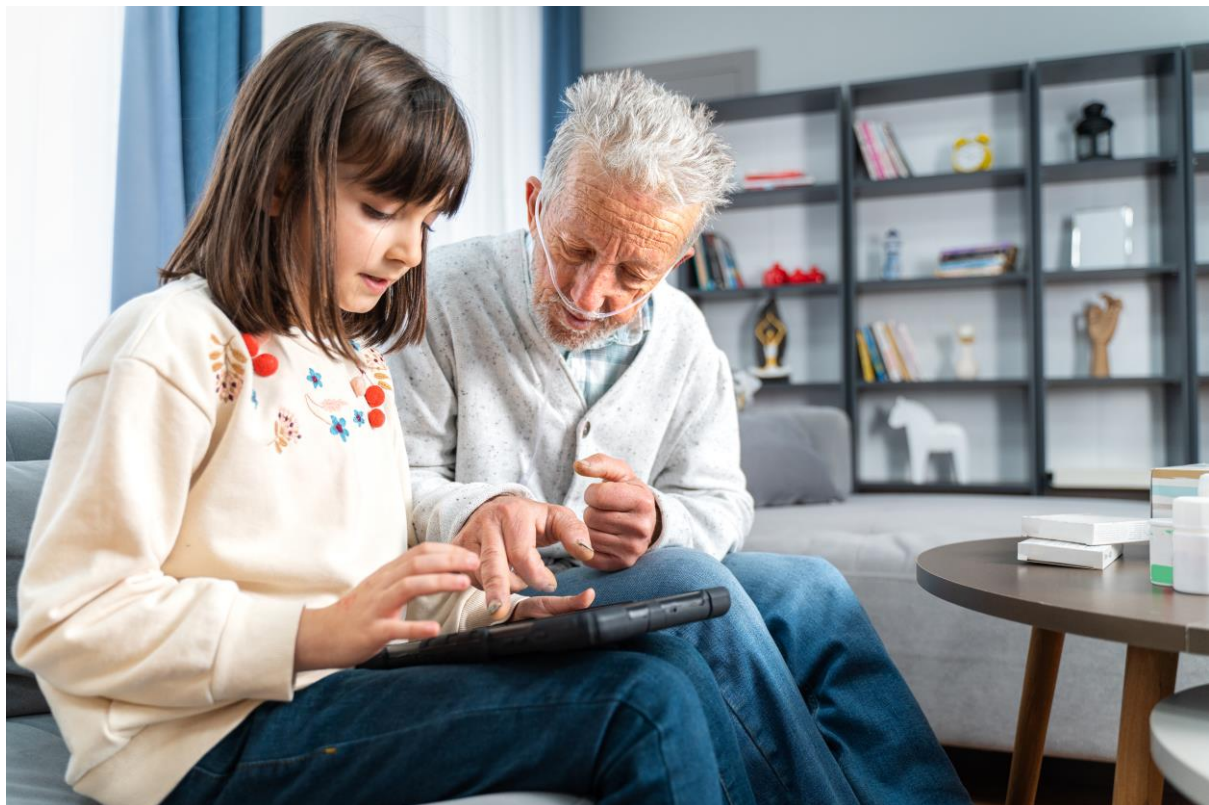




# Guide to the Young Carers Covenant

March 2024



## Foreword

**Hi, I'm Holly. I'm 21 and I grew up as a young carer helping to look after my sister, and I have been involved in this important Covenant.**

If you are reading this, perhaps you have been a young carer yourself; perhaps you have never heard of the term. Perhaps you are a policymaker; perhaps you work in a business, a hospital or a university. Perhaps the thought of thousands of children as young as five spending over 50 hours a week caring for relatives seems impossible to take in amidst the busy day-to-day of your working life. Or perhaps it's all too relevant?



The Young Carers Covenant is an opportunity for all parts of society to recognise the incredible potential of young carers to learn, develop and grow into adulthood. And it's a call for all of us to commit to taking action to support them to realise that potential.

But first, why do we need a Young Carers Covenant?

Caring for a sick or disabled relative can really affect a young carer's childhood and their ability to learn. Young carers miss an average of 27 school days a year, are 38% less likely to achieve a university degree than their peers and are over three times more likely to not be in education, employment or training.

For me, being a young carer meant having extra responsibilities for as long as I can remember. Despite that, I was only formally recognised as a young carer when I was 14. And, although I was able to go to university, I know many young carers whose caring responsibilities made getting to college either much, much harder, or simply impossible.

These are serious challenges for any young person to have to cope with. They need to be tackled urgently. If we don't do something now, the futures of around one million young people in the UK will continue to be put at risk.

This is why we need the Young Carers Covenant. The Covenant is a document we can all sign up to – Governments, councils, schools, colleges, MPs and policymakers all over the UK.

But signing up is just the start. This Guide will help you understand how you and the organisation you work for can do something practical that will make a big difference for young carers.

Perhaps your local business can offer flexible work experience to young carers who would otherwise struggle to take part in such CV-building opportunities; perhaps your GP waiting room can put up posters about young carers and where they can get support; perhaps your school can provide training to staff to help identify young carers who have fallen under the radar. Everyone can make small but meaningful changes, changes that will have tangible impacts on the lives of so many young people like me.

Thank you for taking the time to read. And I hope you feel compelled to sign up to the Covenant so that together we can give every young carer and young adult carer a fair future.

## **Holly Cobb**

**Young adult carer and member of the Young Carers Covenant young persons' working group**

## What is the Young Carers Covenant?

In 2023, we asked more than 500 young carers and young adult carers from across the UK to help us to develop a Young Carers Covenant. They told us about their lives, their hopes and aspirations, and the biggest challenges they face. Together, we created a list of the most important changes needed to secure a fairer, better future for all young carers and young adult carers.

Our Young Carers Covenant sets out ten key outcomes that will improve young carers' life chances. It envisions a future where all young carers and young adult carers:

**Are identified at the earliest opportunity**

**Can access and succeed in employment/training opportunities**

**Are safe and secure**

**Feel they have choice in their lives**

**Can access and benefit from the rights they have**

**Are able to thrive in education**

**Have time for themselves**

**Can access support for them and their families**

**Have good physical and mental health**

**Live free from poverty**

Young carers and young adult carers are calling on organisations and individuals to sign the Young Carers Covenant. By signing, you'll be showing your commitment to taking practical and meaningful action to help make these outcomes a reality. You'll also be joining together with others who believe young carers should have the same life opportunities as other children and young people.

This guide explains who can sign up and gives practical ideas about what you or your organisation can do to support young carers and young adult carers. It also sets out why we need a Covenant and why these specific changes are so important to the UK's young carers.

To sign the Covenant and agree what you will do to create a better future for young carers and young adult carers, please visit:

[www.carers.org/youngcarerscovenant](http://www.carers.org/youngcarerscovenant)

## Why do we need a Young Carers Covenant?

- There are at least one million young carers aged 17 and under in the UK and over 600,000 young adult carers between the ages of 18 and 25. Whatever their age, they are caring for family members and friends with challenging long-term disabilities, illnesses and addiction.
- That means there are at least two young carers in every class in every school trying to balance caring responsibilities with their education.
- More than 139,000 children and young people are caring for someone with a long-term illness or disability for over 20 hours every week. And even more worryingly, over 50,000 of them are spending 50 hours or more each week on their caring role.

Many young carers feel they are missing out on large parts of their childhood. Caring can also have a serious impact on a young person's ability to learn. Worse still, many children and young people are left to cope alone, with little or no support.

Without the right support, being a young carer can be overwhelming. It can also have a significant impact on a young person's health and wellbeing. Our recent research found:

- 44% of young carers and young adult carers feel stressed because of their caring responsibilities.
- One in three young carers struggle to balance caring with education.
- 45% of young adult carers struggle to balance caring with paid work.
- 40% of young carers and young adult carers say that caring affects how much time they can spend with their friends.

**“Caring never stops. Especially when it’s time to sleep, your brain constantly worries about how tomorrow will be, hospital appointments, money etc. It’s in overdrive.”**

Having caring responsibilities at home can also severely affect a young person's future life opportunities<sup>1</sup>:

- Young adult carers are 38% less likely to achieve a degree-level qualification than other young people. Those caring for more than 35 hours a week are 86% less likely.
- Young adult carers providing over 35 hours of care a week are also 46% less likely to have a job than other young people.

Carers Trust believes no young person should have their life chances limited by their caring role at home. Signing the Covenant gives you the opportunity to come together with others to make a change. By doing whatever you can, in ways big and small, you can help us create a fair future for all young carers and young adult carers.

## Who can sign up to the Young Carers Covenant?

Any organisation or individual who would like to support young carers can sign up. We need support to achieve each of the ten key outcomes. But you can choose which of the Covenant aims you are best placed to help us with. Whatever you can do, however big or small the commitment, you will be making a huge difference to the lives of young carers and young adult carers.

### **Examples of organisations that can sign up to the Young Carers Covenant include:**

- National governments
- Local authorities
- Health and Social Care Partnerships, Health Boards and Integrated Care Boards
- Schools, colleges and universities
- Health settings such as hospitals, GP practices, pharmacies and mental health services
- Employers
- Businesses
- Charities and other organisations.

This guide has lots of practical suggestions about actions you can take. But if you have any questions or need more advice, please contact us at [youngcarers@carers.org](mailto:youngcarers@carers.org).

## The Covenant's overarching principles

Signing the Young Carers Covenant means supporting two overarching principles.

### 1. Young carers and young adult carers are children and young people first; they should be recognised and listened to.

**We asked young carers and young adult carers what needs to change, and they told us:**

- Support should focus on our aims and aspirations for the future, and not just on our caring role.
- Don't assume that young carers want to continue caring when we become adults.
- We should be able to take part in extracurricular activities without having to worry about our caring role.
- We should know who we can talk to if we have concerns or questions about the person we care for.
- We should be included in meetings about the person we care for, rather than being ignored or left out because of our age.
- We should be taken more seriously by national governments and people making decisions where we live.

**What actions could you take to support this principle?**

- Local authorities could review their assessments/statements and support for young carers and young adult carers to ensure they consider their aspirations for the future.
- Schools, colleges and universities can make young carers a priority group for careers advice and widening participation initiatives.
- Mental health services could adopt the [Triangle of Care](#) and include young carers and young adult carers within work on it.
- Health and Social Care Partnerships, Health Boards and Integrated Care Boards can ensure that young carers and young adult carers are included within their strategies and that their voices are being heard.



## **2. No young carer or young adult carer should take on caring roles which are inappropriate, excessive, or which negatively impact their life opportunities, health or wellbeing.**

There are at least 15,000 children and more than 32,000 young adults who are providing more than 50 hours of care a week. Shockingly, this figure includes over 3,000 young carers aged between just five and nine years old.

The proportion of young carers and young adult carers who are providing high levels of care has increased over the past decade. This is evident in what we are hearing from young carers:

- 56% of young carers and young adult carers said the time they spend caring has increased in the past year.
- 47% now care for more people than they used to.

### **We asked young carers and young adult carers what needs to change, and they told us:**

- Our situation should be regularly assessed and reviewed by professionals in case our circumstances have changed.
- There needs to be more responsibility on local authorities to offer us the right support.
- Assessments/statements for young carers should include house visits to see what can be done to stop us having to do tasks which aren't suitable.
- Local authorities should make sure they fund young carer services so that we can receive support and meet other young carers.
- The right balance needs to be found between including us in meetings about the people we care for, but not being given too much responsibility.

### **What actions could you take to support this principle?**

- Local authorities and Integrated Care Boards in England can ensure they have adopted and embedded the ['No Wrong Doors for Young Carers'](#) Memorandum of Understanding. Health and Social Care Partnerships in Scotland and Health Boards in Wales could ensure that improving joint working with local authorities is a top priority.
- Local authorities could review their assessments/statements and support for young carers and young adult carers to ensure they are reducing inappropriate or excessive levels of care.
- They could also review their adult social care assessments and support plans to ensure they consider impact on children and arrange Young Carer Awareness Training for adult social care practitioners.



## The Young Carers Covenant outcomes – how you can help make each goal a reality

### Young carers and young adult carers are identified at the earliest opportunity

Young carers need to be offered support as soon as they take on caring responsibilities. Yet we know too many young people are not being proactively identified at an early enough stage. Most young carers are only identified reactively by their school or by social workers because their education, health or wellbeing is being affected by their caring role. Research tells us some young carers are caring for up to ten years before being identified for support.

There is a particular need to improve early identification within the adult social care system. Early identification is also needed within health settings, such as GP surgeries, adult mental health or drug and alcohol services, and hospital discharge.

#### **We asked young carers and young adult carers what needs to change, and they told us:**

- Everyone in schools should be taught about young carers. This will help our friends to understand why we have different home lives and how this affects our friendships, education and social lives.
- All teachers and leaders in schools should be aware of young carers and how our caring role might affect us, both in and out of school.
- College and university staff and employers should understand what a young adult carer is, know who we are and how to support us.
- Health services should have questions on their referral forms to identify young carers and young adult carers.

#### **What can you do to make this happen?**

- Education providers, health settings, employers, local authorities and other organisations could commit to ensuring their staff receive Young Carer Awareness Training.
- Local authorities could ensure that all adult social care assessments or support plans require information on whether there are any children who might be providing support at home.
- Health settings could ensure that all referral/assessment forms ask about potential young carers.

- Local authorities and Integrated Care Boards in England could adopt and embed the [‘No Wrong Doors for Young Carers’](#) Memorandum of Understanding.
- Local authorities and young carer services could review referral data to identify groups of young carers who are under-represented compared to the local community. This would enable them to prioritise their awareness-raising activity more effectively.

## Young carers and young adult carers are able to thrive in education

Young carers and young adult carers have told us improving awareness, recognition and support for young carers within schools, colleges and universities is their top priority:

- 40% of young carers and young adult carers say they do not get the help they need to balance their caring and learning.
- One-third of young carers and young adult carers struggle to balance caring with their education.

Evidence shows that being a young carer can have a significant impact on their attendance, attainment and educational experience:

- Young carers miss an average of 27 school days per year.<sup>ii</sup>
- 37% of young carers said their performance at school had suffered because of their caring responsibilities.
- 36% reported being bullied about their caring role.<sup>iii</sup>
- Young carers are less likely than other young people to progress onto higher education.

**“There is no empathy or understanding towards young carers. I still get detention if I cannot finish my homework on time because my brother has had a seizure. If I’m late because I’m helping him, again I get late marks – even when my mum phones and explains.”**

**We asked young carers and young adult carers what needs to change, and they told us:**

- We need to have a nominated young carer lead/contact in schools who is specially trained on the challenges we face.
- Schools/colleges should consider if young carers would benefit from extenuating circumstances being put in place around our exams.

- We need to feel enough support is put in place if we want to leave home to go to university.
- School inspections should assess the support for young carers available in schools.

### **What can you do to make this happen?**

- Schools, colleges and universities could ensure they have a young carer/student carer lead with strategic responsibility for identifying and implementing support for young carers.
- Introduce a young carer/student carer policy setting out support available.
- Arrange Young Carer Awareness Training for all staff.
- Schools could also make sure that young carers are included/considered within any work on transitions (Primary to Secondary; Secondary to post-16).
- Universities could include young carers and young adult carers within priority groups for widening participation initiatives.

## **Young carers and young adult carers can access and succeed in employment/training opportunities**

Balancing employment with caring responsibilities can be really challenging for young adult carers:

- 45% of young carers and young adult carers who work said they struggle to balance caring with paid work.
- More than half (57%) said they did not get the help they needed from their employer to balance caring and work.
- Only 41% felt they had someone at work they could talk to when they needed to explain about their caring role.

Young carers say they often find it difficult to bring up their caring responsibilities with their employer, particularly if they work part-time.

Young adult carers say flexibility is a higher priority for them than job security. They also tell us they want employers to offer more work experience opportunities.<sup>iv</sup>

**“There is little leeway if I’m marginally late or need to leave a few minutes early because of my caring role. It can become really stressful.”**

## **We asked young carers and young adult carers what needs to change, and they told us:**

- Companies need to be educated to be more aware of the skills that we have, even if our CVs appear emptier.
- We want to see more training for organisations to understand the demands of employees with caring responsibilities.
- Employers need to make flexible hours more available to reflect our caring role. They need to understand we sometimes have no choice about short notice cancellations or swapping shifts if there is an emergency at home.

## **What can you do to make this happen?**

If you are an employer, you could:

- Offer support to young adult carers to help them get into work. For example, internships, mentoring or CV workshops. These opportunities can be developed in partnership with your local carer service.
- Ensure you have an Unpaid Carers Policy setting out what support is available for all carers in your workplace.
- Arrange Unpaid Carer Awareness Training for all managers.
- If you are an employee, you could ask your employer what they do to support young adult carers and suggest they implement new policies, training and employment support.

## **Young carers and young adult carers have time for themselves**

We hear from many young carers and young adult carers that they do not get any time for themselves. They miss out on opportunities to have fun with friends or take a break from their caring role:

- 40% of young carers and young adult carers said caring affects how much time they can spend with their friends.
- More than eight out of ten young carers feel lonely during the summer holidays.<sup>v</sup>

**“I can’t think about the things I’m missing out on as it only gets me down.”**

**“Being a young carer can make you invisible. Finding the time for hobbies or socialising is basically impossible.”**

## **We asked young carers and young adult carers what needs to change, and they told us:**

- We need time to relax and to think about ourselves.
- We need time to do something that we want to do, rather than something we have to do.
- We want support from other services that can help with our caring responsibilities so we can have a break without worrying about the person we care for.
- We should be able to take part in activities and social events. This could be with other young carers, with the person we care for, or with other family members.

## **What can you do to make this happen?**

- Run, or volunteer at, events/activities specifically for young carers and young adult carers. Make them accessible so they can come along with the person they care for.
- Offer discounted entry for young carers and young adult carers.
- Provide your local young carers service with free tickets for fun activities. They can then choose to bring young carers, or for young carers to come along with their family.
- Reserve spaces on your activities for young carers.
- If you run events and activities, make it clear on your website how you support and welcome young carers and young adult carers.
- If you're an employer, contact your local carer service and offer your staff as volunteers for trips/activities.
- Provide funding for young carers' activities/trips.
- If you're a local authority, commission short breaks for young carers. This should include providing replacement care.

## **Young carers and young adult carers are safe and secure**

All young carers and young adult carers should be safe and protected from harm or abuse. Being safe and secure means different things to different groups of young carers and young adult carers.

Young carers have been [highlighted as a group of children who are often missed by safeguarding and child protection teams](#). Only around 50% of young adult carers reported feeling safe in their local area, compared with 62% of those without caring responsibilities.<sup>vi</sup> Support for young adult carers should consider whether they have secure and suitable housing.

**“Before I came here [Move on Up], I was sleeping under the kitchen table. There wasn’t room for all of us at home. I resented everyone – my family and other people.”<sup>vii</sup>**

**We asked young carers and young adult carers what needs to change, and they told us:**

- We want to be able to speak up about bullying or other problems in school.
- If police get involved with families with addiction or domestic violence issues, they should be aware there may be young carers in the home and think about the impact on us.
- We need support to help us process difficult situations and emotions.
- We want a safe place we can call home and a space of our own.

**What can you do to make this happen?**

If you are a local authority:

- Arrange Young Carer Awareness Training for safeguarding and child protection practitioners (in social care, health and education) and local safeguarding boards and Child Protection Committees.
- Ensure young adult carers are a priority group for housing associations.
- Review local child protection cases to ensure young carers are being identified.

**Young carers and young adult carers can access support for them and their family**

Every young carer and young adult carer should be able to access the support they need, for themselves and their family. Having this support can make a huge difference to their life opportunities and wider health and wellbeing.

All young carers and young adult carers should know what support is available locally and should be able to access it when they need it. This could mean knowing that there are paid care workers or other unpaid adult carers available to take over in an emergency or if they need a break. It could also include access to mental health support, support with finances and housing, and support with education.

**We asked young carers and young adult carers what needs to change, and they told us?**

- There needs to be extra support available for the person we care for, so we have less responsibility.
- We want the system to take a whole-family approach, with services that talk to each other. This would stop us having to constantly fill out forms and have meetings with each new service or when there are team changes.
- We shouldn't feel like all the weight is on us to access support.
- We need emergency plans in place in case we are suddenly left looking after more people.
- Schools and services should not use us as the go-between communicator with our parents. We are still children, not the adult or the head of the family.

### **What can you do to make this happen?**

If you are a local authority:

- Review adult social care assessments and support plans and arrange Young Carer Awareness Training for adult social care practitioners.
- Create a clear pathway of support for young carers and young adult carers so everyone knows what support is available and how to access it.
- Ensure there is specific support available for young carers and young adult carers.
- Make young carers and young adult carers a priority group for wider support services, including mental health.

### **Young carers and young adult carers feel they have choices in their lives**

No young carer or young adult carer should feel that their opportunities in life are determined by their caring responsibilities.

It is important that young carers and young adult carers know that it is ok to say no when it comes to their caring role. We should not be relying on children or young people as part of any care and support package.

Young adult carers should be supported to make decisions about their education and future career based on their own aspirations and ambitions, rather than their caring role.

**“I'd feel very guilty about leaving mum on her own. I know I can save money and continue to support my family if I stay home, but this puts more strain on me and limits my social life. I want**



**to have the same university experience as everyone else – but that would be selfish. I’d feel guilty when mum would ring me to tell me it’s hard.”**

**We asked young carers and young adult carers what needs to change, and they told us:**

- We want more choices for us and for the people we care for.
- We shouldn’t have to feel stuck with our caring role when it comes to moving away or moving out.
- We shouldn’t feel we come in second place to the person we care for, and we shouldn’t feel like we must always put that person first.
- Further education and job opportunities shouldn’t be defined by our caring role.
- We shouldn’t have to think about our caring role when we want to make plans with our friends. We shouldn’t feel like we can’t plan too far ahead because we don’t know how things will be at home.
- Support for young adult carers should be clearly advertised. We shouldn’t have to search for hidden bursary support.

**What can you do to make this happen?**

- Hospitals and mental health services could ensure their discharge processes include a question that checks that ongoing care packages don’t rely on a child or young person.
- Local authorities could review all their assessments/statements for young adult carers to ensure that the concept of choice is clear within it.

**Young carers and young adult carers have good physical and mental health**

Having caring responsibilities can have a significant impact on children and young people’s physical and mental health:

- Nearly three in ten (28%) adolescent young carers think about self-harming and more than one in ten (12%) said they had considered hurting someone else because of caring.<sup>viii</sup>
- Young carers and young adult carers are more likely to have their own long-term health conditions.
- 44% of young carers and young adult carers feel stressed because of their caring role.

**“We tend to prioritise the needs of others, and it’s hard to recognise what we need. It feels shameful for us to focus on ourselves and to do something we want, which might take us away from our caring role.”**

**We asked young carers and young adult carers what needs to change, and they told us:**

- We need to be prioritised for access to counselling and confidential support to improve our mental health. This would give us a safe outlet.
- Professionals should make sure they consider the physical strain caring puts on us, for example when we need to lift people, and think about how support or equipment could make things easier.
- We need equal access to healthy places like gyms and support services like therapy.
- We want support to make sure we are getting enough sleep. Sometimes we have to catch up on schoolwork late at night or super early in the morning because we’ve been caring all evening.
- Discounted food vouchers would mean we don’t skip meals due to financial pressures.
- We want access to peer support, so we don’t feel like we are alone.

**What could you do to make this happen?**

- If you are a local authority, education or healthcare provider, ensure young carers and young adult carers are included within any local strategies around children and young people’s physical and mental health. You could also include young carers and young adult carers as priority groups for mental health support.
- Offer free/discounted access to sports and leisure facilities for young carers and young adult carers.
- Run, or volunteer to help with, cooking lessons for young carers to help them learn how to prepare healthy meals.

**Young carers and young adult carers can access and benefit from the rights they have**

Young carers and young adult carers may not always be aware of their legal rights. These rights cover areas such as the right to:

- an assessment/support plan for their needs.
- not to have to provide inappropriate or excessive levels of care.
- be involved in hospital discharge.
- carer’s leave at work.

Young people, families and professionals need clear information about the legal rights of young carers and young adult carers. They also need to know what support is available locally so they can benefit from those rights.

### **We asked young carers and young adult carers what needs to change, and they told us:**

- We need to be made aware of all of our rights.
- Professionals and organisations need to know what our rights are.
- Governments need to do everything they can to make sure our rights are actually met and followed up on.
- We need more consistency. Our rights should not depend on a postcode lottery, particularly in rural areas or areas where there is almost no support.
- Health, education, housing and social care services should proactively seek us out so we can benefit from the rights we have. At the moment it is the other way around.

### **What can you do to make this happen?**

- Local authorities could produce information about how young carers and young adult carers can access their legal rights locally.
- Local authorities should review their local carers strategy. This should include plans to ensure all young carers and young adult carers are made aware of their legal rights.
- Hospitals could arrange Carer Awareness Training for staff involved in discharging people from hospital (including in mental health inpatient settings).
- Local authorities could send information to local employers about the rights that unpaid carers have in the workplace.

## **Young carers and young adult carers live free from poverty**

Evidence shows that young carers are more likely to live in areas of high economic deprivation. Their families may be living on a low income, and they are often not in a position to save money. This can put additional pressure onto young carers and young adult carers:

- One-third of young carers and young adult carers (32%) face additional costs because of being an unpaid carer.
- 57% of them worry about the cost of living and things becoming more expensive.
- 56% said the cost-of-living crisis is affecting them and their family.

**“I can’t just shop around and get the cheapest food. If I get mum food that she isn’t able to eat, it will make her unwell.”**

**“I’d love to have kid problems. Instead, I’m saving up to try and pay our rent and to see if I can squeeze in some food at the end of the month.”**

**We asked young carers and young adult carers what needs to change, and they told us:**

- We need more information about benefits, as well as support with managing money and budgeting.
- Governments need to think about us when they are making decisions about the economy and society that affect us.
- We don’t want to have to choose between studying or getting financial help.
- We should be included as a priority group for bursaries, scholarships and grants.
- There should be more discounts available to us.

**What can you do to make this happen?**

- Ensure that young carers and young adult carers are a priority group for any hardship funds or bursaries.
- Provide discounts or free entry/activities for young carers and young adult carers.
- Run, or volunteer at, money management/budgeting sessions for young carers and young adult carers.
- Offer training to your local carer service about benefits and local financial support.

## More actions you could take

Organisation	What actions could you take?
National governments	<ul style="list-style-type: none"> <li>- UK Government should develop a National Carer Strategy which uses the Young Carers Covenant as a basis for commitments and activity relating to young carers and young adult carers.</li> <li>- National Governments should take account of the Young Carers Covenant in the ongoing implementation and development of their National Carers Strategies.</li> <li>- Welsh Government should demonstrate its existing alignment with the Young Carers Covenant by continuing its commitment to its Charter for Unpaid Carers, and the Strategy for Unpaid Carers.</li> <li>- Introduce a new National Outcome on Care in Scotland to fully value and invest in those experiencing care and all those who provide it, including young carers and young adult carers.</li> <li>- Introduce a requirement for all schools, colleges and universities to have a young carer/student carer lead and policy.</li> <li>- Governments could introduce a requirement for mandatory Young Carer Awareness Training for education professionals.</li> </ul>
Local authorities	<ul style="list-style-type: none"> <li>- Pass a Council Motion formally supporting the Young Carers Covenant.</li> <li>- Reflect the Young Carers Covenant within Local Carers Strategies.</li> <li>- Use the Young Carers Covenant as a basis for future commissioning of support for young carers and young adult carers.</li> <li>- Implement the <a href="#">‘No Wrong Doors for Young Carers’</a> Memorandum of Understanding in England.</li> <li>- Arrange Young Carer Awareness Training for adult social care practitioners.</li> </ul>
Education providers (schools, colleges, universities)	<ul style="list-style-type: none"> <li>- Ensure you have a young carer/student carer lead or champion with strategic responsibility and oversight for identifying and implementing appropriate support for young carers.</li> <li>- Introduce a young carer/student carer policy.</li> <li>- Arrange Young Carer Awareness Training for all staff.</li> </ul>
Employers	<ul style="list-style-type: none"> <li>- Through the local carer service in your area, offer support to young adult carers to improve their employability. For example, CV workshops, mentoring or internships.</li> <li>- Ensure you have an Unpaid Carers Policy setting out what support is available for all unpaid carers in your workplace.</li> </ul>

Organisation	What actions could you take?
Health settings	<ul style="list-style-type: none"> <li>- Embed the aims of the Covenant into relevant local health strategies and plans.</li> <li>- Ensure that any carers strategy or initiatives for the setting, for example Carers Passports, reflect the needs of young carers and young adult carers.</li> <li>- Ensure systems and processes include questions and flags relating to young carers and young adult carers.</li> <li>- Work with young people and local young carer services to produce information for young carers and young adult carers.</li> </ul>
Health Boards, Health and Social Care Partnerships and Integrated Care Boards	<ul style="list-style-type: none"> <li>- Ensure that the voices, experiences and needs of young carers and young adult carers are included within relevant strategies.</li> <li>- Arrange Young Carer Awareness Training for all staff.</li> <li>- Include a requirement for Unpaid Carer Awareness Training in relevant contracts being commissioned.</li> <li>- Jointly commission support for young carers and young adult carers with local authorities.</li> </ul>
Businesses	<ul style="list-style-type: none"> <li>- Offer opportunities and experiences for young carers and young adult carers.</li> <li>- Offer discounts or free places for young carers and young adult carers – either nationally through Carers Trust or through local carer services.</li> </ul>
Charities and other organisations	<ul style="list-style-type: none"> <li>- Include young carers and young adult carers as a priority group for your services.</li> <li>- Arrange Young Carer Awareness Training for your staff.</li> <li>- Link with local young carer services to identify referral pathways and explore opportunities for collaboration or knowledge-sharing.</li> </ul>

## References:

<sup>i</sup> Xue et al, 2023, UK

<sup>ii</sup> MYTIME Young Carers, 2023

<sup>iii</sup> [1] Lewis, F., Becker, S., Parkhouse, T., Joseph, S., Hlebec, V., Mrzel, M., Brolin, R., Casu, G., Boccaletti, L., Santini, S., D’Amen, B., Socci, M., Hoefman, R., de Jong, N., Leu, A., Phelps, D., Guggiari, E., Magnusson, L. and Hanson, E. (2022) The first cross-national study of adolescent young carers aged 15–17 in six European countries,

<sup>iv</sup> ‘Youth Misspent’, City and Guilds, 2023

<sup>v</sup> Action for Children and Carers Trust, 2023 – Available at [More than eight out of ten young carers feel lonely during summer holidays | Action For Children](#)

<sup>vi</sup> Youth Voice Census, Youth Employment UK, 2023

<sup>vii</sup> “We still care: The role housing must play in offering young adult carers an independent life”; Learning and Work Institute, Commonweal Housing, Quaker Social Action, June 2023

<sup>viii</sup> Lewis, F., Becker, S., Parkhouse, T., Joseph, S., Hlebec, V., Mrzel, M., Brolin, R., Casu, G., Boccaletti, L., Santini, S., D’Amen, B., Socci, M., Hoefman, R., de Jong, N., Leu, A., Phelps, D., Guggiari, E., Magnusson, L. and Hanson, E. (2022) The first cross-national study of adolescent young carers aged 15–17 in six European countries,