THRIVING AT OXFORD
12 – 23 JUNE 2023
Supporting You With Care Responsibility

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Session objectives

- Share *coaching frameworks* for working carers
- Understand how carers can build their *networks*
- Gain *practical* insights on caring alongside career
- Discover what resources are available through the Work+Family Space
Typical challenges for working carers

- Not enough hours in the day. Guilt!!
- lack of visibility and flexibility for working carers
- Neglecting ourselves
- unconscious bias
- the balance between family, work and self
- time / support / network / isolation of the cared for and the carer
Type in
What’s your biggest challenge right now?
Coaching framework: Your circle

Who do I need to talk with: my **inner & outer** circles?

- Person / role
- What I want to achieve by talking…
- What they might need from me...
- Date to take action
4 ways to boost connection & support
#1 Connecting to YOU

- Self care: tuning into energy levels
- Micro-solutions in limited time
- Allowing *good enough*
- Accepting failures as stepping stones and learning opportunities
#2 Connecting to emotions

Your loved ones may be:

- reluctant to accept help
- not wanting to be a burden
- keen to maintain sense of control

Consider:

- family dynamics & relationships
- cultural or traditional expectations
- *compassion fatigue* - long term caring
#3 Connecting to networks

- Who is in their support circle?
- What support do they currently have?
- Where are the gaps?
- What might I do to support this?
#4 Connecting at work

- Who can be a resource at work? Sponsors, champions, mentors, friends…

- Discuss alternative working arrangements with your manager/team in terms of deliverables, timescale, etc.

- Who else needs to know, and what do they actually need to know?
Working Carer Insights

- “Try to exercise even when your mood tells you not to”
- “It can be really hard to manage the guilt but looking after yourself isn’t selfish, it’s helping you help other people.”
- “Remember to maintain the other important relationship(s) in your life”
- “Be open with colleagues about your commitments”
- “Demonstrate flexibility in when and where you are still able to work and contribute”
Working Carer Insights

- “Exercise, nature, take a little time for yourself.”
- “be honest, understand everyone else has issues too - just different ones.”
- “I always try to re-set my brain in-between activities to keep my patience fresh.”
- “Have some future plans in place, but also try and take things day by day and not spiral.”
Let’s Get Started

WORK+FAMILY SPACE

Responsibilities at work and at home often collide

https://myfamilycare.co.uk/oxford
By choosing your life stages, dashboards and newsletters are tailored to each individual.
I need practical support, what can I access?

On Our Minds – Blogs, Life Stories & Articles
- Search by Life Stages (Planning for Parenthood, Pre-School, Work+You, Eldercare, Ageing Parents)
- Select topics based on life stages (Activities for Kids, Communication at Home, Being a Carer, Dementia, Flexible Working)

Some latest articles
- How to Balance Work with an Emotionally Needy Parent
- Eldercare: 5 Qualities to Look for in a Carer
- 5 Ways to Care for Yourself While Caring for Your Young Child
- Four Ways to be Mindful at Work
- Co-Operative Communication

Caring
- Making decisions about care
- Convalescence, Rehabilitation and Respite Care
- Paying for Care
- Care Homes and Care Homes with Nursing
- Discounts with Helping Hands Care Packages
Speak to an Expert – Support and Solutions

- Challenges of combining work and family:
  - How to share responsibilities
  - Finding the best stress free routines for you and your children
  - Balancing parent, teacher, carer

- Help with the challenges of adult/elder care such as:
  - Getting help at home
  - How to find the right type of care
  - Benefits & support
  - Respite & care home information

- Making childcare choices:
  - Where to start looking and questions to ask
  - Childcare employment issues
  - Support with interviewing and employing a nanny

- Calls take place during our office working hours (7:30am to 7:00pm, Monday to Friday). You arrange the time most convenient to you.
- All calls are completely confidential.
Internal Resources

- **Working Parents at Oxford teams group:** [Teams link](#)  
  A space where working parents can post and discuss and crowd source support, or ask Oxford specific questions or chat with other parents. This is also where we post details of returning parent events and talks.

- **Returning Carers fund:** [Weblink](#)  
  Academic and research staff of any gender who have taken 3-6 months, or 6+ months of leave for caring responsibilities (including maternity, paternity, shared parental, adoption and any other kind) at any institution returning within the last 2 years are eligible to apply for £3K or £6K respectively for anything that will help you overcome the barriers you have experienced as a result of taking caring leave. Deadline in 5th week every term.

- **Get in touch with your divisional representative to discuss, especially if you’re unsure if you are eligible.**
  - Humanities: Amy Hinks ([edi@humanities.ox.ac.uk](mailto:edi@humanities.ox.ac.uk))
  - Mathematical, Physical and Life Sciences: Amy Hinks ([amy.hinks@mpls.ox.ac.uk](mailto:amy.hinks@mpls.ox.ac.uk))
  - Medical Sciences: Katherine Corr ([katherine.corr@medsci.ox.ac.uk](mailto:katherine.corr@medsci.ox.ac.uk))
  - Social Sciences: Catherine Goodwin ([diversity@socsci.ox.ac.uk](mailto:diversity@socsci.ox.ac.uk))