

Surrey Heath Borough Council
Employment Committee
1st February 2024

Carers' Policy

Head of Service Sally Kipping – Head of HR, Performance & Communications
Report Author: Julie Simmonds, HR Manager and Alex Allen, HR Advisor
Key Decision: no
Wards Affected: n/a

Summary and purpose

This report provides the Employment Committee with details of a new Carer's Policy which details a new provision for staff with caring responsibilities beyond our Family Friendly Policy which is aimed towards children. It is to support the increasing number of staff who have to balance work obligations alongside caring responsibilities for say an elderly relative. It is also preparing for the new [Carer's Leave Act 2023](#) which comes into force on 6th April 2024.

Recommendation

The Employment Committee is advised to RESOLVE that the Carers' Policy, as set out at Annex A to this report, be adopted.

1. Background and Supporting Information

1.1 The purpose of this document is to have a Policy where staff feel supported and can give them options for dealing with situations as they may arise. This assistance can help the wellbeing of our staff with the aim of allowing them the time they may need to deal with caring responsibilities and the burdens these can bring.

2. Reasons for Recommendation

2.1 The Carers' Policy is aimed to support our staff with balancing work obligations and caring responsibilities which could lead to stress and the possibility of sickness absence.

3. Proposal and Alternative Options

3.1 It is proposed that the Carers' Policy is adopted, , with or without any further amendments considered appropriate.

4. Resource Implications

4.1 No increase of resources required.

5. Section 151 Officer Comments:

5.1 This Carers' Policy has been to CMT for review and comments.

6. Legal and Governance Issues

6.1 No further matters arising.

7. Monitoring Officer Comments:

7.1 This Carers' Policy has been to CMT for review and comments.

8. Other Considerations and Impacts

Environment and Climate Change

8.1 Supports the Council's pledge.

Equalities and Human Rights

8.2 Equalities Impact Assessment will be completed.

Risk Management

8.3 n/a

Community Engagement

8.4 Not applicable.

Annexes

Annex A – Carers' Policy