

**Clatterbridge Centre
for Oncology NHS
Foundation Trust**

Name of Policy
Carer Support Policy

What is the aim of the policy?
To help carers who are employees remain in employment if this is their wish To give those employees, who give up paid work in order to care, an opportunity to return to employment when their caring responsibilities end
<i>NOTE - Quote directly from policy documentation.</i>

What outcomes do we want to achieve for this policy or function, & for whom?
To ensure that all staff have the opportunity to apply for carer support.,with the knowledge that they have a right to return
<i>NOTE - Wherever possible in responding to these questions, be specific, & name organisations, individuals &/or equality categories: Race, Gender, Age, Disability, Religious &/or Sexual Identity.</i>

Who are the key stakeholders in the policy?
The individual The Trust HR Departments

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Who is intended to benefit from this policy, & in what way?
All Trust staff
<i>NOTE - Wherever possible in responding to these questions, be specific & name organisations, individuals &/or equality categories</i>
What impact will the proposal have on any services currently provided or on our staff and/or stakeholders
None
How do the outcomes help or hinder other organisational objectives, policies or values?
It allows the Trust to retain staff with the skills, knowledge and experience in which it has invested
If there are associated objectives of the policy, what are they?
To support the employee via The Trust's Counselling Service The Occupational Health Department Access to a telephone to enable them to check at intervals in the working day on the person being cared for Training and development opportunities which are planned to respect their commitments

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Who implements the policy & who is responsible for it?

Heads of Department ,HR

How relevant is the policy to each Equality category? Based on your answers above, is the policy of High, Medium, or Low relevance:

(tick one box for each Equality category)

Category	High	Medium	Low
Age			x
Disability			x
Ethnicity (Race)			x
Gender (Sex)			x
Religion or Belief			x
Sexual Orientation			x

Are there any concerns the policy could have a differential impact on the grounds of racial or ethnic origin?

No

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Are there any concerns the policy could have a differential impact on the grounds of religion or belief?
No

Are there any concerns the policy could have a differential impact on the grounds of disability?
No

Are there any concerns the policy could have a differential impact on the grounds of age?
No

Are there any concerns the policy could have a differential impact on the grounds of sexual orientation?
No

Are there any concerns the policy could have a differential impact on the grounds of gender?
No

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Is there enough evidence to proceed directly to a Full Impact Assessment?

Y N