

Supporting working parents and caregivers

Advice and resources to help employers support their people who have caring responsibilities.



Networking groups

Create an internal networking group for employees to meet up, share advice and talk to others in a similar situation. It could be via a Teams group or coffee morning sessions.



Seek feedback from employees

It's important to find out what your employees want. A quarterly pulse survey can help to understand how they're feeling. We've included an example survey in the resources section below.



Flexible working options

Offer flexible working where possible and trust employees to own their time. Small changes, such as allowing your people time off to attend appointments instead of using valuable annual leave, can make a big difference.



Employee Assistance Programmes

Our [EAP](#) supports employees' mental and physical health. It includes access to a 24/7 Advice and Information Line as well as 24/7 online GP appointments for employees and their dependent children. Optional extras include care advice and a second medical opinion.



Webinars, workshops and coaching

[Webinars, workshops and coaching](#) are designed to give employees the skills and confidence to improve their own health and wellbeing.

75%

of carers in employment worry about continuing to juggle work and care (Carers UK, 2022).

Useful resources and external support



Advice hub

Our [advice hub](#) provides free resources, guides, webinars and blogs to support HR teams, managers and leaders with their wellbeing strategies.



Employee survey

Pulse surveys are one of the easiest ways to improve your wellbeing strategy and find out what support your people need the most. Download our sample questions [here](#).

Get in touch

Contact us for a free consultation and help with your workplace wellbeing strategy.

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<https://www.westfieldhealth.com/bookameeting>



Charities for further support:

- **Working Families**
The UK's national charity for working parents and carers.
workingfamilies.org.uk/
- **Gingerbread**
The leading national charity working with single parent families.
gingerbread.org.uk/
- **Carers UK**
A UK charity that provides advice, information and support to carers.
carersuk.org