



changing the way we live and work

# Waving *not* drowning

- Working Families' project for carers and parents trying to combine paid work and caring for disabled children/adults

# Waving *not* drowning

- E-bulletin and e-newsletter
- Helpline
- Publications
- Events

Time Off

# Emergency Leave for Dependants

- Must be an employee
- Unexpected event involving a dependant
- Includes break down of usual care arrangements
- Short time off (1-2 days?) to sort things out
- Notice
- Unpaid

# Parental Leave

- Must be an employee
- Must have been with employer at least one year
- Must give 21 days notice
- 18 weeks altogether
- Unpaid

# Parental Leave

- Not more than four weeks in a year
- For each child – take it before they are 18
- For a disabled child (DLA/PIP) – can take it in units of one day
- For non-disabled child – take it in units of one week

# Right to Request Flexible Working

Flexible working includes:

- Changing your hours
- Changing where you work



# Right to Request Flexible Working

- Must be an employee
- Must have worked for your employer 26 weeks

# Right to Request Flexible Working

- In writing (form available at [www.gov.uk](http://www.gov.uk))
- Dated
- Legislation
- Working pattern requested
- Suggest how employer can accommodate request

# Right to Request Flexible Working

Your request can be turned down

- Burden of additional costs
- Detrimental effect on ability to meet customer demand
- Inability to reorganise work among existing staff
- Inability to recruit additional staff
- Detrimental impact on quality

# Right to Request Flexible Working

- Detrimental impact on performance
- Insufficiency of work during periods you propose to work
- Planned structural changes

# Right to Request Flexible Working

- If appeal fails may still have other rights, eg indirect sex discrimination

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