



Carers: know your rights!



As a carer you are likely to face challenges. You should not be put in a position where your life, dignity or sense of self-respect are put at serious risk by your role as a carer.

Knowing your rights is an important first step in protecting them.

Carers have the right to:

- Be identified as a carer
- Determine self-willingness and ability to care, not for it to be assumed
- Decide which needs of the person you care for you are willing and able to support
- Receive a Carer's Assessment
- The right to continue with work, education, training and leisure
- Discuss flexible working options with employers *
- Be consulted on hospital discharge
- Have emergency time off from work to attend to a dependent and 1 week unpaid carer leave.

Legal Acts

The following acts are especially important to you in your caring role:

The Care Act 2014 and The Children and Families Act 2014

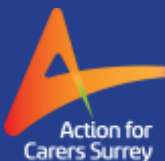
These Acts are the most useful when discussing carer rights. The Care Act is specifically for adults caring for adults and the Children and Families Act applies the law to adults caring for children and young carers under the age of 18.

Carers are afforded the same protection from harm in law as those they care for and protection from the impact of caring through the principle of Wellbeing.

Human Rights Act

Many of the rights listed in the Human Rights Act may be relevant to you in your caring role and include :

- The right to respect for private and family life
- Choices about things that affect you



Action for Carers Surrey

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Email CSAdmin@actionforcarers.org.uk
or visit www.actionforcarers.org.uk**



- access to medical treatment
- respecting your physical and mental well-being
- confidentiality of your personal information

Equality Act 2010

The Equality Act forbids discrimination on a number of specific grounds, including age, disability, race, religion or belief, gender reassignment, sex, sexual orientation, marriage or civil partnership or pregnancy and maternity. The Act can only be used to cover the listed groups - and the groups do not include carers.

However, the Act does also say that you cannot be discriminated against by 'association', so it could be used to cover a relationship with someone who is protected by the Equality Act - for example a disabled or older person.

That means that your caring responsibilities towards someone who is in a protected group may mean you are also protected by the Act.

You could use it, for example, if you were being treated unfavourably at work because you were caring for an older person or a disabled person.

Rights resources

British Institute for Human Rights
'A pocket Guide for Carers'
www.cogsclub.org.uk/carers/files/BIHR%20Pocket%20Guide%20for%20Carers_1.pdf

'Parents & carers advocating for their disabled children & their families: our human rights act for all the family'

www.parentandcareralliance.org.uk/files/ug-d/411bc4_f7c23ad5cc864381b7971963358c8590.pdf

CarersUK **'Your Rights in work'**
<https://www.carersuk.org/media/yf2aedvr/your-rights-in-work-april-2024.pdf>

'Being Heard: A self-advocacy guide for carers'
www.carersuk.org/help-and-advice/guides-and-tools/being-heard-a-selfadvocacy-guide-for-carers/

More on rights

Find more on our website
www.actionforcarers.org.uk/how-we-help/practical-support/your-rights-as-a-carer/

