

Carers Leave Act 2023

What is the new law?

A new law that came into force on **6 April 2024**.

- One week's **unpaid** leave in each **12-month rolling period** if you have a **dependant** with a **long-term care need**
- Half days, days or blocks
- **Notice** – either twice as many days as the period or three days (whichever is greater)
 - No evidence required, no written notice required
- Right to postpone, not decline if certain conditions are met
- Protection against detriment and dismissal

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 - "Dependant":
 - Spouse
 - Civil partner
 - Child
 - Parent
 - **OR** live in the same house as the employee (but not a boarder, employer lodger or tenant)
 - **OR** reasonably rely on the employee to provide or arrange care
- "Long term care need":
 - Illness or injury that requires or is likely to require care for more than three months;
 - **OR** have a disability for the purposes of the Equality Act 2010
 - **OR** require care for a reason connected with their old age

GUIDANCE FOR EMPLOYERS



IP INCLUSIVE

Working for diversity and inclusion in IP

Why does it matter?

- On average 600 people a day in the UK leave work to care because of the pressures they face¹
- Already the average person has a 50:50 chance of caring by age 50 – long before they reach retirement²
- Businesses that create an environment where caring is normalised will be in the best position to recruit and retain the best talent.

^{1, 2} CarersUK 'Preparing for the Act' Guidance [prepare-for-the-act.pdf \(carersuk.org\)](https://www.carersuk.org/prepare-for-the-act.pdf)

GUIDANCE FOR EMPLOYERS

Awareness Raising:

- Create carer networks and communities
- Seek out role models to share experience
- Create a policy so that everyone knows how to access leave
- Share other related policies

Training:

- Increase confidence amongst managers
- Know your people
- Consider alternative / additional flexible solutions

[Carer-friendly workplaces: Guide for people professionals | CIPD](#)

