



Survey of Working Carers [organisation] : Combining work and care

Introduction

The University of Sheffield's Sustainable Care research team (circle.group.shef.ac.uk/sustainable-care/) is conducting a survey to identify the impacts of combining caring responsibilities with paid employment. [organisation] is one of a number of organisations taking part in this international research project.

We welcome your response if you combine your paid work with caring.

A carer is anyone who cares, unpaid, for a family member, friend, neighbour or others who, due to illness, disability, a mental health problem or an addiction cannot cope without their support.

The purpose of the survey is to help us understand the challenges of combining work and care, and how employers can best support working carers. This is an important opportunity for working carers to share their experiences and views with researchers and policymakers.

The information gathered through the survey will be used by us for writing research reports and academic journal articles. All information will be treated in absolute confidence and all data produced will be anonymous - it will not be possible to identify individuals. The survey can be completed in just a few minutes.

The survey will close on Friday 7th December 2020.

Thank you for your time, we value your participation in this important study which will inform government legislation on the rights of all working carers.

PLEASE READ THIS BEFORE COMPLETING THE SURVEY:

The questions on the following pages refer to unpaid care that you provide for a family member, friend, neighbour or others who, due to illness, disability, a mental health problem or an addiction, cannot cope without their support. This includes:

- an adult or a child with a limiting mental or physical long-term illness
- a disabled adult or child
- an older person

Please note that this definition does not include other child care responsibilities.

If you provide care for more than one person, please think about the person for whom you provide most care. The survey questions begin on the next page.

1.

Do you have caring responsibilities outside of your work at [Organisation]

- ☐ Yes [Please proceed to Question 2]
- ☐ No [Please exit the survey, it is for working carers only]

2. The person I provide the most care for is...

- | | |
|--|---|
| <input type="checkbox"/> My spouse/partner | <input type="checkbox"/> My child or grandchild (aged under 20) |
| <input type="checkbox"/> My parent/parent-in-law | <input type="checkbox"/> My adult child or grandchild (aged 20 or over) |
| <input type="checkbox"/> My grandparent | <input type="checkbox"/> Another relative or family member |
| <input type="checkbox"/> Other (please specify) | |

**3. Please tell us about the situation of the person you provide care for. The person I provide care for...
(tick all that apply)**

- ☐ Has a physical disability
- ☐ Has a learning disability
- ☐ Has a sensory impairment
- ☐ Has a mental health problem
- ☐ is frail and/or has limited mobility
- ☐ Has dementia
- ☐ Has another neurological condition (e.g. Parkinson's Disease or MS)
- ☐ Has HIV / AIDS
- ☐ Has problems related to substance abuse / addiction
- ☐ Has a long-term illness, is recovering from illness, or is terminally ill
- ☐ Other (please specify)

4. How long have you been providing support for this person ?

- | | |
|---|---|
| <input type="checkbox"/> Less than 6 months | <input type="checkbox"/> More than 5 years but less than 10 years |
| <input type="checkbox"/> More than 6 months but less than 2 years | <input type="checkbox"/> 10 years or more |
| <input type="checkbox"/> More than 2 years but less than 5 years | |

5. Does this person you care for live alone ?

- ☐ Yes, in the same city/area as me [Please, go to question 7].
- ☐ Yes, in another city/region [Please, go to question 7].
- ☐ Yes, in another country (outside the UK). [Please, go to question 7].
- ☐ No.

6. Who does the person you care for live with ?

- | | |
|--|---|
| <input type="checkbox"/> With me | <input type="checkbox"/> With other relatives in another country (outside the UK) |
| <input type="checkbox"/> With other relatives, in the same city/area as me | <input type="checkbox"/> In a care home/ similar institution, in the same city/area |
| <input type="checkbox"/> With other relatives, in another city/region | <input type="checkbox"/> In a care home/ similar institution in another country (outside the UK) |

7. Please indicate, for a typical week, the total number of hours of care you provide for the person you mentioned in question 2. (Tick one only).

- ☐ 1-9 hours per week
- ☐ 10-19 hours per week
- ☐ 20-29 hours per week
- ☐ 30-39 hours per week
- ☐ 40-49 hours per week
- ☐ 50+ hours per week

8. Please tell us what kind of care you provide (Tick all that apply).

- ☐ Personal care (e.g. dressing, bathing, washing, shaving, cutting nails, feeding, using the toilet)
- ☐ Physical help (e.g. with walking, getting up and down stairs, getting into and out of bed)
- ☐ Practical help (e.g. preparing meals, shopping, laundry, housework, household repairs, providing transport/ driving, taking to doctor/hospital)
- ☐ Helping with medicines (e. g. making sure he/she takes pills, giving injections, changing dressings)
- ☐ Helping with paperwork / financial matters (e. g. writing letters, filling in forms, dealing with bills, banking)
- ☐ Visiting / keeping him/her company / providing emotional support, motivation or supervision (e. g. visiting, sitting with, reading to, talking to, listening, giving comfort, advice, playing cards or games)
- ☐ Taking him/her out / supporting social and leisure activities (e.g. taking out for a walk/drive, or to see friends or relatives)
- ☐ Other

9. We would like to form an impression of how your caring situation affects you. Please select a response which describes how the following statements best fits with your current caring situation

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Providing care gives me a sense of fulfilment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some relational problems with the person I care for (e.g. communication problems; he/she is very demanding and behaves unpredictably).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some problems with my own mental health (e.g. stress, fear, gloominess, depression, concern about the future).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some problems with my own physical health (e.g. more often sick, tiredness, physical stress).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some financial problems because of my care tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I need it, others support me in providing care (e.g., family, friends, neighbours, acquaintances).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some problems combining my care tasks with other daily activities (e.g. household activities, work, study, family and leisure activities).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ABOUT YOUR WORK SITUATION

10. What is your current employment status ? (Please tick all that apply)

- | | |
|--|--|
| <input type="checkbox"/> I work full-time (35 hours or more per week). | <input type="checkbox"/> I am an agency worker |
| <input type="checkbox"/> I work part-time (less than 35 hours per week). | <input type="checkbox"/> I have a " zero hours" contract |
| <input type="checkbox"/> I have a fixed-term contract. | <input type="checkbox"/> I have more than one paid job |
| <input type="checkbox"/> I have a permanent or open-ended contract. | |

11. In which of the following grade bands is your current job ?

☐ 1-5

☐ 15-16

☐ 6-10

☐ Prefer not to say

☐ 11-14

Other (please specify)

12. Which of the following best describes your position ?

☐ Service Manager

☐ Team Manager

☐ Office Worker

☐ Frontline Worker

☐ Other (please specify)

13. How long have you been working for [organisation]?

☐ Less than 6 months

☐ 6 months or more but less than 5 years

☐ 5 years or more but less than 10 years

☐ 10 years or more

14. Are you aware of your legal right to request flexible working after 26 weeks of service with your employer ?

☐ Yes

☐ No

15. Are you aware of your legal right to request unpaid time off from work for dealing with an emergency involving the people you care for ?

☐ Yes

☐ No

16. Are you aware of the following supports available to employees with care responsibilities at [organisation] ? (Tick all that you are aware of)

- | | |
|--|--|
| <input type="checkbox"/> Reduction in working hours | <input type="checkbox"/> Carers special leave to attend medical appointments |
| <input type="checkbox"/> Carer/Domestic leave | <input type="checkbox"/> Career break |
| <input type="checkbox"/> Domestic leave (including bereavement leave) | <input type="checkbox"/> [organisation] Working Carers forum |
| <input type="checkbox"/> Flexi-time | <input type="checkbox"/> Use of private time to make and receive calls |
| <input type="checkbox"/> Special leave for a family or similar emergency | <input type="checkbox"/> Other support, e.g. employee wellbeing programme |
| <input type="checkbox"/> Job share | <input type="checkbox"/> Signposting to external sources of information (e.g. help with caring and finances) |
| <input type="checkbox"/> Working from home (when operationally practicable) | <input type="checkbox"/> I am not aware of any workplace support for working carers |
| <input type="checkbox"/> Other (please specify) | |

17. Have you ever asked to modify your working arrangements, using any of the support mentioned in question 16 ?

- ☐ Yes (go to question 18)
- ☐ No (go to question 21)

18. If so, which policies ? (Tick all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Job share | <input type="checkbox"/> Extended domestic leave (including bereavement leave) |
| <input type="checkbox"/> Reduction in working hours | <input type="checkbox"/> Career break |
| <input type="checkbox"/> Flexi-time | <input type="checkbox"/> Use of private time to make and receive calls |
| <input type="checkbox"/> Working from home (when operationally practicable) | <input type="checkbox"/> [organisation] working carers forum |
| <input type="checkbox"/> Special leave for a family or similar emergency | <input type="checkbox"/> Other support, e.g. employee wellbeing programme |
| <input type="checkbox"/> Carers special leave to attend medical appointments | <input type="checkbox"/> Signposting to external sources of information (e.g. help with caring and finances) |
| <input type="checkbox"/> Carer/domestic leave | |
| <input type="checkbox"/> Other (please specify) | |

19. Was your request accepted ?

- ☐ Yes
- ☐ No [go to question 22]
- ☐ If no, please add any further information to clarify your answer:

20. Did it help you to manage your care responsibilities ?

- ☐ A lot
- ☐ A little
- ☐ Not at all
- ☐ N/A

21. Apart from the above – Is there any other workplace support that you would find helpful to help you in combining work and care ?

22. Do you manage staff in your current role ?

- ☐ Yes
- ☐ No[go to question 25]

23. Have you received any training about carers ?

- ☐ Yes
- ☐ No

24. On the scale below, please rate your agreement with each of the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I feel comfortable speaking about my care responsibilities with my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident enough to discuss my caring situation with my manager and request any help I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy for me to find information about the forms of support that my employer provides to carers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As a working carer, I feel supported by my team and co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to take my annual leave for leisure activities and family time, rather than to provide care and/or catch up work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager is sympathetic to my caring situation and offers appropriate support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't have problems at work (e.g. bullying) because of my caring responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My role as a carer would not disadvantage me if applying for training or a promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I feel confident about my future in regard to both my care and work situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. During the past year, I have considered giving up my job in order to concentrate on my care responsibilities.

- ☐ Yes
- ☐ No

26. During the last year, I have considered giving up my caring role in order to concentrate on my work.

☐ Yes

☐ No

27. Please add any other comment on your experience as a working carer at[organisation]l.

ABOUT YOU

28. What is your age ?

29. Please indicate your gender

☐ Male

☐ Female

☐ Prefer not to say

☐ Prefer to self-describe

30. What is your ethnic group ? *(Choose the option which best describes your ethnic group or background).*

☐ White (British or other nationality)

☐ Black/African/ Caribbean/ Black British

☐ Mixed/ Multiple ethnicity

☐ Other ethnicity

☐ Asian/Asian British

☐ Prefer not to say

☐ Prefer to describe

31. What is your sexual orientation ?

- ☐ Bisexual
- ☐ Gay or Lesbian
- ☐ Heterosexual/Straight
- ☐ Prefer not to say
- ☐ Prefer to describe

32. Do you have any long standing physical or mental health condition, illness, impairment or disability?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

33. Do you have any childcare responsibilities (e.g. parent/guardian) ?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

FOLLOW UP INTERVIEWS

In the next few weeks, some people who have completed this survey will be invited to take part in an interview. This is an important part of the research, designed to explore in depth working carers' experiences of combining work and care, what kind of support is most helpful, and what other forms of support would be helpful.

The interview would take place by telephone or video-call at a time convenient to you. Anonymized information collected in the interviews will be used in producing research reports and academic papers. It will not be possible to identify you or any other interviewee.

If you are willing to take part in a follow up interview, please enter your contact details below. Your data will be kept strictly confidential and will only be shared with the researchers directly involved in this study

For further information or enquiries about the Sustainable Care programme at the University of Sheffield, please contact Dr Kelly Davidge, Programme Manager: k.s.davidge@sheffield.ac.uk. The Sustainable Care programme is led by Professor Sue Yeandle (Principal Investigator), and receives its main funding from the Economic and Social Research Council at the UKRI.

Thank you very much for taking the time to complete this survey

34. Contact details

Name

Email Address

Phone Number