



[Liz Ashford LinkedIn blog \(published Tuesday 9 June\)](#)

### **Doing what matters for our employees who are carers**

One of our aims at TSB is to create a truly diverse and inclusive workplace, where our people feel they can bring their whole selves to work. And we know that having the flexibility to balance caring responsibilities with your work is crucial to achieving that.

The impact of caring on all aspects of life from relationships and health to finances and work can't be underestimated. Indeed, there are millions of people across the UK doing this vitally important role.

Many people feel that looking after a family member or friend who has a disability, mental or physical illness or who needs extra help as they grow older is one of the most important things they do. I agree.

I also think it's really important that the contribution carers make to their family, local community and society is recognised - and that carers get the support they need at work.

We know that approximately one in nine people in every workplace has some form of caring responsibility, and just like every other workplace, TSB has a number of employees who are balancing their caring responsibilities with managing their career.

We know how challenging this can be – even more so in the past few months during the coronavirus outbreak – so we've stepped up our support by collaborating with our unions Accord and Unite to offer our people who are carers up to 70 hours of paid leave per year. This is an industry leading initiative that will provide TSB colleagues that are carers the flexibility they need in managing their caring responsibilities, whilst also having a rewarding career.

We're proud to be launching this important initiative during [UK National Carers Week](#). To celebrate, we're putting the spotlight on carers right across our business and #Making Caring Visible. But our goal is to continue this to ensure we keep this conversation going to create a truly inclusive and diverse workplace that makes carers visible and showcases the important role they play both in our business and in our communities.