



THRIVING AT OXFORD

12 – 23 JUNE 2023

Supporting You With Care Responsibility

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Bright Horizons**



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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

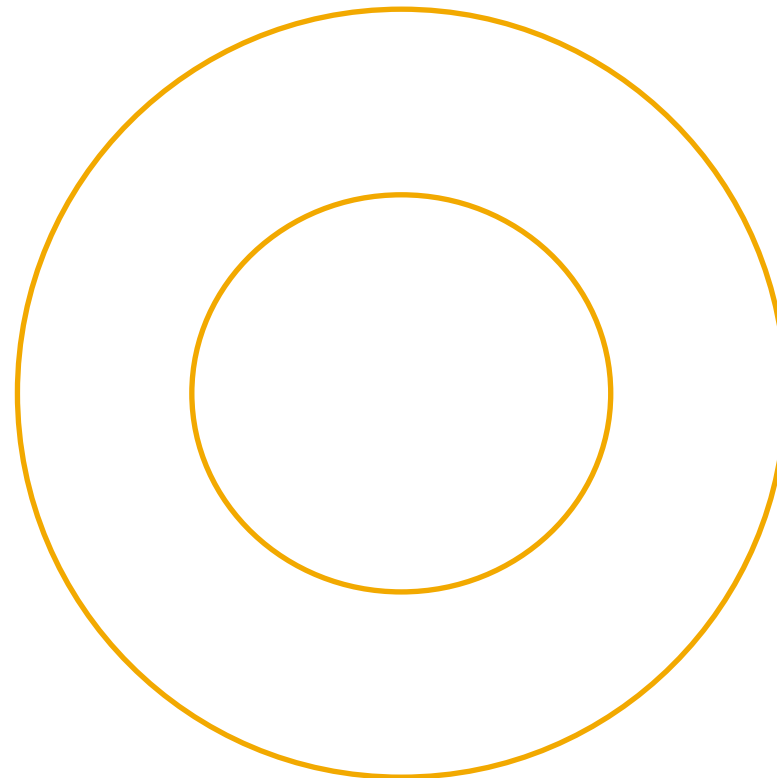
What's your biggest challenge right now?



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



Join today

Sign in



<https://myfamilycare.co.uk/oxford>

Content Tailored for You

By choosing your life stages, dashboards and newsletters are tailored to each individual

WORK+FAMILY SPACE

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Get in touch



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Speak to an Expert

Looking for additional support and guidance?

From questions about care to dealing with emotional, practical, parenting or work issues

Arrange a call with an expert



Blogs and articles

Recently published posts, hand-picked for you

View all



Help! My Teen and Pre-Teen Aren't Getting Along



Why It's Important to Read and Tell Stories



Healthy Snack-hacks for Wo

Workplace nutrition specialist, Lily
Scott, shares healthy snack

WORK+FAMILY SPACE



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Planning for Parenthood ✓

The Early Years (0-3) ✓

Pre-School +

Primary School +

11+ to Teens +

Work+You ✓

Ageing Parents +

Eldercare +

Managers ✓

Bubble: Babysitters & More

BUBBLE

Free access to Bubble Plus

First download the app and sign up using your work email address.

You won't have to pay a booking fee on 'sits' in the app, allowing you to find sitters / nannies / housekeepers on a recurring or block booking basis. You simply pay for the cost of care.



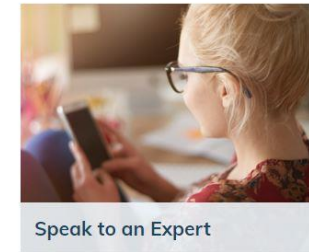
Bubble

Bubble is a childcare search app, helping thousands of working parents quickly and conveniently arrange trusted childcare, help with household chores, or additional support.

Simply use your work email when signing up on the app:



Webinars



Speak to an Expert

Preferential Enrolment

Jump the queue on the waiting list and take advantage of our exclusive preferential enrolment at Bright Horizons. To claim this offer call the Parent Enquiry Team on 0800 085 4074.

Visit now



For you

On Our Minds

Is Imposter Syndrome Holding You Back?

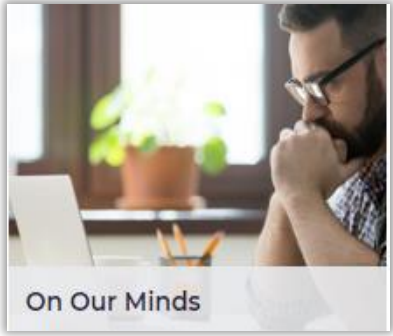


For you

On Our Minds

How has the Role of the Parent Changed? (3)

I need practical support, what can I access?



A collection of news stories and other articles outlining what we're currently talking about

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



Speak to an Expert

"Excellent - the consultant was clear and direct and clearly an expert in this field. I learnt a lot in the time of our call."

100% of respondents strongly agreed/agreed that "Access to the service makes me feel valued by my employer"

- **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.**

- **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)
- Mathematical, Physical and Life Sciences: Amy Hinks (amy.hinks@mpls.ox.ac.uk)
- Medical Sciences: Katherine Corr (katherine.corr@medsci.ox.ac.uk)
- Social Sciences: Catherine Goodwin (diversity@socsci.ox.ac.uk)



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