CARERS RIGHTS DAY 2026

Workplace Inclusion

A first conversation about caring at work

A conversation planner for unpaid carers and line managers in Great Britain.

Before the conversation

Pick one work difficulty you want to discuss, such as appointments clashing with shifts. Ask for a private conversation and think about one or two changes that might help. You can explain the effect on your work without sharing someone else's medical history.

During the conversation

Discuss what is predictable, what can change suddenly and what the team can cover. Explore a trial change such as earlier rota notice, a temporary shift swap or an agreed way to flag an urgent change. Ask HR about the organisation's policies and any relevant formal routes.

Before you finish

Record the arrangement, who needs to know and the review date. Agree what to do if the arrangement stops working. For up-to-date guidance on statutory routes, see Acas below.

WORDS YOU CAN USE

"I have caring responsibilities and some appointments clash with my shifts. Could we discuss earlier rota notice or a trial swap arrangement and review how it works?"

WHERE TO GO NEXT

Acas · Carer's leave

Acas · The right to request flexible working