

# Carer's and Families Quiz

- 1) Would an employee who has care responsibilities for their disabled husband be protected from workplace discrimination?**
- a) Yes – because the Equality Act 2010 says that they are associated with someone with a protected characteristic e.g. disability**
  - b) No – because the Equality Act 2010 only applies to those with a protected characteristic**
- 2) How many working carers are there in the UK?**
- a) Two million**
  - b) Three million**
  - c) Seven million**
- 3) What is the average age of a carer?**
- a) 16-25 years old**
  - b) 25-35 years old**
  - c) 45-65 years old**
- 4) What is the employment rate of carers in the UK?**
- a) 42%**
  - b) 67%**
  - c) 73%**
- 5) How does caring affect someone's personal finances?**
- a) Can pose great financial difficulty.**
  - b) Medium financial difficulty.**
  - c) No financial difficulty.**
- 6) How much does retaining carers through support or special leave arrangements save organisations each year?**
- a) £1 thousand**
  - b) £1 hundred thousand**
  - c) £1 million**



**7) What can Employers do to help carers stay in work?**

- a) Offer or approve requests for flexible working**
- b) Discretionary unpaid or paid leave**
- c) Grant employees a sabbatical/career break**

**8) Which organisations have publicly discussed how they have benefitted from offering flexible working?**

- a) Nandos**
- b) Carers Trust**
- c) BT**

**9) When can an Employer turn down a request for flexible working?**

- a) If there are business grounds for refusing an application.**
- b) If the Employee is not a carer.**
- c) If an Employee has not been working at the organisation for more than one month.**

**10) Employees have the right to take time off when there is an emergency (also known as 'time off for dependents'). What counts as an emergency?**

- a) When an Employee's dependent has become ill**
- b) When an Employee's dependent has passed away and they need to make funeral arrangements**
- c) When an Employee needs to make arrangements for their dependent's long-term care**

**11) How many couples are entitled to shared parental leave each year?**

- a) 150,000**
- b) 230,000**
- c) 285,000**

**12) Are adopters (parents who adopt their child) entitled to parental leave?**

- a) Yes – if an employee is matched with a child they must provide their employer proof of adoption with a matching certificate.**
- b) No – you are only entitled to parental leave if one member of the couple will be giving birth.**



**13)** In 2018, how many adoption orders were made by same sex couples?

- a)** 1 in 5
- b)** 1 in 8
- c)** 1 in 10

**14)** How many non-working single mothers would like a job, become self-employed or train?

- a)** 52%
- b)** 65%
- c)** 84%

**15)** On average, in the UK how much school time does a young carer miss a year due to their caring role?

- a)** 15 days / 3 school weeks / over half a month
- b)** 48 days / 9 ½ school weeks / over 2 months
- c)** 25 days / 5 school weeks / over 1 month

## Answers

- 1) A
- 2) C (According to Carers Trust)
- 3) C
- 4) B
- 5) A (According to Carers Trust 60% of carers have used all their savings to cover the costs of caring, 53% of carers have borrowed money as a result of their caring role and 23% have remortgaged their home)
- 6) C (According to the NHS)
- 7) All three – some carers may need adjustments made to their schedule in order to stay at work or complete tasks at home, whereas others may find working and caring for a dependent too difficult and will need to go on sabbatical.
- 8) C – (BT made a large amount of savings through flexible working, including £1 billion in office costs and equipment. They also noticed that employees who who worked flexibly showed an average increase in productivity of 21%, according to the NHS.)
- 9) A
- 10) All three
- 11) C



- 12) Yes – (According to First4Adoption – they may be entitled to up to 52 weeks of statutory adoption leave)
- 13) B – (According to : <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>)
- 14) C – According to The Gingerbread Charity for single parents
- 15) B – According to <https://carers.org/key-facts-about-carers-and-people-they-care>

