

## PRINCIPLES FOR CARERS



### **Principle 1: RECOGNITION**

Carers are recognised for the central role they play in the well-being of the person they are caring for, in community capacity, in society and economic prosperity.



### **Principle 2: EQUAL OPPORTUNITIES**

Carers have a right to equal opportunities and the ability to specify preferences in all spheres of life, including to what extent they want to be involved in care.



### **Principle 3: INFORMATION AND KNOWLEDGE**

Carers have a right to access the information, advocacy and training, appropriate to their stage of the caring journey, and to look after their well-being.



### **Principle 4: HEALTH AND WELL-BEING**

Carers have a right to access support and time off from caring to uphold their physical and mental health, to make and maintain social connections and to pursue interests outside of their caring responsibilities.



### **Principle 5: EMPLOYMENT**

Carers have a right to combine caring with paid employment, be supported by their employers and have equal opportunities to remain in and return to work.



### **Principle 6: FINANCIAL SECURITY**

Carers do not experience economic hardship as a result of caring and are financially secure through schemes that alleviate the pressure on personal finances from caring.

IACO defines carer (also referred to as caregiver or family carer) as an unpaid individual, such as a family member, neighbour, friend or other significant individual, who takes on a caring role to support someone with a physical disability, a debilitating cognitive condition or a chronic life-limiting illness.

## RECOGNITION

Carers are recognised for the central role they play in the well-being of the person they are caring for, in community capacity, in society and economic prosperity.

- Carers are recognised by governments and in relevant legislation.
- Carers are routinely identified, valued and supported in their caring role, and are helped to identify themselves as carers to seek and receive support when they need it.
- Carers' contributions and impact are routinely quantified and valued, such as through inclusion in national surveys.
- Carers' experience and knowledge are recognised and reflected in policy, programmes and practice.

## EQUAL OPPORTUNITIES

Carers have a right to equal opportunities and the ability to specify preferences in all spheres of life, including to what extent they want to be involved in care.

- Carers are recognised in equality and inclusion statutes.
- Carers have equal access to learning and education opportunities.
- Carers have reliable alternatives enabling them to tailor caring to their diverse needs and experiences.
- Programs and practices enable carers to choose the level and degree to which they provide care.

## INFORMATION AND KNOWLEDGE

Carers have a right to access the information, advocacy and training appropriate to their stage of the caring journey, and to look after their well-being.

- Carers find and receive continuously updated and tailored information about caring and support to meet their needs at all stages of the caring journey.
- Carers have access to advocacy to help them access support.
- Carers obtain training and tools to develop their own knowledge and skills in carrying out their caring role and looking after themselves.

## HEALTH AND WELL-BEING

Carers have a right to access support and time off from caring to uphold their physical and mental health, to make and maintain social connections and to pursue interests outside of their caring responsibilities.

- Health and social care systems actively identify carers and provide them with emotional, practical and social support to maintain their health and well-being.
- Carers are provided with support to avoid isolation and loneliness.

## EMPLOYMENT

Carers have a right to combine caring with paid employment, be supported by their employers and have equal opportunities to remain in and return to work.

- Employers are provided with a legislative framework to create and promote carer-friendly employment policies and practices including identifying carers, valuing their input and providing flexible working arrangements.
- Carers have equality of opportunity in the workplace and can return to work.
- Employers recognise the skills that carers gain through caring and this is reflected through reviews and recruitment.

## FINANCIAL SECURITY

Carers do not experience economic hardship as a result of caring and are financially secure through schemes that alleviate the pressure on personal finances from caring.

- Carers have access to advice about their financial situation and planning, and how to navigate all the types of financial support available to them.
- Carers are provided with financial supports that prevent short- and longer-term financial hardships caused by caring.