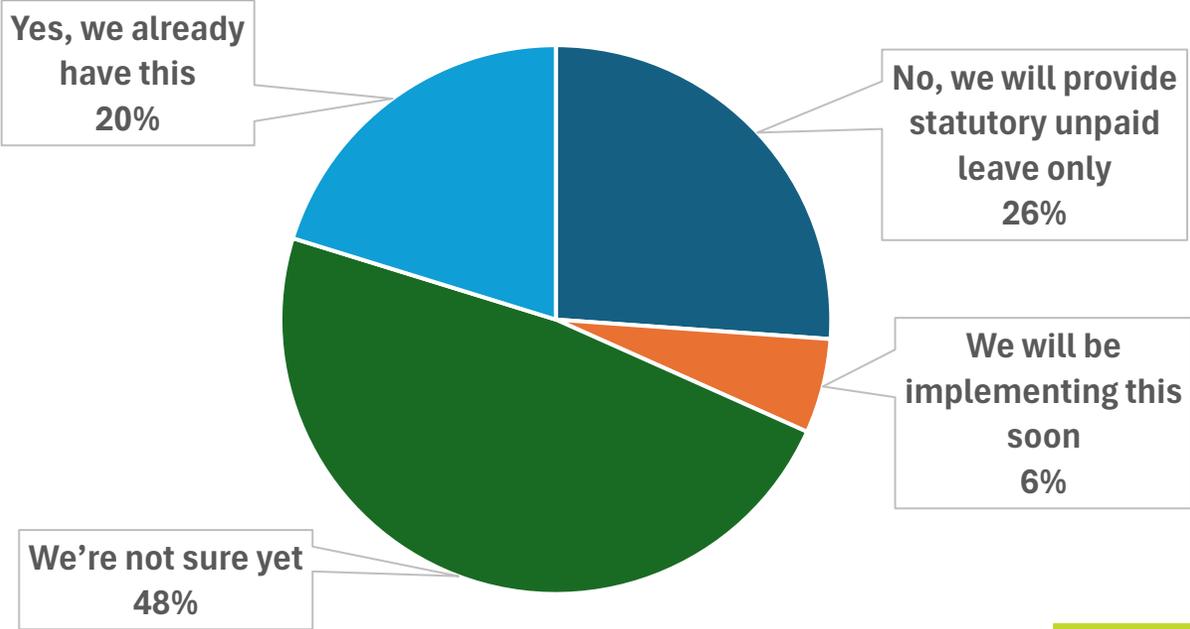
# Our Agenda

- Results of Registration Survey – your Carer’s leave provisions
- Interactive Polling
- Summary of right to Carer’s Leave
- Questions on legal aspects
- Interactive Polling
- Best Practice insights – what else are employers doing?
- Questions on best practice
- Further Questions / discussion / tips



# Registration Poll Results #1

Will you have paid leave for carers?



# Registration Poll Results #2

## Days of paid leave

• 2	2.0%
• 3	4.1%
• 5	67.3%
• 7	6.1%
• 8	2.0%
• 10	8.2%
• 14	2.0%
• 20	2.0%
• 21	2.0%
• not sure	4.1%

# Polls Results

1. Do you pay for Emergency Time Off for Dependents?

8% - Yes 1 day

9% - Yes 2 days

8% - Yes 3 days

22% - Yes more than 3 days

53% - No, It's unpaid

2. Do you already have a specific carers policy?

53% - Yes

32% - No, but we mention carers in other policies such as flexible working

16% - No



# The Right to Carer's Leave

- Day-one right to one week's unpaid leave per 12-month period
  - Pro-rated for those working part time
- To care for a dependant with a "long term care need"
  - Illness requiring or likely to require care for more than three months
  - Disability
  - Need related to old age
- Dependant defined in same way as for emergency time off
  - Spouse, civil partner, parent, child, same household, someone who relies on employee to provide care

# Summary of right to Carer's Leave

- Leave can be taken flexibly – days/ half days (or multiples)
- Minimal notice requirements
  - Three days for half a day or a day
  - Otherwise twice as long as leave requested (rounded up in case of half days)
    - E.g. four days' notice of one and a half days' leave
- Do not have to provide evidence of care need, or give notice in writing
- Employer can only delay leave where it would cause “serious disruption”

# Polls Results

1. Do you train managers in supporting & retaining carers?

1% - Yes, specific training

16% - Yes, directly addressed as part of wider training

83% - No

2. Do you have a network, Employee Resources Group or Business Resources Group etc for carers?

29% - Yes, a specific carers network

22% - Yes, part of a family network

10% - Yes addressed as part of another network (e.g. work-life balance)

39% - No



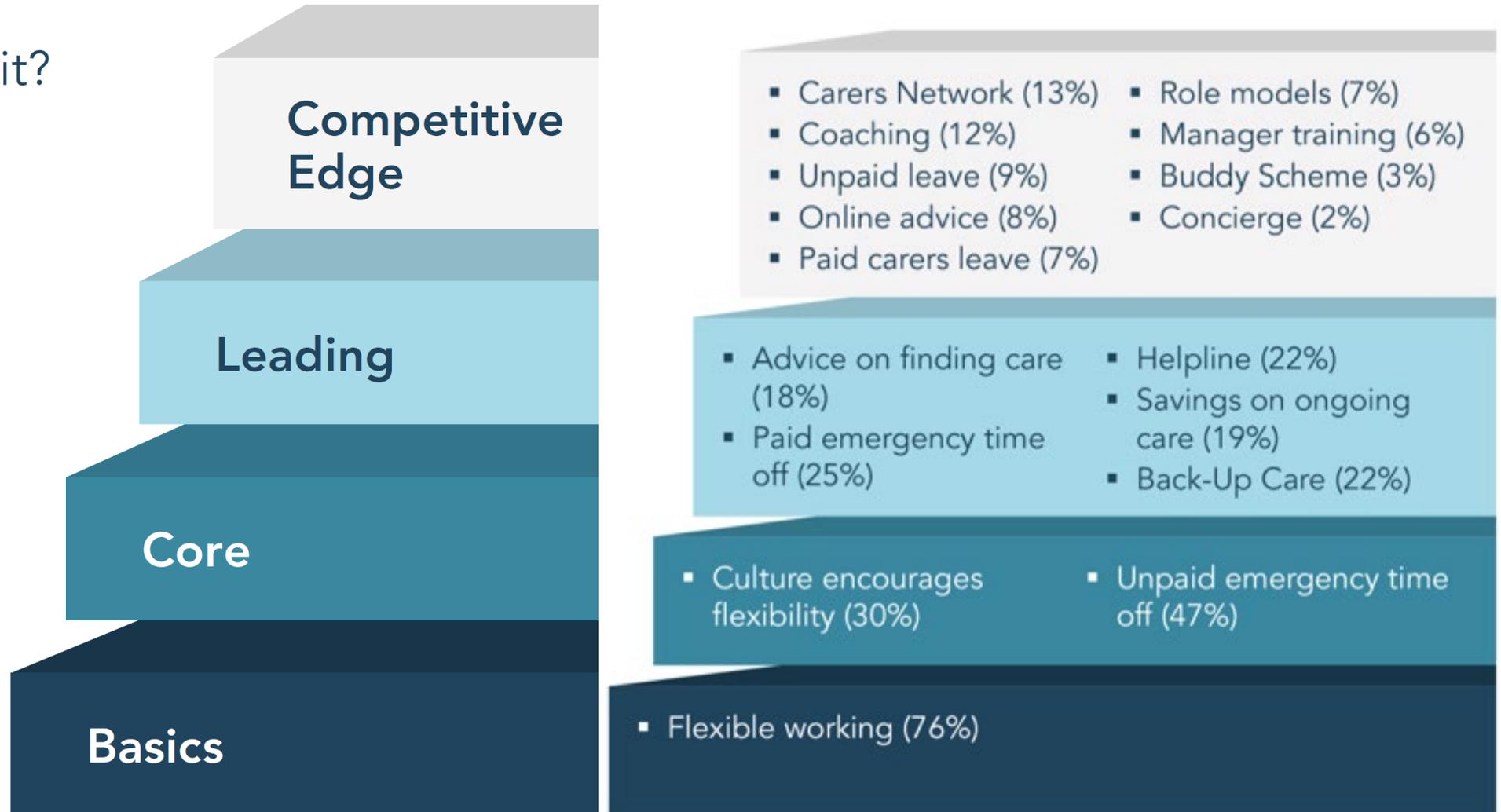
# Parental Leave and Family Support Benchmark



## Employers

### Where do you sit?

- <15% of employers are offering these policies, practices and benefits i.e. fewer than 3 in 20 employers
- 15% to 29% of employers are offering these policies, practices and benefits i.e. 3 in 20, to 3 in 10 employers
- 30% - 60% of employers are offering these policies, practices and benefits i.e. 3 in 10 to 3 in 5 employers
- >60% of employers are offering these policies, practices and benefits i.e. more than 3 in 5 employers



# Top Tips for Best Practice

Top tips email to follow



# Thank You!

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