

## You have the right to protection against discrimination or harassment

The Equality Act 2010 is a law aimed at stopping discrimination and helping to encourage equality. This legislation protects you against direct discrimination or harassment because of your caring responsibilities.

You're already protected from discrimination and harassment if they happen at work. This law will protect you if you are caring for a disabled person when you:

- shop for goods
- ask for services
- get services
- use facilities like public transport

Understanding your rights can be useful if you feel you have been treated unfairly because of your caring role - you can read more on Carers UK's website.

### Further information can be found at:

[www.carersuk.org](http://www.carersuk.org)  
[www.shetlandcarers.org/news](http://www.shetlandcarers.org/news)  
[www.shetlandcarers.org/info/rights](http://www.shetlandcarers.org/info/rights)



Email: [carers@shetland.org](mailto:carers@shetland.org)  
Telephone: 01595 743980  
[www.shetlandcarers.org](http://www.shetlandcarers.org)



# Shetland Carers



## Carers Rights Day 21st November 2024

Carers Rights Day can help you understand your rights and access support available to you. This year's theme is 'Recognising your rights.'

Every day, 12,000 people become unpaid carers for a partner, family member or a friend - many of whom don't see themselves as carers, often unaware of their legal rights and what they're entitled to in terms of support and benefits. Knowing your rights may help you to access services, look after your health and wellbeing or could provide vital information and support in looking after your partner, family member or friend.

The more information you know, the more empowered you can feel. This helps you feel confident asking for what you need, as well as challenging things when your rights are not being met - whether that be in the workplace or education, in accessing health or social care, or when interacting with other professionals or at home.

### What are my rights as a carer?

From 6 April 2024 The Carer's Leave Act supports carers in work to take one week's unpaid leave per year if providing or arranging care for someone with a long-term care need.



### **You have the right to ask your GP Practice to identify you as a carer**

Caring can take its toll on an individual's health and wellbeing, and it is important to tell your GP so that they can support your health needs and work with you to address the health needs of the person you care for.

Even if the person you care for is not a patient at the same GP surgery, you should still let your GP know. If they are a patient at the same surgery, the surgery can link your records together and understand your needs more fully.

Your GP can identify you as a carer on your patient record, which may help you fall into a priority group for vaccines and other public health campaigns.

### **You have the right to request a carer's assessment**

Like many carers, you may find it easier to continue in your caring role if you can get some support and assistance. If it appears that you have needs for support, you can request to have a carer's assessment done. In Scotland, this is usually referred to as an adult carer support plan.

If you're over 18 and provide regular unpaid care for someone, you're entitled to a carer's assessment - it doesn't matter how much or what sort of care you provide.

### **You have the right to be consulted when the person you care for is discharged from hospital**

If you are a carer and the person you care for is being discharged from hospital, the hospital must identify and consult with you, where possible.

Carers UK has produced handy factsheets for carers which explain your

rights and what you can expect, helping take away some of the stress that can occur when someone close to you has been in hospital. These factsheets can be found on the Carers UK website.

### **You have the right (and choice) to request a free flu jab**

As a carer, it's important to look after your health and wellbeing and one way is to exercise your right to request a free flu jab, if you'd like to.

If you are the main carer for an older or disabled person who may be put at risk if you became ill, or if you are in receipt of Carer's Allowance, you should be offered a free flu jab.

Speak to your GP or local pharmacist or see Carers UK's website.

### **You have the right to unpaid carer's leave**

Earlier this year (2024), the Carer's Leave Act became law - giving employees juggling work with unpaid care the legal right to up to five days unpaid leave per annum. This will help many carers manage some of the day-to-day challenges they face - and help them stay in employment.

### **You have the right to request flexible working**

If you are juggling work with your caring responsibilities, you have the right to request flexible working.

The introduction of the new Employment Relations (Flexible Working) Act means that anyone, including unpaid carers, can ask their employer for changes to their working hours, times of work, or place of work, from day one. They will also be able to change their flexible working arrangement more than once a year, which will be a huge help too.