

## Support for staff with caring responsibilities: The experience of a UAL staff member

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I have been working at UAL since May 2012, a year after my husband suffered a serious brain injury which has left him unable to work. When I was offered the role, I negotiated a 0.8 contract with one day a week at home.

My role as chief carer for my husband as well as children, meant that I knew I would need a day a week working at home in order to be around for him and for appointments he might have.

I have had a very positive experience from UAL - a very supportive manager and colleagues. I am able to work flexibly on my day at home and where reasonable, occasionally work more compressed days to be home more.

A typical work day for me would be getting children ready for school, ensuring my husband is clear on what is doing for the day, where he has to be and when and what I am expecting him to achieve. I leave for work just before the children are off to school and normally check in with my husband once during the day. I need to be clear on when I am leaving work and can't stay late unless it's planned.

The supportive and enabling attitude of the University to my situation has made it easy to feel valued and to be committed to my role. I am trusted to get on with things and am not micro-managed, but have regular meetings with my manager. This will probably mean I will stay working at UAL.

My tips for carers would be not to be afraid to ask and for managers, to demonstrate that you trust your staff.