

# Carers and Equalities, Taking a Diverse Approach

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# Equalities

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- Equality Act 2010 covering nine protected characteristics e.g. gender, age, sexual orientation, race, religion, marital status, disability, gender reassignment and pregnancy
- Discrimination by association – new and European Court case: Coleman v Attridge Law
- Principle of non-discrimination and non-harrassment
- Common principle of equality of opportunity

# Equalities and carers in numbers

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- 13% of population are carers
- 6.5 million people
- 58% are female, 42% male, but opposite for oldest carers
- Gendered difference in tasks, approaches, time, paid employment
- Most prevalent age: 50 – 64
- But 175,000 young carers
- 3 million work out of 4.3 million working age

# Equalities and carers in numbers

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- 600,000 Black, Asian and Ethnic Minority carers, but tend to be younger, and huge local variation from majority to minority.
- Research shows that religion and belief can play a large part alongside culture.
- Around two thirds of carers in State of Caring have a faith.
- Lesbian, Gay, Bisexual and Transgender carers – new Carers UK estimates: 390,000 carers

# Equalities and carers in numbers

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- 390,000 carers in bad health (Census 2011) – twice as likely as non-carers, three times for younger carers
- 40,000 carers also have disability payment (DLA)
- Most care for parents – 40% but 9% care for friend or neighbour
- Numbers change often, in locations, as do attitudes and assumptions

# Diversity and caring

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- 1.4 million caring for over 50 hours
- Impact of caring does not equate with hours caring e.g. caring for children/health
- Disability difference: 13% caring for mental health
- Relationship – parent, partner, child
- Caring at a distance provides different challenges – not there, not visible, permissions for information more difficult
- Employment – carers less likely to be in paid work, more likely part-time work

# Diversity and caring

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- More likely to be in rural areas and older – higher prevalence (Census 2011)
- Rural challenges different to city challenges – distances, services sparsity and lack of anonymity
- Caring more hours, lower income.
- However, self-funders very little state support
- Full time carers less likely to have social interaction, relationship breakdown more likely
- Cultural expectations still follow norms...

# Equality of Opportunity

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- Mixing support methods and challenging assumptions
- Face to face not always preferred, some prefer online interaction.
- Internet and social media has extended a world of opportunity – 24 hour carer led support, information and advice on hand, 24 hours, international support.
- Visual, written, heard examples with diverse situations matter



# Solutions for all

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- Different media – e.g. cartoons
- Traditional methods matter e.g. leaflets, face-to-face
- Story-telling can appeal to many
- Diversity check through prevention – the working carer is potentially the benefit claimant of tomorrow.
- Evaluation of activities tells you who, how, where, when: asking the question changes practice e.g. transgender

# Solutions for all

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- Different media – e.g. pictures and words – cartoons
- Traditional methods matters e.g. leaflets, words, face-to-face
- Story-telling can appeal to all and many
- Diversity check through prevention – the working carer is potentially the benefit claimant of tomorrow.
- Evaluation of activities tells you who, how, where, when and is part of changing practice

# Diversity brings opportunity

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- Some additional costs, but not always
- New markets for business – tech solutions
- Economic benefit of sustaining work for many
- Markets for care can be more flexible, local or global
- New consumers – realising they are carers
- Greater resilience and fewer health problems
- Less family breakdown
- Improved quality of life
- A learning world and a world of learning

# Contacts:

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**Thank you!**