

CARERS UK
the voice of carers

Out of pocket

A survey of carers' lost earnings



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Don's story

"My sister Sheila was born with a learning disability and my parents cared for her their whole lives. When they died my sister was all I had left. I knew I would step in and take care of her. Although I'd seen what caring had done to my parents, I only thought it would be temporary and didn't realise quite what a devastating impact being a carer would have on my life.

Within a couple of months of starting caring I knew I had no option but to give up work. I'd had a good wage as an engineer for British Aerospace and suddenly I was living on benefits. I knew carers could claim an allowance but I had no idea it would be just £48 per week. Frankly it's insulting.

When I became a carer every day was a struggle – people have no idea how hard it is to look after someone round the clock. It is especially hard at the beginning, when you get no help or support. Money is always a worry. I ended up £8,000 in debt just so I could pay for the things my sister needed. I've had to make some tough choices and cut right back, even on things like food shopping. Things I used to take for granted like holidays and clothes are now an unaffordable luxury.

It would cost thousands to keep my sister in residential care. Don't get me wrong I want her to have her own life and I want to help her achieve that for as long as possible.

But all the same surely as a carer I'm worth more than £48 per week?"

Don Jones, a carer from Bristol





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Summary of findings

1. Carers lost out on an average of £11,050 in earnings in the year prior to the survey due to giving up work, cutting their hours or taking a more junior position. 3,000 carers were surveyed in total and 1,093 carers answered this question.
2. Those caring for the highest number of hours lost out on the most money. The average for those caring for more than 50 hours per week was £11,986 whereas for those caring for less than 20 hours it was £6,481.
3. Carers in their late fifties and early sixties faced the biggest loss in earnings. Those aged 60-64 lost most at £13,220, followed by those aged 55-59 who lost £12,247. These carers face forced early retirement and a reduced pension.
4. Men lost out on an average of £13,681 compared to an average of £10,083 for women.
5. The financial impact of caring can last for decades – those caring for more than 20 years reported that they had lost out on an average of £12,007 in the year prior to the survey.
6. Carers in England lost the most in earnings (£11,370), followed by Scotland (£11,291), Wales (£10,192) and Northern Ireland (£8,215).
7. Those caring for a parent or partner lost the most earnings, although there was not a huge variation based on who they were caring for.



Acknowledgements

Carers UK would like to thank all those carers who took the time to complete the questionnaire. We would also like to thank Professor Sue Yeandle, Dr Lisa Buckner and the rest of the team at the University of Leeds.



Introduction

It has long been acknowledged that work is good for people, not just for their bank balance, but also for their health, well-being and self esteem. The Government's welfare to work policies are based on the premise that work is not only good for society and the economy, but also for the individual. In the era of almost full-employment, the work-life balance agenda has made huge strides, embedding the idea that all sections of the population should have access to work and a life outside work. This understanding of the crucial role that work plays should apply to those with caring responsibilities as much as to anyone else, yet until recently carers were not recognised as having any specific rights at work and many continue to lack the support they need to combine working and caring.

Carers, like other people, value work both for income (and pension contributions) but also for the social contact it provides. Employment can provide feelings of being valued and recognised for your contribution. Unfortunately, this is not the case for caring and we know that better recognition of their role is carers' number one priority for change.¹

Government policy has recognised that carers should be supported to work. The Carers (Equal Opportunities) Act 2004 ruled that a carer's assessment must take into account whether the carer works or wishes to work, and also consider their wish to study or undertake leisure activities.

In 2007 the Government introduced legislation giving carers the right to request flexible working from their employer. Parents of children under 6 (and disabled children under 18) have had this right since 2003 and it has been successful with nine out of ten requests accepted.

It is hoped that the right to request flexible working will be similarly successful for carers, but there is a long way to go to

give carers a genuine choice about whether to work, and what job they wish to do.

This report calculates the cost to carers of giving up work or being forced to reduce their hours, in order to make a persuasive case for more support as part of the National Carers Strategy. Currently around one in five carers gives up work to care² and many more reduce their hours or pass up promotion opportunities.

A reduced income not only means it is more difficult to make ends meet, it increases the risk of social exclusion for carers and their families (particularly any children they have) as they are less likely to be able to undertake social activities. It also means the carer is less able to save for their retirement or their own future care needs.

This report demonstrates for the first time the extent of the financial penalty faced by carers by showing the amount of earnings lost by carers annually. It includes statistics from a survey of nearly 3,000 carers carried out during January 2007. Other results from the survey were published in the report *Real Change not Short Change* in May 2007.

This report also includes (in the Appendix) data for the number of working carers in each local authority in the UK. These figures show the vast numbers of carers (a total of 2.9 million across the UK) who are combining work and care. Whilst not all of these people will see their career affected by caring, some will struggle to combine these two roles and may be forced to give up work. This report describes the financial impact of this, and sets out recommendations for Government to ensure that in the future carers are better supported to combine work and care.



CHAPTER 1 The current evidence on carers and work

The 2001 Census showed that there are 4.4 million carers of working age in the UK, but of these only two thirds are in paid employment.³ This leaves around 1.5 million carers of working age who are not in employment.

Recent research from Carers UK shows that many carers struggle to combine work and care.⁴

Giving up work or reducing their hours could compound existing financial problems that carers face. Research earlier this year⁵ found that a third of carers were in debt and one in ten could not afford their rent or mortgage. For carers in this situation, giving up work would be financially crippling.

“I had to give up a very good career to care for my now severely disabled husband. I face many years on a massively reduced income with a high mortgage and little prospect of returning to work. We planned for retirement, not this.”

There are a number of reasons why carers may be forced to give up work and in different cases a different reason may dominate. However it is likely that a number of factors will contribute to a carer's decision about work, and policy must be joined up and reflect these many influences.

The main reasons carers are often forced to give up work or reduce their hours are:

- lack of appropriate support services
- a lack of flexibility at work or unsupportive colleagues
- the cost of replacement care, lack of tax incentives, and an inflexible benefits system can mean carers are made worse off by working and are trapped on benefits
- a refusal by the person they care for to accept formal care services.

In some cases, the decision to give up work may be one that the carer is entirely happy with, for example if they wish to be the person to provide the care to a family member or friend. However even if this choice is made freely, carers should not be forced to live in poverty and trapped on benefits for the rest of their lives. Employment services, care services and employers need to be flexible enough to allow carers to return to paid work when they are no longer caring.

Lack of appropriate support services

Carers UK's recently published *Carers, Employment and Services Report Series*, undertaken by the University of

Leeds, has provided vital new information about how services impact on a carer's ability to work. Care services can be critical for carers wishing to work, in the same way it is for parents who need good quality and affordable childcare. Over 40% of those caring full time and not in work said they could not return to employment because the services available did not make a job possible. Just a quarter of working carers felt they had adequate support from formal services for them to combine work and care.⁶

Often carers do not need a huge amount of support, but the services provided must be reliable, flexible and affordable. Between 40 and 50% of working carers say that a lack of flexibility and sensitivity in the delivery of services hampers them in obtaining support.⁷

Carers also need breaks to recharge their batteries and look after their own health and social life. We know that very few working carers are getting carers' breaks and less than one quarter of those surveyed for the *Carers, Employment and Services Report Series* had access to respite care services.⁸

“I might have to take a less senior management position which would mean reduced salary due to needing flexible hours for hospital appointments.”

A lack of flexibility at work or unsupportive colleagues

The *Carers, Employment and Services Report Series* also showed that more than half of those surveyed said that their employers were 'carer-friendly'. This is a positive finding and shows that carer awareness is widespread among employers, although there are differences between sectors.⁹

The right to request flexible working, which carers have had since April 2007, seems to be being gradually embedded into employers' policies. The CBI recently found that employers had accepted 93% of requests, either in full or with a compromise agreed.¹⁰

Anecdotally however, calls to the Carers UK helpline CarersLine have indicated that awareness about the right is still low among some managers. Carers have reported that they have been asked to provide proof of their caring responsibility, something which is not mentioned in the regulations. This proves the importance of manager training and involvement in designing an organisation's carers' policy.

Carers UK believes that managers would find it easier to implement flexible working if every employee had the right to request it. This would remove the continued stigma



associated with flexible working, particularly part-time work, and start to embed flexibility within organisations' working practices. In the *Carers, Employment and Services Report Series*, almost half of those working part-time said they were only in work of this type because of their caring responsibilities.

"I have to work to pay the mortgage and bills, but have had to take a lower paid job with less responsibility in order to balance caring/working. As my son is at home all day alone, in cold weather he has the heating on all day and the bills are high."

Benefit rules which mean they would be better off not working

In *Real Change not Short Change* we highlighted some of the benefit rules which make it difficult for carers to combine work and care, and to move from benefits to work. The fact that

carers can only earn £95 per week and still receive Carers Allowance means that many are trapped in low wage jobs. Evidence from carers shows that they turn down promotion and improved job prospects to avoid going over the earnings limit and losing their entire Carer's Allowance.

A refusal by the person they care for to accept formal care services

The *Carers, Employment and Services Report Series* also highlighted a new dilemma. It showed that more than four in ten (42%) of those new to caring said that the person for whom they cared did not want care services. This can be for a variety of reasons, for example because the care offered was not perceived as suitable or appropriate.

This highlights the need for flexible services which look at the support that a family requires as a whole. After all, if the person being cared for does not want a service and this is causing additional problems for the carer, then the local authority should offer the carer a service directly to support their needs. Equally, providers of care services (in the public and private sectors) need to make their services more responsive to disabled and older people's needs.





CHAPTER 2 Out of pocket: the impact of caring on earnings

In seeking to quantify the financial cost of caring, Carers UK surveyed nearly 3,000 carers in January 2007. Other findings from that survey were published in May 2007 in the report *Real Change not Short Change*. That report showed the extent of the financial difficulties carers face, with nearly three quarters of respondents reporting that they were worse off since becoming a carer and over half reporting that their health had suffered because of worry about their finances.

The evidence presented in this report is based on previously unpublished statistics from the same survey and it shows the level of earnings that carers forgo because of their caring responsibilities.

When asked how much earnings they had lost in the last year by giving up work, reducing their hours or taking a more junior position, the average response was **£11,050**.

More than 1,000 carers completed this question, and this average takes into account carers of all ages and those caring for a variety of different people. In total, they have lost out on more than £12 million in just one year because of their caring responsibilities.

When carers give up work or reduce their hours, the financial compensation from benefits comes nowhere near this amount. If a carer is eligible for benefits, these are likely to be considerably lower than their income from work. Carer's Allowance is just £48.65 per week in 2007/08 and carers can earn just £95 while claiming this benefit. Other benefits that carers might claim, such as Jobseeker's Allowance or Incapacity Benefit, are higher, but still extremely low even when compared to earnings at the level of the National Minimum Wage, never mind at the level of UK average earnings.

There are other negative consequences to giving up work, such as social isolation and reduced confidence. Although carers gain skills through caring, they may also lose workplace skills which will make it harder for them to return to work in the future.

The average figure of £11,050 masks differences between different groups of carers. Looking at these figures in more detail should help us target support at carers which addresses their particular needs.

Those caring for the highest number of hours lost most earnings

Unsurprisingly, those with the heaviest caring responsibilities lost the highest amount of earnings.

As Figure 1 shows, more than half (56%) of those caring for under 20 hours had lost less than £5,000. Just 2% had lost out on more than £20,000 and the average lost was £6,481.

Figure 1: Amount of earnings lost (breakdown by number of hours caring per week)

	Number of hours care provided per week (percentage)				All
	1-19	20-35	35-49	50+	
<£5k	56	38	32	30	34
£5-10k	26	20	28	20	22
£10-15k	7	10	17	19	17
£15-20k	9	10	8	12	11
£20-25k	0	1	7	7	6
£25-30k	0	3	6	5	4
>£30k	2	8	2	7	6
Total number of respondents	54	71	121	788	1093
Average per respondent	£6,481	£9,472	£10,310	£11,986	£11,050

This suggests that they have cut back on their hours or taken a more junior position, rather than giving up work altogether.

This finding backs up previous research¹¹ that shows that a person's ability to work is seriously affected once their caring rises above 20 hours of caring each week. Employment rates for those caring for more than 20 hours are significantly lower across all age groups. However many people caring for less than 20 hours still struggle to manage working and caring and may need additional support from their employer or from care services.

As the number of hours of caring increased, so did the amount of earnings lost. For those caring for 20-35 hours each week, the average amount lost per carer leapt from £6,481 to £9,472. 12% of respondents had lost more than £20,000. Yet this group of carers would not be eligible for Carer's Allowance if they gave up work, since the minimum number of hours someone must be caring for to receive this benefit is 35. These figures suggest that carers in this category need considerably more support than they are currently receiving. Since they receive little financial support under the current system they are likely to carry on working, although perhaps reducing their hours, with the subsequent risk to their own health and career prospects.

For those caring for 35-49 hours each week the average increased again to £10,310. 15% had lost more than £20,000.

The group caring for the largest number of hours (more than 50 hours per week) had suffered the biggest drop in earnings. Nearly one in five (19%) had lost more than



Figure 2: Amount of earnings lost (breakdown by person cared for)

Person cared for	Parent	Partner	Sibling	Child <18	Child >18	All
Number of respondents	306	419	35	192	143	1093
Earnings lost	£11,552	£11,963	£10,215	£10,612	£10,472	£11,050

£20,000, with the average nearly £12,000 (£11,986). It is unlikely that people in this group would be able to supplement their benefit income with some paid work, because of the extent of their caring responsibility. They are therefore likely to have dropped out of work altogether, which would affect not only their income but their future pension entitlement.

Those caring for a parent or partner lost most earnings

The evidence does not show huge differences in the amount of earnings lost depending on who someone is caring for, as shown in Figure 2. However respondents who were caring for a parent or partner lost a slightly higher amount of earnings as a result of their caring responsibilities. The averages for these two groups were £11,552 and £11,963 respectively.

Those caring for a disabled child lost £10,612, with a slightly lower figure (£10,472) for those caring for a disabled child aged over 18. However for these people their caring responsibility could last for decades, until the end of their lives. Someone with a disabled child is likely to be younger than those caring for a parent and therefore may have a lower starting salary. The financial impact of caring can be particularly severe for those who begin caring in their twenties, thirties and forties as they have not had time to build up savings and pensions. In fact, all carers find it hard to build up savings. Of the 3,000 carers surveyed for this report, 44% had no savings and a further 32% only had savings under £1,500.

Those caring for a partner are also likely to be at particular risk of poverty and social exclusion as there is a high likelihood that no one in their household is in paid work. In *Real Change not Short Change* we showed that 87% of those caring for a partner had no one in their household in paid work. This also links to the issue of child poverty as many carers in this group will also still have young children.

“It is too difficult to pick up where I left off (I was an international minerals analyst and you have to stay current), lack of funding for pension, not time to find out about entitlements (too busy caring!), exhaustion...”

Those approaching retirement faced a bigger loss of earnings

The age group which lost the highest amount of earnings was those aged 60-64 at £13,220, followed by those aged 55-59 who lost £12,247. These carers would have been in the last decade of their career and possibly earning the highest earnings during their career. *Carers UK’s report Real Change not Short Change* showed how carers were retiring eight years early on average, which is likely to impact on their pension, both through taking their pension early and through missing out on years of contributions.

“I feel I have missed vital opportunities at work to improve and enhance my position and now almost 55, it is unlikely that I can re-create those opportunities again. I also feel undermined at work as my attendance, even part-time, has been affected.”

Real Change not Short Change also showed a strong link between age and the financial impact of caring. It showed that those carers aged between 35 and 44 were struggling the most in many areas, for example with regard to being able to pay bills (40% had trouble paying utility bills) and being in debt (53%). These carers may also be facing a lifetime of caring ahead of them without the buffer of savings or owning their own home.

Figure 3: Amount of earnings lost (breakdown by age)

Age	Number of respondents	Earnings lost
18-24	16	£9,688
25-34	50	£8,900
35-44	181	£11,312
45-54	373	£10,334
55-59	218	£12,247
60-64	132	£13,220
65-69	46	£9,565
All	1093	£11,050

NB: Those over the age of 70 have been excluded because of small sample sizes.



Men's lost earnings were higher than women's

Of those carers who responded to the survey, a greater proportion were female than in the overall carer population. 67% of respondents were female, compared to 58% in the overall carer population.

The amount of earnings lost by women was £10,083, compared to £13,681 for men. This is a gap of 26% (as women are missing out on 74% of the earnings that men are missing out on).

Although this will in part be because of the gender pay gap in society (ie that the men were earning more than the women in the first place), it cannot be entirely explained by the differences in men's and women's starting pay since the gender pay gap currently stands at 13%.¹²

The rest of the difference might be made up by the different employment patterns of male and female carers and a small part could be explained by a slightly higher representation of those caring for more than 50 hours per week among male respondents to our survey. 76% of male respondents cared for 50 hours or more each week, compared with 72% for female respondents.

In terms of different employment patterns, men are much more likely to work full time, even those with substantial caring responsibilities¹⁴ – one third (33%) of men caring for more than 50 hours per week work full time, compared with 13% of women. Just 3% of men in this category work part time, compared with 18% of women. The pattern is similar for those caring for fewer hours each week: female carers are more likely to work part time than their male counterparts. This suggests, therefore, that part of the gender gap is likely to be because the female respondents were working part-time before caring. They may then have further reduced their hours because of caring, rather than continue working full time until it becomes completely impossible. Many of the men, on the other hand, will still be working full time, even though they are caring for more than 50 hours per week.

“I had to stop my career progression and move down the ladder as I could not cope with caring combined with managerial responsibilities.”

Some women may also have been bringing up children and therefore working part time for this reason when their caring responsibilities started. The evidence on the difference employment situations of male and female carers demonstrates clearly why women find it so difficult to build up a decent pension for their retirement, causing inequality to persist.

Figure 4. Amount of earnings lost (breakdown by gender)

	Number of respondents	Earnings lost
Men	326	£13,681
Women	720	£10,083
Difference		£3598
All	1093	£11,050

The financial impact can last for decades

The differences in the earnings lost varied with the length of time that the person had been caring, as shown in Figure 5. The level for those in their first year of caring was higher than the average at £11,855, but this then dipped for those in their second year of caring, before increasing again between three and five years.

This is similar to the pattern observed in *Real Change not Short Change*, which showed that the first year of caring can be very difficult financially. This may reflect the loss of earnings of the person being cared for as well as the carer, and the need to apply for benefits and adjust to a new situation. However even if carers manage to cope a bit better after the first year, we know the long term impact can be significant. The amount of earnings lost dipped slightly at around 10 years, but stayed very close to the average before increasing again for those caring for more than 20 years. For these people, the total lost earnings could reach several hundred thousand pounds. For example if someone's earnings reduced by £12,000 as a result of caring, and their caring responsibility lasted 20 years, they would have lost out on £240,000 over this period, without even taking inflation into account.

Figure 5. Amount of earnings lost (breakdown by duration of caring)

Duration	<1 yr	1-2 yr	3-5 yr	6-8 yr	9-10yr	11-15yr	15-20yr	20+ yr
Number of respondents	31	106	223	154	119	171	111	142
Earnings lost	£11,855	£9,953	£12,545	£11,558	£10,945	£10,249	£10,203	£12,007



Carers in England, Wales and Scotland lost most earnings

Figure 6. Amount of earnings lost (breakdown by nation)

	Number of respondents	Earnings lost
England	867	£11,370
Scotland	91	£11,291
Wales	65	£10,192
Northern Ireland	21	£8215
All	1093	£11,050

Differences were observed between the four nations of the UK, as shown in Figure 6. England and Scotland were both slightly higher than the average, with Wales slightly below and Northern Ireland rather further below.

This may reflect differences in pay levels between the nations, as Northern Ireland has the lowest levels of pay in the UK.¹⁵ The impact on families, however, will still be significant.

CHAPTER 3 Conclusions: the support carers need

This report has shown that carers are paying a high personal cost for their caring responsibility. Carers UK has previously published research showing how carers' health and employment prospects are damaged by caring, but now we know the precise financial cost that caring can bring.

Without adequate support, carers can be forced to reduce their hours or give up work altogether. As well as leaving them out of pocket, there is a knock-on cost to the State from the provision of benefits and the loss of tax revenue. It would be better for society if carers could combine work and care, rather than being forced to choose one. Often the support needed can be relatively minor, for example being allowed to take phone calls at work, but this can make all the difference for families struggling to juggle multiple commitments.

The New Deal for Carers, incorporating a review of the Prime Minister's National Strategy for Carers, provides the perfect opportunity for these areas to be considered and solutions to be created. By looking across the board at health and social care, incomes, employment support and equalities,¹⁶ Government can start to work in a more joined up way and look at the whole package of support that carers need.

In the long term, it is hoped that the Standing Commission on Carers will provide leadership and direction in shaping policy towards carers and ensure that any new policy created by the New Deal is properly implemented.

Carers UK has submitted extensive recommendations to Government, but in this report we would like to highlight a few crucial areas.

Care services

Care services must be available that meet the needs of working carers. Although the Carers (Equal Opportunities) Act 2004 says that a carer's desire to work must be taken into account during their carer's assessment, this is not

happening in most local authorities. According to the Commission for Social Care Inspection, just 27% of councils have identified assisting carers with employment opportunities as a specific theme within their strategic vision for social care delivery for carers. Furthermore, only one in three (35%) were able to cite proactive steps that they are taking to support carers with relation to employment and just 4% had linked with employers in their area in their response to the 2004 Act.¹⁷

Carers UK's report *Real Change not Short Change* showed that nearly half (45%) of working age carers reported that they would like to work. However more than a third (38%) said that they could not work unless they got the right care services.

Nearly six in ten (58%) carers felt that the level and complexity of care they provide means that it is impossible for them to work, although this may reflect the gap between the services they know are currently available and the sort of support they would need to work. We know from the *Carers, Employment and Services Report Series* that the longer a carer provides care, the less satisfied with care services they become.

As well as immediately increasing the budget for adult care services and conducting a thorough review of the system of social care (as the Government agreed to do in the Comprehensive Spending Review in October 2007), local authorities should offer more innovative and flexible services. Services like telecare can cost less than conventional services and can increase independence for both the carer and the cared for person.

Financial support

If a carer is going to enter employment or remain in work they need to know that they are better off in work, and that if the job does not work out they will not end up worse off than



before. If a financial incentive were introduced for carers to return to or remain in work, three in five working age carers (58%) said this would make them more likely to seek employment.¹⁸ A third (34%) said that the extra costs of care would outstrip their earnings, meaning that for these carers it would be uneconomical for them to return to work without support for these costs, perhaps in the form of a tax credit.

Support from employers

One in three carers (34%) say that they cannot work without a supportive employer. The sorts of things that employers can do to help carers balance work and care are allowing (and encouraging) flexible working and allowing paid time off for appointments. They should also have a carers' policy and set

up a carers' network in the workplace. Signposting of information is crucial because carers can battle for years to find the information they need and this is an additional cause of stress and financial hardship.¹⁹

Other sources of support

Other local services must also work to support those with caring responsibilities and those with care needs. Poor housing, inaccessible transport and a lack of opportunity to undertake leisure activities can all impact on the carer as well as the person they care for. Employment services, such as Jobcentre Plus must also have a much greater understanding of carers' needs and the barriers that they face which prevent them from working.

Sara and Alice's story



Sara lives with, and cares for, her 76 year old mother Alice, who has dementia. Sara enjoys her job, but she found her work was suffering because she constantly worried about her mum as she had left the house on a number of occasions and had been brought back home by the police as she had become lost.

Other risks were causing great concern, and Sara was considering giving up her job to care for her mum full time. Alice had a tendency to leave the gas cooker on unlit whilst trying to make a cup of tea. Sara was concerned that a serious gas leak may start as a result and so introduced an electric kettle however Alice had tried to use this on the gas cooker.

In addition, Alice had fallen several times whilst going to the bathroom in the night as she found it difficult to remember to turn the lights on. This was affecting Sara's sleep as she was so worried about her mother falling.

The local authority introduced a range of telecare sensors to her care package including:

Property exit sensor – this alerted the 24 hr response centre when Alice opened the door and went outside, raising an alarm. The operator was able to speak to Alice and reassure her by encouraging her to come back indoors. This was followed up by a visit by the Response Team to check that Alice was back indoors and no one had entered the property.

Gas detector and shut off valve – this ensures that if Alice leaves the gas on, it is automatically switched off. An alert is also sent to the response centre who informs Sara of the situation.

Bed sensor linked to an automatic light system – has also been installed in Alice's bedroom so that if she wakes up in the night and gets out of bed, the lights automatically come on gradually. If she doesn't return to bed within a certain time, the sensor alerts Sara.

Sara is thrilled with the new arrangements. She says: "Since the telecare equipment has been installed I have been able to continue working, reassured that Mum will be OK. The lights are fantastic – I don't need to worry now at night when Mum gets up. The equipment really gives me peace of mind."



CHAPTER 4 Recommendations

1. UK and devolved Governments should begin a complete overhaul of the way that health and social care services are provided, with a much stronger focus on supporting carers to remain in or return to work. This should focus both on the sorts of services that are available, increasing the use of innovative services such as telecare, and also on the timing of appointments which can severely impact on carers' ability to work. There should also be stronger control placed in the hands of the carer and service user.
2. There should be greater investment in social care, including stimulation of the care market through the creation of employers' supported care vouchers. Steps should also be taken to improve training, status and pay in the social care workforce, with greater resources for brokerage and other support agencies.
3. The UK Government and Northern Ireland Assembly should introduce new legislation to make it illegal to discriminate against carers in the same way that it is for disabled people. For example someone should not be refused a job or denied access to a service such as a training course or leisure activity because they are a carer.
4. The UK Government should undertake a full review of carers' benefits and explore tax breaks, tax credits and other methods of financial support. Carers should be supported to undertake paid work if they are able, but those who are not able to work should be given enough money to avoid living in poverty.
5. The UK and devolved Governments should explore a new social contract for carers which makes it clear what the state, employers, families and other services will provide and what individuals have to contribute.²⁰ A core offer from health and social care services should lead to
 - improved health
 - improved quality of life
 - recognition for carers' positive contribution
 - choice and control
 - freedom from discrimination and harassment
 - economic well being
 - personal dignity
6. The UK and devolved Governments must ensure that a question on carers be included in the 2011 Census. This is essential to measure progress on the New Deal for Carers, aid local planning, and to target particular support from health and social care services, employment services, housing and others. Only the census can give us data on carers from black and minority ethnic communities and young carers.
7. The UK Government should extend the right to request flexible working to all employees. Requests should be allowed from day one of employment and there should be a continued focus on awareness raising and managerial training. This will help make flexible work the norm, reduce stigma on those with caring responsibilities and stop them from being seen as a special case.
8. Jobcentre Plus and other public employment services should make carers a priority group and ensure they are given tailored, targeted support to keep in touch with the labour market when caring and support to return to work when caring ends.
9. The London Development Agency, Scottish Enterprise, Invest Northern Ireland and the other Regional Development Agencies should engage with the carers' agenda and be more aware of the impact of caring and demographic change on the local economy and social exclusion. They should develop specific strategies for working with employers and service providers to support employees and potential employees with caring responsibilities.
10. Carers should be a key element in strategic decisions about local services, for example through Local Area Agreements, Local Strategic Partnerships, Local Employment Partnerships and other mechanisms for achieving social change at a local level.
11. The UK and devolved Governments should invest in better information and advice for carers. This should include quality advice on local care services for those paying for their own care.



Methodology

The survey was carried out between December 2006 and January 2007. The questionnaire included both open and closed questions and was available to complete on-line or on paper. The questionnaire was distributed through Caring magazine, through organisations throughout the UK and promoted on our website.

About the respondents

The survey received 2,950 responses with 1,597 responses being collected online.

The vast majority of respondents had a long-term caring commitment. Nine out of ten of them had been caring for three or more years. Just 3% had been caring for less than one year whilst 20% had been caring for over 20 years. One in ten (9%) were former carers.

The respondents were mainly full time carers with three-quarters (77%) caring for 50 hours or more per week. A further 16% were caring for between 20 and 50 hours a week. The remaining 6% were caring for fewer than 20 hours each week.

The majority of respondents (84%) cared for only one person, but 12% cared for two.

The largest single age group was 45 to 54 (17%), however nearly four in ten (39%) were over the age of 65.

Two-thirds of respondents (67%) were female with just a third male, however the people they were caring for were more evenly split: 49% were male and 51% were female.

Respondents were caring for a wide range of people, but the single largest group being cared for were aged over 80 (30%). Nearly half (46%) of respondents were caring for a partner and a quarter (24%) for parents. A further 13% cared for a disabled child and 15% were caring for an adult disabled son or daughter.

Out of those who answered the question, 89% were White British. The remaining 246 respondents were from a wide range of backgrounds including white European, black British, Asian, Caribbean, African or Chinese backgrounds.

2,097 respondents lived in England, 232 lived in Scotland, 191 lived in Wales, 45 lived in Northern Ireland and 355 did not give a location.

References

- 1 Our Health, Our Care, Our Say for Our Caring Future, Carers UK policy briefing, February 2007
- 2 Equal Opportunities Commission survey, 2004
- 3 Census 2001, Office for National Statistics, Crown Copyright. See Appendix for a breakdown by nation and Local Authority.
- 4 Carers, Employment and Services Report Series, Carers UK, 2007
- 5 Real Change Not Short Change, Carers UK, 2007
- 6 Carers, Employment and Services Report Series Report 2, Carers UK, 2007
- 7 Carers, Employment and Services Report Series Report 2, op cit
- 8 Carers, Employment and Services Report Series Report 2, op cit
- 9 The percentage of 'carer-friendly' employers was 78% in the voluntary sector, 68% in the public sector and 52% in the private sector.
- 10 Fit for business: Employment trends survey 2007, CBI
- 11 Family Resources Survey 2004/05
- 12 Government Equalities Office
- 13 Who cares wins – statistical analysis, Carers UK, 2006
- 14 Who cares wins – statistical analysis, Carers UK, 2006
- 15 A survey from website Payfinder.com in 2005 found that the average salary was £17,336 in Northern Ireland, the lowest in the UK. In Wales it was £20,391 and in Scotland £22,230. The UK average was £22,411 and the English regions varied considerably.
- 16 Each of these areas is being considered by a taskforce made up of Government officials and external stakeholders.
- 17 The state of social care in England 2005-06, CSCl
- 18 Real change not short change, Carers UK, 2007
- 19 In the Know, Carers UK, 2006
- 20 See Carers, Employment and Services Report Series Report 6 for a fuller explanation of what this would entail.



Appendix

Numbers of working carers (including self employed carers) – breakdown by country and local authority

Source: 2001 Census Commissioned Tables, Crown Copyright 2003. Crown copyright material is reproduced with the permission of the Controller of HMSO.

	Total working age carers	Total working carers	Total working carers inc. self employed
ENGLAND	3,637,856	2,071,394	2,430,018
NORTHERN IRELAND	172,610	82,759	96,886
WALES/CYMRU	253,117	135,015	157,023
SCOTLAND	376,203	220,866	248,676
Total	4,439,786	2,510,034	2,932,603
ENGLAND	3,637,856	2,071,394	2,430,018
NORTH EAST	210,871	116,247	128,817
Hartlepool UA	7,514	3,998	4,349
Middlesbrough UA	11,443	5,747	6,223
Redcar and Cleveland UA	12,288	6,318	6,971
Stockton-on-Tees UA	14,706	8,288	9,074
Darlington UA	7,455	4,181	4,750
Chester-le-Street	4,711	2,800	3,126
Derwentside	7,632	4,196	4,654
Durham	6,993	4,204	4,633
Easington	9,238	4,817	5,192
Sedgefield	7,816	4,396	4,817
Teesdale	1,958	1,060	1,326
Wear Valley	5,426	2,879	3,268
Gateshead	15,890	8,879	9,667
Newcastle upon Tyne	19,811	10,448	11,699
North Tyneside	15,765	9,294	10,232
South Tyneside	12,024	6,505	7,088
Sunderland	24,700	13,713	14,903
Alnwick	2,232	1,188	1,484
Berwick-upon-Tweed	2,016	1,028	1,377
Blyth Valley	7,006	4,153	4,480
Castle Morpeth	4,123	2,339	2,803
Tynedale	4,571	2,613	3,253
Wansbeck	5,510	3,193	3,427
NORTH WEST	549,216	307,424	351,961
Halton UA	10,660	5,968	6,527
Warrington UA	15,290	9,388	10,578
Blackburn with Darwen UA	11,082	5,723	6,517
Blackpool UA	10,911	5,789	6,907



Chester	9,110	5,133	6,138
Congleton	7,187	4,416	5,175
Crewe and Nantwich	8,669	5,137	5,947
Ellesmere Port and Neston	6,913	4,092	4,557
Macclesfield	11,323	6,586	8,239
Vale Royal	10,088	5,775	6,711
Allerdale	7,448	4,154	4,966
Barrow-in-Furness	6,513	3,465	3,876
Carlisle	7,441	4,492	5,181
Copeland	5,505	3,071	3,494
Eden	3,490	1,838	2,574
South Lakeland	7,612	4,077	5,377
Bolton	22,149	12,636	14,385
Bury	14,745	8,633	10,000
Manchester	26,642	12,579	14,105
Oldham	18,364	10,389	11,791
Rochdale	17,374	9,725	11,052
Salford	16,958	9,529	10,571
Stockport	22,378	13,729	15,894
Tameside	17,266	10,232	11,484
Trafford	15,934	9,548	11,018
Wigan	26,840	15,598	17,303
Knowsley	13,568	6,715	7,326
Liverpool	37,194	17,825	19,624
St. Helens	16,657	9,274	10,172
Sefton	23,774	13,448	15,328
Wirral	27,746	15,296	17,165
Burnley	7,576	4,411	4,951
Chorley	8,506	5,186	5,998
Fylde	5,534	3,153	3,820
Hyndburn	6,926	4,092	4,574
Lancaster	9,741	5,317	6,350
Pendle	7,542	4,099	4,759
Preston	9,930	5,540	6,264
Ribble Valley	4,278	2,591	3,184
Rossendale	5,537	3,208	3,752
South Ribble	8,668	5,514	6,253
West Lancashire	9,448	5,222	6,151
Wyre	8,605	4,774	5,825
YORKSHIRE AND THE HUMBER	390,058	222,405	255,383
Kingston upon Hull; City of UA	17,346	9,254	10,058
East Riding of Yorkshire UA	23,796	13,668	16,303
North East Lincolnshire UA	11,345	6,382	7,088
North Lincolnshire UA	11,946	6,984	7,932
York UA	12,176	7,603	8,713



Barnsley	20,338	11,087	12,381
Doncaster	24,111	13,262	14,811
Rotherham	23,497	13,358	14,894
Sheffield	41,996	23,870	26,985
Bradford	37,242	20,342	23,247
Calderdale	15,151	8,903	10,406
Kirklees	30,753	17,689	20,395
Leeds	52,805	31,440	35,677
Wakefield	27,129	15,713	17,416
Craven	4,003	2,350	3,039
Hambleton	6,010	3,436	4,407
Harrogate	10,414	6,017	7,736
Richmondshire	2,836	1,551	2,026
Ryedale	3,533	1,925	2,602
Scarborough	7,732	3,991	5,008
Selby	5,823	3,543	4,220
EAST MIDLANDS	326,704	192,280	222,637
Derby UA	17,462	10,187	11,320
Leicester UA	20,950	11,153	12,504
Rutland UA	2,255	1,319	1,662
Nottingham UA	18,141	9,091	10,135
Amber Valley	10,441	6,189	7,175
Bolsover	15,858	8,986	10,032
Chesterfield	6,073	3,464	4,417
Derbyshire Dales	8,806	5,458	6,102
Erewash	7,451	4,529	5,377
High Peak	9,558	5,658	6,557
North East Derbyshire	7,017	4,238	4,902
South Derbyshire	6,773	4,634	5,319
Blaby	10,675	6,912	8,049
Charnwood	6,846	4,273	5,227
Harborough	8,264	5,342	6,284
Hinckley and Bosworth	3,819	2,285	2,762
Melton	7,106	4,347	4,994
North West Leicestershire	3,532	2,330	2,653
Oadby and Wigston	4,878	2,698	3,306
Boston	10,212	4,892	6,167
East Lindsey	5,774	3,224	3,641
Lincoln	6,932	3,968	4,708
North Kesteven	5,498	3,100	3,846
South Holland	8,213	4,987	5,916
South Kesteven	6,346	3,612	4,303
West Lindsey	3,926	2,607	2,839
Corby	5,334	3,325	4,018
Daventry	5,215	3,282	3,855
East Northamptonshire	6,116	3,977	4,604
Kettering	12,086	7,815	8,744



Northampton	6,944	4,260	5,186
South Northamptonshire	4,976	3,194	3,642
Wellingborough	10,195	5,817	6,506
Ashfield	9,307	5,293	6,041
Bassetlaw	8,563	5,309	6,019
Broxtowe	9,194	5,566	6,488
Gedling	9,312	5,159	5,736
Mansfield	8,688	4,867	5,710
Newark and Sherwood	7,601	4,622	5,541
Rushcliffe	475	251	313

WEST MIDLANDS	420,833	243,248	279,408
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Herefordshire; County of UA	12,532	6,716	8,906
Telford and Wrekin UA	12,431	7,285	8,146
Stoke-on-Trent UA	20,706	11,476	12,673

Birmingham	74,910	38,513	43,338
Coventry	22,455	13,410	14,825
Dudley	26,494	16,069	18,018
Sandwell	22,971	12,822	13,948
Solihull	15,555	9,541	10,964
Walsall	21,131	12,073	13,348
Wolverhampton	19,408	10,872	12,092
Bridgnorth	4,231	2,441	3,069
North Shropshire	4,324	2,417	3,034
Oswestry	2,825	1,640	1,978
Shrewsbury and Atcham	7,270	4,406	5,214
South Shropshire	3,112	1,544	2,215
Cannock Chase	7,920	4,742	5,335
East Staffordshire	7,869	4,656	5,425
Lichfield	7,822	4,693	5,575
Newcastle-under-Lyme	10,602	6,358	7,241
South Staffordshire	9,655	5,898	6,917
Stafford	9,838	6,027	7,063
Staffordshire Moorlands	8,550	5,022	6,050
Tamworth	5,970	3,611	4,029
North Warwickshire	5,401	3,332	3,847
Nuneaton and Bedworth	10,209	6,517	7,175
Rugby	6,699	4,317	4,970
Stratford-on-Avon	8,342	4,919	6,239
Warwick	9,039	5,762	6,798
Bromsgrove	7,452	4,697	5,561
Malvern Hills	5,682	3,200	4,116
Redditch	6,302	4,100	4,580
Worcester	6,581	4,181	4,692
Wychavon	8,557	5,073	6,282
Wyre Forest	8,041	4,914	5,713



EAST	381,137	225,000	268,312
Peterborough UA	11,245	6,549	7,446
Luton UA	12,584	7,088	8,085
Southend-on-Sea UA	11,463	6,407	7,582
Thurrock UA	10,502	6,468	7,226
Mid Bedfordshire	8,568	5,484	6,557
Bedford	10,926	6,655	7,780
South Bedfordshire	7,867	4,919	5,760
Cambridge	6,058	3,567	4,279
East Cambridgeshire	5,099	3,136	3,826
Fenland	5,853	3,363	3,988
Huntingdonshire	10,476	6,605	7,820
South Cambridgeshire	9,524	6,063	7,421
Basildon	11,889	6,802	7,792
Braintree	9,513	5,742	6,915
Brentwood	4,911	2,916	3,492
Castle Point	6,674	3,930	4,610
Chelmsford	11,259	6,934	8,178
Colchester	10,847	6,379	7,573
Epping Forest	9,080	5,102	6,436
Harlow	5,297	3,441	3,796
Maldon	4,691	2,651	3,341
Rochford	5,884	3,513	4,213
Tendring	10,309	5,495	6,603
Uttlesford	4,986	2,869	3,705
Broxbourne	6,001	3,644	4,261
Dacorum	9,600	5,964	7,074
East Hertfordshire	8,683	5,347	6,549
Hertsmere	6,507	3,882	4,805
North Hertfordshire	8,108	4,930	5,951
St. Albans	8,851	5,343	6,540
Stevenage	5,269	3,362	3,754
Three Rivers	5,945	3,498	4,363
Watford	5,198	3,232	3,764
Welwyn Hatfield	6,702	4,118	4,857
Breckland	8,306	4,684	5,664
Broadland	8,842	5,405	6,443
Great Yarmouth	7,003	3,685	4,326
King's Lynn and West Norfolk	10,058	5,454	6,718
North Norfolk	7,017	3,624	4,710
Norwich	7,693	4,197	4,750
South Norfolk	8,355	4,849	6,011
Babergh	6,292	3,619	4,554
Forest Heath	3,130	1,972	2,347
Ipswich	8,288	4,989	5,657
Mid Suffolk	6,298	3,697	4,585
St. Edmundsbury	6,635	4,182	4,955
Suffolk Coastal	8,504	4,789	5,930
Waveney	8,347	4,534	5,330



LONDON	471,351	246,981	296,703
City of London	427	215	274
Camden	12,110	5,034	6,879
Hackney	12,662	5,439	6,530
Hammersmith and Fulham	9,139	4,301	5,481
Haringey	12,659	5,939	7,297
Islington	11,088	4,920	6,118
Kensington and Chelsea	8,672	3,572	5,222
Lambeth	14,924	7,316	8,857
Lewisham	15,559	8,393	9,693
Newham	17,025	7,272	8,175
Southwark	14,778	7,118	8,387
Tower Hamlets	13,806	5,035	5,810
Wandsworth	13,343	6,822	8,486
Westminster	9,671	4,214	5,727
Barking and Dagenham	12,292	6,613	7,294
Barnet	21,083	10,986	14,185
Bexley	15,947	9,650	11,113
Brent	17,962	9,050	10,982
Bromley	20,417	11,842	14,301
Croydon	22,613	13,055	15,374
Ealing	20,228	10,953	12,898
Enfield	18,475	10,180	12,067
Greenwich	14,626	7,548	8,687
Harrow	15,394	8,965	10,834
Havering	17,137	10,198	11,831
Hillingdon	17,393	10,533	12,177
Hounslow	14,956	8,596	9,908
Kingston upon Thames	9,358	5,578	6,788
Merton	11,602	6,722	7,995
Redbridge	18,225	9,893	11,923
Richmond upon Thames	10,820	5,891	7,664
Sutton	12,102	7,314	8,704
Waltham Forest	14,816	7,785	8,976
SOUTH EAST	536,224	317,824	382,747
Medway UA	16,925	9,943	11,352
Bracknell Forest UA	6,412	4,279	4,946
West Berkshire UA	9,073	5,710	6,958
Reading UA	8,123	4,990	5,729
Slough UA	8,129	5,038	5,676
Windsor and Maidenhead UA	8,363	4,989	6,206
Wokingham UA	9,206	5,938	7,043
Milton Keynes UA	13,901	8,815	10,029
Brighton and Hove UA	16,012	8,380	10,456
Portsmouth UA	11,017	6,496	7,334
Southampton UA	13,512	7,877	8,900
Isle of Wight UA	9,900	5,041	6,258



Aylesbury Vale	10,919	6,694	8,143
Chiltern	6,336	3,637	4,655
South Bucks	4,277	2,503	3,116
Wycombe	10,855	6,573	8,000
Eastbourne	5,718	3,124	3,763
Hastings	6,494	3,395	4,078
Lewes	6,561	3,653	4,577
Rother	5,964	3,003	4,024
Wealden	9,919	5,449	7,118
Basingstoke and Deane	9,826	6,384	7,477
East Hampshire	7,476	4,357	5,506
Eastleigh	8,065	5,357	6,117
Fareham	7,162	4,584	5,326
Gosport	4,716	2,921	3,290
Hart	5,266	3,354	3,995
Havant	8,127	4,712	5,432
New Forest	12,096	6,953	8,487
Rushmoor	5,394	3,626	4,067
Test Valley	7,736	4,876	5,833
Winchester	7,054	4,217	5,282
Ashford	7,214	4,152	5,061
Canterbury	9,358	5,206	6,287
Dartford	5,882	3,632	4,155
Dover	7,891	4,371	5,139
Gravesham	6,957	4,135	4,715
Maidstone	9,892	5,954	7,166
Sevenoaks	7,884	4,453	5,648
Shepway	7,154	3,874	4,651
Swale	8,593	4,838	5,675
Thanet	9,435	4,876	5,836
Tonbridge and Malling	7,293	4,434	5,294
Tunbridge Wells	6,675	3,869	4,844
Cherwell	8,601	5,583	6,626
Oxford	7,359	4,364	5,065
South Oxfordshire	8,516	5,203	6,453
Vale of White Horse	7,811	5,046	6,052
West Oxfordshire	6,285	3,946	4,923
Elmbridge	7,779	4,272	5,586
Epsom and Ewell	4,761	2,904	3,524
Guildford	8,449	5,017	6,266
Mole Valley	5,726	3,289	4,292
Reigate and Banstead	8,737	5,286	6,474
Runnymede	4,981	3,102	3,771
Spelthorne	6,352	4,090	4,724
Surrey Heath	5,264	3,298	3,938
Tandridge	5,618	3,221	4,100
Waverley	7,876	4,516	5,768
Woking	5,926	3,569	4,304
Adur	4,298	2,531	3,032



Arun	9,612	5,346	6,695
Chichester	7,113	3,813	5,044
Crawley	6,693	4,498	5,054
Horsham	8,404	5,018	6,272
Mid Sussex	8,799	5,410	6,557
Worthing	6,374	3,772	4,535

SOUTH WEST	351,407	199,999	244,038
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Bath and North East Somerset UA	11,445	6,821	8,309
Bristol; City of UA	26,100	15,144	17,257
North Somerset UA	13,791	8,167	9,734
South Gloucestershire UA	17,967	11,813	13,548
Plymouth UA	17,894	10,178	11,366
Torbay UA	9,408	4,805	5,985
Bournemouth UA	10,473	5,672	7,024
Poole UA	9,993	5,931	6,989
Swindon UA	11,864	7,884	8,748

Caradon	6,407	3,282	4,172
Carrick	6,843	3,432	4,409
Kerrier	7,728	3,817	4,759
North Cornwall	6,339	3,060	4,217
Penwith	5,230	2,261	3,102
Restormel	7,453	3,775	4,743
Isles of Scilly	120	53	99
East Devon	8,715	4,543	6,042
Exeter	7,109	4,273	4,938
Mid Devon	4,983	2,586	3,514
North Devon	6,282	3,306	4,286
South Hams	6,288	3,118	4,302
Teignbridge	8,769	4,789	6,070
Torridge	4,571	2,185	3,002
West Devon	3,690	1,850	2,563
Christchurch	3,152	1,727	2,076
East Dorset	5,897	3,315	4,200
North Dorset	4,023	2,256	2,909
Purbeck	3,284	1,917	2,368
West Dorset	6,606	3,541	4,666
Weymouth and Portland	4,848	2,690	3,184
Cheltenham	7,079	4,273	5,003
Cotswold	5,356	3,000	3,995
Forest of Dean	6,319	3,529	4,393
Gloucester	7,845	5,057	5,641
Stroud	8,336	5,032	6,173
Tewkesbury	5,559	3,435	4,094
Mendip	7,190	4,145	5,218
Sedgemoor	7,719	4,345	5,333
South Somerset	10,677	6,286	7,754
Taunton Deane	7,258	4,370	5,225



West Somerset	2,416	1,099	1,566
Kennet	4,726	2,775	3,510
North Wiltshire	8,454	5,195	6,327
Salisbury	7,458	4,467	5,523
West Wiltshire	7,910	4,878	5,780

WALES/CYMRU	253,117	135,015	157,023
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Isle of Anglesey/Sir Ynys Mon	5,265	2,478	3,013
Gwynedd/Gwynedd	7,555	3,778	4,904
Conwy/Conwy	8,339	4,108	5,166
Denbighshire/Sir Ddinbych	7,555	3,827	4,636
Flintshire/Sir y Fflint	12,638	7,481	8,501
Wrexham/Wrecsam	11,550	6,573	7,448
Powys/Powys	10,105	5,094	7,045
Ceredigion/Sir Ceredigion	5,591	2,376	3,381
Pembrokeshire/Sir Benfro	9,876	4,536	5,935
Carmarthenshire/Sir Gaerfyrddin	16,076	8,042	9,812
Swansea/Abertawe	20,877	11,417	12,859
Neath Port Talbot/Castell-nedd Port Talbot	14,265	7,449	8,169
Bridgend/Pen-y-bont ar Ogwr	12,147	6,685	7,482
The Vale of Glamorgan/Bro Morgannwg	10,045	5,693	6,670
Rhondda; Cynon; Taff/Rhondda; Cynon; Taf	22,023	11,783	12,942
Merthyr Tydfil/Merthyr Tudful	5,468	2,856	3,135
Caerphilly/Caerffili	16,171	8,780	9,641
Blaenau Gwent/Blaenau Gwent	6,706	3,502	3,786
Torfaen/Tor-faen	8,725	4,830	5,305
Monmouthshire/Sir Fynwy	6,949	4,025	4,940
Newport/Casnewydd	11,483	6,605	7,344
Cardiff/Caerdydd	23,151	13,179	15,006

SCOTLAND	376,203	220,866	248,676
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Aberdeen City	12,804	8,144	9,075
Aberdeenshire	13,370	8,104	9,556
Angus	7,239	4,329	5,001
Argyll & Bute	6,276	3,517	4,314
Scottish Borders	6,837	4,089	4,994
Clackmannanshire	3,825	2,186	2,395
West Dunbartonshire	7,856	4,721	5,037
Dumfries & Galloway	10,422	5,650	6,835
Dundee City	10,620	6,121	6,651
East Ayrshire	9,789	5,490	6,107
East Dunbartonshire	9,086	5,819	6,594
East Lothian	6,844	4,185	4,842
East Renfrewshire	7,168	4,528	5,188
Edinburgh, City of	29,840	18,127	20,679
Falkirk	11,889	7,213	7,877
Fife	26,241	15,684	17,432



Glasgow City	45,413	23,008	25,086
Highland	14,126	7,937	9,734
Inverclyde	6,350	3,669	3,975
Midlothian	6,513	4,317	4,738
Moray	5,202	3,004	3,467
North Ayrshire	10,481	5,707	6,362
North Lanarkshire	27,001	16,023	17,310
Orkney Islands	1,305	704	977
Perth & Kinross	9,047	5,367	6,449
Renfrewshire	14,271	9,031	9,781
Shetland Islands	1,570	1,066	1,257
South Ayrshire	8,547	4,930	5,617
South Lanarkshire	25,382	15,286	16,897
Stirling	6,310	3,637	4,251
West Lothian	12,423	7,984	8,682
Eilean Siar	2,156	1,289	1,516

NORTHERN IRELAND	172,610	82,759	96,886
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Antrim LGD	4,492	2,406	2,809
Ards LGD	8,462	4,311	5,109
Armagh LGD	5,294	2,625	3,196
Ballymena LGD	5,313	2,717	3,213
Ballymoney LGD	2,367	1,087	1,380
Banbridge LGD	4,149	2,123	2,599
Belfast LGD	30,147	13,479	14,796
Carrickfergus LGD	4,030	2,259	2,501
Castlereagh LGD	7,880	4,457	4,944
Coleraine LGD	4,996	2,290	2,801
Cookstown LGD	3,177	1,341	1,730
Craigavon LGD	8,362	4,179	4,739
Derry LGD	10,459	4,333	4,926
Down LGD	6,477	3,084	3,843
Dungannon LGD	4,693	2,067	2,620
Fermanagh LGD	5,365	2,437	3,130
Larne LGD	3,284	1,680	1,943
Limavady LGD	2,752	1,263	1,507
Lisburn LGD	11,620	5,913	6,812
Magherafelt LGD	3,529	1,616	2,069
Moyle LGD	1,527	591	783
Newry And Mourne LGD	8,463	3,543	4,384
Newtownabbey LGD	8,666	4,776	5,259
North Down LGD	8,974	4,690	5,423
Omagh LGD	2,669	2,028	2,569
Strabane LGD	3,665	1,464	1,801



About Carers UK

Carers UK is an organisation of carers set up to improve carers' lives. We achieve this by

- campaigning for the changes that make a real difference for carers
- providing information and advice to carers about their rights and how to get support
- mobilising carers and supporters to influence decision-makers
- gathering hard evidence about what needs to change
- transforming the understanding of caring so that carers are valued and not discriminated against

Carers UK

32-36 Loman Street, Southwark, London SE1 0EE

Tel: 020 7490 8818

Fax: 020 7490 8824

Email: info@carersuk.org

Website: www.carersuk.org

CarersLine: 0808 808 7777

Open Weds and Thurs 10-12 and 2-4pm

Carers Wales

River House, Ynys Bridge Court, Gwaelod y Garth, Cardiff CF15 9SS

Tel: 029 20811 370

Fax: 029 2081 1575

Email: info@carerswales.org

Carers Northern Ireland

58 Howard Street, Belfast BT1 6PJ

Tel: 028 9043 9843

Fax: 028 9032 9299

Email: info@carersni.org

Carers Scotland

91 Mitchell Street, Glasgow G1 3LN

Tel: 0141 221 9141

Fax: 0141 221 9140

Email: info@carerscotland.org

Design: Temple Design

Copyright: Carers UK

Published: December 2007

Publication code: UK4042

ISBN number: 978-0-9557872-5-6

Carers UK is a registered as a company in England and Wales no. 864097.
Registered charity no. 246329. Registered address 32-36 Loman Street,
Southwark, London SE1 0EE



This work is part funded by the European Social Fund under its Equal Community Initiative Programme