

The Carers (Scotland) Act 2016

As a Carer you are entitled to:

- Support from Moray Council based on your identified needs which meet local eligibility criteria. The need for a short break must be considered as part of this.
- An Adult Carer Support Plan or Young Carer Statement, if you ask for one.
- Help, information and advice from a range of health and social care services/professionals in the community, even if you do not meet eligibility criteria
- Involvement by Moray Council and Health and Social Care Moray in the development of carers' services.
- Information and advice on, amongst other things, emergency and future care planning, advocacy, income maximisation and carers' rights
- A local carer strategy prepared jointly between Moray Council and the local Health Board
- Involvement in the design and planning of services and care planning for the person you look after including hospital discharge.

Equality Act 2010

Protection from some forms of discrimination

Employers and providers of goods and services must not treat carers less favourably than those without caring responsibilities.

Work and Families Act 2006

The right to request flexible working

All employees have the right to request flexible working if they have worked for the same employer for 26 weeks, as long as they haven't already made a request within the last 12 months. Employers can only refuse requests for certain specified reasons.

Employment Rights Act 1996

The right to time off in emergencies

All employees have the right to take a 'reasonable' amount of time off work unpaid, unless otherwise contracted, to deal with an emergency/unforeseen matter involving a dependent or others who rely on them for help.

The right to parental leave

If you have worked for the same employer for 12 months and are responsible for a child under 18, you are entitled to 18 weeks leave per child, which must be taken by the child's 18th birthday. This time off is unpaid unless otherwise contracted.

Carers Leave Act 2023

The right to up to 5 days unpaid leave per year

Employees are entitled to 1 week's unpaid leave/year if providing/arranging care for someone with a long-term care need. Leave can be taken flexibly in half or full days for planned and foreseen caring commitments and is available from the first day of employment. It provides the same employment protections to employees as other forms of family-related leave, including protection from dismissal.

Human Rights Act 1998

Human rights are the basic rights and freedoms afforded every person, regardless of age, descent, belief. While they can never be taken away, they can be restricted if you break the law or in the interests of national security. Based on such values as dignity, fairness, equality, respect and independence they cover your right to:

- be seen as an individual and not just a carer
- be heard
- know what is good for you
- decide whether you want to provide care or not
- be kept in the loop
- have a life of your own

Quarriers Carer Support Service (Moray)

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