



THIS MONTH'S THEME IS...



KNOW YOUR RIGHTS

HIGHLIGHTS OF THE ISSUE

UPCOMING ACTIVITIES

| pg. 2 |

KNOW YOUR RIGHTS

| pg. 4 |

NOTICE BOARD

| pg. 7 |

SERVICE UPDATES

| pg. 9 |

CEO'S MESSAGE

Dear Carers

Your rights are important to us and we continue to speak up for carers at all the meetings we attend and interactions that occur. This month we are focusing on Carers' rights, because of course Thursday 25th November is CARERS' RIGHTS DAY

On this day we have arranged a series of events for you - including a carers strategy workshop with our commissioner Kim Chilvers. See page 6. We are also holding our AGM at 2-3.30 pm in person at the Old Lyonians, 72 Pinner View HA1 4QF. The venue is large and airy with good ventilation! You are very warmly invited to attend. If you have any issues with attendance please contact the office and we will try to assist you. Those that attend are very welcome to join us for a light lunch at 1.15 - 2pm. See also page 6 for further details about the events on this day.

On another matter of governance, we are recruiting for two new volunteer trustees to join our board. We conducted a skills audit of our current board members and are looking specifically for people with experience in legal matters and business development/marketing. Further details are on our website <https://harrowcarers.org/become-a-trustee/> The positions are open to all - so please pass the information on if you know someone with the relevant skills.

Lastly a further plug for self-care - if you haven't already, please get your flu and second or third Covid-19 vaccines. Flu vaccines are free to unpaid carers. Deputy chief medical officer for England Professor Jonathan Van-Tam has said that it is safe to have both jabs simultaneously, and it does not make a difference to how well they work. More information about this is on the NHS website: <https://www.nhs.uk/conditions/vaccinations/flu-influenza-vaccine/>

With warm wishes to you all

Charmian



UPCOMING ACTIVITIES

Sleep Management Workshop

**Thursday 11th November 2021
2PM -4PM AT HARROW CARERS
CENTRE**

ZUMBA with Marina

Get grooving and moving with this versatile fitness class combining all elements of fitness – cardio, muscle conditioning, balance and flexibility, boosted energy and a serious dose of awesome each time you leave class- includes bhangra!

**Every Wednesday at Old Lyonians Sports
Ground**

10AM- 11AM

Sewing Classes

Mrs Surinder Lotay will be hosting sewing classes at
**Harrow Carers centre
November 24th and 8th December
and 22nd December
2PM - 4PM**

Basic IT Skills Drop-in Clinic

**Monday 8th November
Harrow Carers Centre
10AM - 12PM**

Pilates

Sometimes our bodies crave gentle and relaxing movements and this is the perfect Pilates workout for those days.

**Every Wednesday at Old Lyonians
Sports Ground
11.30AM - 12.30PM**

Yoga

A gentle and steady-paced class suitable for absolute beginners, the focus on simple movement to encourage more body awareness and physical mobility including breath and meditation.

**Every Tuesday and Friday at Old
Lyonians Sports Ground**

10:30AM- 11:30AM

Qigong

Qigong coordinates gentle, smooth movement and breathing to develop, mind, with visualisation of guiding through the body thus promoting internal healing and increasing energy levels via integrating mind and body.

Please wear comfortable clothing and bring along a pair of canvas shoes or trainers to change into indoors, bring a water bottle and aim to arrive 5 to 10 minutes early to get ready for the session.

**Every Friday at Old Lyonians
Sports Ground
1:45PM- 3PM**

UPCOMING ACTIVITIES

Mental Health Support Group

***If you would like to join any of the activities please contact wellbeing@harrowcarers.org 020 8868 5224 x 214 for joining instructions.**

Do you care for someone with a mental health condition? If, so join us every **2nd and 4th Friday** of the month to get the support you need.

1:30PM to 2:30PM ON ZOOM

WORKING FOR CARERS SESSIONS

CV Writing

**Thursday 28th October &
Thursday 18th November 2021**

10:30AM - 11:30AM (ONLINE SESSION)

This session covers:

- Establishing the aim of the CV for a carer
 - Understanding your target market
 - Personal profile
 - Education & qualifications
 - Your chronological career history
 - What roles have you undertaken
- Listing your key duties & responsibilities
 - Technical capabilities
 - Your achievements
- Listing your key skills & competencies
 - Other relevant experience
 - References/testimonials

Basic IT Skills

Tuesday 16th November 2021

10:30AM - 11:30PM (ONLINE SESSION)

Interview Techniques

**FRIDAY 22nd October & 19th
November 2021**

11AM - 12PM (ONLINE SESSION)

This session covers:

- How to answer competency based questions
 - How to prepare for an interview
 - How to explain an employment gap
- How to highlight your key and transferable skills

Confidence building

Tuesday 26th October 2021

10:30AM - 11:30PM (ONLINE SESSION)

- Fake it until you make it (trying hard is what it needs)
- Positive attitude matters (start with understanding your needs).
 - Challenge your inner critic.
- Don't wait for external validation.

***If you would like to join any of the sessions please email workingforcarers@harrowcarers.org or call 020 8868 5224 Ext 218/208 for joining instructions.**

KNOW YOUR RIGHTS

Harrow Carers provides a comprehensive package of services for carers and is the focal point for carers in Harrow to obtain information, support and advice they need. Whether you are a new carer or have been caring for someone for a while, we believe that it's important that you understand your rights and are able to access the support that is available to you as soon as you need it. Services offered at the Carers Centre include:

- **Money & Benefits:** an overview of which benefits you or the person you care for may be entitled to and information about how to get a benefits check. We also help with application support and form filling.
- **Other financial help:** including help with council tax, pensions, grants for carers and health costs.
- **What help you can get from your GP**
- **Your workplace:** your rights at work, from flexible working and parental leave to protection from discrimination.
- **Other services include** mindfulness and wellbeing courses, events, training, counselling, respite care, Homeshare, support for young carers and much more.



Our services are available to anyone who provides care and support for a friend or relative in the community, regardless of the amount of care you provide. Please call us to speak to one of our specialist advisers (Bunny or Anne) on 020 8868 5224 for specialist support and guidance.

Take a look at our Carers' Guide

As a carer there is lots of help, advice and support available, the problem is knowing where to find the information, this guide will outline your rights as a carer and give you details, information and guide you to where you can get practical help and support in Harrow.

[Click here for our Carers' Guide](#)



KNOW YOUR RIGHTS

Three things to remember as a Parent Carer

Knowledge is power

You can never know too much! There will always be some entitlement or helpful thing or person that you were just not aware of. Keep searching and never give up. What you need could be right around the corner. My favorite resource is the council for disabled children. This website has loads of helpful information for parent carers including Disabled children: A Legal Handbook a fantastic read for parent carers to understand the law.

Make time to for yourself

I give you permission to be unapologetically selfish once in a while. It is easier said than done and you don't have time as there are 1 million and 1 things you need to do. But this one is important. Schedule in some time to do the things you enjoy. It's important for your wellbeing. You have to take care of yourself in order to be able to take care of others. Reframe those I can't thoughts to 'How can I..?'. Try making a list of what you want you want to do. Then think about when, how and what support you would need to make it happen. Where there's a will there's a way.

Someone to talk to

Don't do it alone. Making sure you have someone to talk to when you are feeling stressed is important. If you can talk to your friends and family that's great. If you want to talk to someone in a similar position having a disabled child gives you membership to an amazing community of super parents. You can find people on social media, Harrow Parent Carer Forum and of course Harrow Carers Parent Carer group.



WHATSAPP GROUP

If you haven't joined yet, please join our WhatsApp group for Carers which will be used to provide updates on events and reminders. Please text 'join whatsapp group' to **0744 0791801** with your name. You will then be sent an invitation link to join.



We Want to Hear From You

Do you have a story idea, a question for our team or feedback on our newsletter? Let us know. We are especially looking for ideas for our Christmas edition.

KNOW YOUR RIGHTS

HARROW CARERS ANNUAL GENERAL MEETING - 2021

Invitation to all registered carers, trustees and volunteers

You are warmly invited to Harrow Carers AGM taking place on:

Thursday 25th November 2021, 2.00 – 3.30pm
At the Old Lyonians, 74 Pinner View, Harrow HA1 4QF

Please confirm that you wish to attend by telephoning Lydia on **020 8868 5224** or emailing **admin@harrowcarers.org** and we will send the agenda and accounts by email.

If you have any other requirements/needs that would enable you to attend and participate in this meeting please let us know and we will do our best to help.

If you are no longer a carer please accept our apologies for sending this invitation to you and kindly contact us so that we can update our records.

We look forward to seeing you on the day.



Yours Sincerely
Charmian Boyd
CEO, Harrow Carers

Carers Rights Day - Thursday 25th November 2021

Join us from 10am for a continental breakfast, followed by sessions facilitated by the Social Carer focusing on your rights with social care and what support you can get from the council. Learn more about carer assessments, needs assessments for the person you care for, and what support you can get when caring for a child. We will also be holding a carers strategy workshop with the commissioner Kim Chilvers and you will be able to have your say on how the council plans for carers in the future.



Lunch will be served from 1.15pm and staff from Harrow Carers and Harrow Council will be on hand to answer questions. The Annual General Meeting will commence at 2pm.



Working for Carers will be holding an online **Negotiation Skills workshop on the 25th at 11am**. It will focus on negotiation at work for carers wishing to ask for flexible working, or variations to their contracts, but the skills are universal and can be applied in any situation, useful in dealing with bureaucracy.

Please contact: Jenny.Boxall@harrowcarers.org / 020 8868 5224 Ext. 218 to register.

NOTICE BOARD

Become a Trustee for Harrow Carers



Could you use your legal or business/marketing expertise to help us support unpaid carers in the London Borough of Harrow? Carers perform a vital role in society looking after vulnerable people, preventing hospital and care home admissions, enabling those they care for to stay at home.

We are a vibrant and dedicated charity that seeks two trustees that can attend board meetings six times a year, plus occasional meetings in-between, and bring their expertise to help us do even better! For full details please visit <https://harrowcarers.org/job-opportunities/>

DIWALI CELEBRATIONS

Monday 1st November at 12 – 3pm

Join us for food, music and Bollywood dancing to celebrate Diwali

Bollywood dance session with Marina at 12pm followed by lunch.

We will be providing hot samosa's and bhaji's but please feel free to bring your own dishes and snacks to share.

Please confirm your attendance to wellbeing@harrowcarers.org



Diwali, is a festival celebrated over five days by people of different faiths including many Hindus, Jains, Sikhs, Muslims and Buddhists. Those celebrating the festival will typically decorate their homes with lights and Rangolis in elaborate patterns made out of materials including rice, coloured sand and flowers. There are usually big celebrations where there will be fireworks, light displays, dancing and food.





NOTICE BOARD

Become a Carer Champion Volunteer

One in seven people combine work with caring for a loved one. Many of them don't know where to turn to for help. As a Carer Champion, you are the link between Harrow Council, Voluntary Organisations, unpaid carers and your colleagues. You'll spread the word about caring and raise awareness of unpaid carers in your workplace and across the community. We hope you'll be able to signpost those looking for support to the services and expert advice on offer across Harrow.

What's involved?

- Being a link between Carer Lead, voluntary organisations, your colleagues and carers in your local communities
- Participating in conversations to further enhance the services and support available for unpaid carers
- Sharing information relevant to both unpaid carers and the people who provide their support
- Displaying posters and publicising unpaid carer support and events on your web pages / social media
- Publicising high profile national awareness campaigns such as Carers Week and Carers Rights Day
- Coming up with ideas for events and activities across the community where unpaid carers will be recognised and celebrated in all they do

Whatever you are able to commit to raising awareness of unpaid carers and making a difference

How to apply

To find out more or express an interest in becoming a Carer Champion simply send an email to carers@harrow.gov.uk

What will you get out of it?

It's a great opportunity to meet new colleagues, develop your organisational skills, get creative and make a real difference to unpaid carers' lives.

The skills you need

- A passion for supporting unpaid carers
- A knack for motivating people and getting them involved
- An understanding of the role of the unpaid carer
- Knowing what's happening across the community for unpaid carers
- The ability to think creatively
- An interest in making life better for unpaid carers

How will we support you

- By keeping you up to date with what is happening across the Harrow community
- By listening to your ideas and suggestions
- By introducing you to organisations who provide unpaid carer support to enhance your network
- By providing the publicity / comms to share with unpaid carers and relevant people
- Your time

Affordability

Customers struggling to pay their bills have access to a range of discounted tariffs and financial assistance

Standard options	Affordability tariffs				Additional support
<p>Ways to Pay</p> <p>Payment arrangements</p> <ul style="list-style-type: none"> • Setting up a regular Direct Debit • Spreading the cost by paying in instalments using a payment card • Setting up a payment plan • Paying your bill in small amounts directly from your benefits • NEW empathic collections 	<p>Flexible Payments</p> <p>Payment break for tough times</p> <p>Customers qualify for this if their income has been impacted by Covid-19. They can take a break from water bill payments for 3-months or reduce to a lower level. It's short term relief and customers will need to pay the money back in the future</p>	<p>WaterSure</p> <p>Annual Bill capped at £419</p> <ul style="list-style-type: none"> • On a water meter and either they or someone in the household must be in receipt of certain benefits, tax credits AND have a qualifying or medical condition OR • they have 3 or more children under 19 they are claiming child benefit for 	<p>WaterHelp</p> <p>50% discount on bill (20/21)</p> <p>Low income household - A low income is considered below £16,385, increasing to £19,747 if they live in a London borough</p>	<p>Customer Assistance Fund</p> <p>Debt payments matched by Thames Water</p> <p>For those owing over £120 on their water bills with little disposable income. Debt payments matched and cleared in full if pays current bills for two years</p>	<p>Trust Fund</p> <p>Further support</p> <p>Helps customers who are in difficult circumstances and who cannot afford to pay for essential household items such as a washing machine, cooker, fridge, freezer, bed, internal water leaks or income maximisation</p>

SERVICE UPDATES

Hiring Now!

LOOKING FOR CARE SUPPORT WORKERS TO JOIN OUR TEAM!



Make a real, visible difference and apply now!

WE OFFER:

- Travel Allowance
- Flexible working hours
- Competitive Hourly Rate
- Free DBS Check
- Refer a friend bonus scheme
- Paid Annual Leave
- Sickness Pay
- Fantastic Training & Career Development opportunities

JOB TYPE:

Weekday/ Evenings / Weekends

LOCATION:

Harrow & Surrounding Areas

For more information and an informal chat please call 03300 882224 or email homecare@harrowcarers.org



HOME CARE

Do you know someone who is considering a career in adult social care? Or someone who is a motivated and caring person with a desire to help others?

Harrow Carers Home Care service provides individuals and unpaid carers with help and support with tasks according to individual needs.

Contact us today for more information and to book in your free, no obligation consultation to discuss your needs and how we can help.

NOVUS HOMESHARE

We have a lovely video from our householder and her daughter talking about their experience and the benefits of homesharing. We are delighted and so proud to receive feedback like this.

[Watch the video](#)

If you know someone who may benefit from this service, please let us know or ask them to give us a call on 03300 88 2225 or visit <https://www.novus-homeshare.org.uk>

Novus Homeshare is a charity that matches people who want help or support around the house with people who need accommodation and are willing to help. Our service helps people from all walks of life in need of an extra helping hand at home in London (and surrounding areas), for a reasonable fee.



Are you enjoying the newsletter?
Click here to leave us a review.



SERVICE UPDATES

WORKING FOR CARERS



Working for Carers is a London-wide project that supports unpaid carers, aged 25 or over, to move closer to employment. The project is led by Carers Trust and delivered by its network of partners across London. Working for Carers is funded by the European Social Fund and The National Lottery Community Fund.

As part of the Working for Carers programme we are running the following sessions – Contact Working for Carers to register your interest in attending and joining the programme:

Interview Techniques Friday 22nd October 2021 & Friday 19th November 2021 at 11am-12pm

Confidence Building: Tuesday 26th October 2021 at 10.30am-11.30am

CV Writing Skills: Thursday 28th October 2021 and Thursday 18th November 2021 at 10.30am-11.30am

IT Basic Skills: Tuesday 16th November 2021 at 10.30am-11.30am

Overview of carers' rights

You have statutory rights if you are balancing work and caring for someone, including:

- The right for time off to deal with emergencies involving dependants
- The right to take parental leave
- The right to request flexible working
- Protection from discrimination

Taking time off work

You may need to take time off work because of your caring responsibilities:

- **Time off for dependants:** Employees have the statutory right to take unpaid time off work to deal with emergencies involving dependants. The length of time must be agreed with your employer, but is normally no more than one or two days.
- **Parental leave:** If you have been working somewhere for at least a year, you can take unpaid leave to look after a child under the age of 18. You can take 18 weeks leave per child in total, and a maximum of four weeks per year. You must give 21 days notice.
- **Flexible working:** If you need to take regular time off for your caring role, you should consider making a flexible working request, for example changing your hours or work pattern.

Some organisations offer paid time off for dependants and/or time off for caring responsibilities. Check your contract, staff handbook, or your employer's HR policies.



You can only make a statutory request once in a 12 month period. See Working for [Carers Factsheet 7 for more information about flexible working.](#)

Carers also have the right to an assessment of their needs. Contact your local council about organising an assessment. You may also be entitled to benefits if you are not working or on a low income, such as Carer's Allowance and Universal Credit. Flexible working If you have worked for your employer for 26 weeks in a row, you have the statutory right to request flexible working. Examples of flexible working include:

- Working from home
- Starting/finishing work earlier or later
- Changing your shift patterns
- Reducing your hours of work

[Click here to find out more about the Working for Carers programme](#)

To contact Working for Carers call 020 8868 5224

Ext 208/218 or email

workingforcarers@harrowcarers.org

KEEPING SAFE

StreetSafe (<https://www.police.uk/streetsafe>) is a pilot service for anyone to anonymously tell us about public places where you have felt or feel unsafe, because of environmental issues (street lighting, abandoned buildings or vandalism) and/or because of some behaviours, eg being followed or verbally abused.

Please note: 'StreetSafe' is not for reporting crime or incidents.

If something has happened to you or someone you know (including in public spaces online) you can call us on 101 or find out what online reporting services are available.

If you're unsure whether something is a crime or not, read our advice.



'Ask for Angela'

The 'Ask for Angela' initiative has been relaunched. If you are feeling unsafe on a night-out then you can approach venue staff and ask them for 'Angela'. This code-phrase will indicate that you need support and a trained member of staff will come and help you. You can visit <https://www.met.police.uk/AskforAngela> to find out more.

Vaccine Boosters

Unpaid carers who were eligible in Group 6 for the spring vaccination jobs are eligible for the booster jab. We are working with partners in government to finalise the logistics of how eligible unpaid carers get the booster to further protect them and the people they care for. We will update carers and Network Partners as soon as we have more information.

Counselling Services



Let's Talk

Are you experiencing emotional difficulties such as anxiety, stress, recent loss or trauma? If yes, then we are here to help.

Our counselling service

Sessions are one-to-one and led by experienced, qualified, professional practitioners in a safe, non-judgemental environment.

Harrow Carers is a registered charity which offers independent confidential counselling for individuals over the age of 16 and unpaid carers living in Harrow.

376-378 Pinner Rd, North Harrow, HA2 6DZ
T: 020 8868 5224
E: talk@harrowcarers.org
W: www.harrowcarers.org



USEFUL LINKS & CONTACTS

Getting help from the NHS: the NHS urges the public to get care when they need it..

Samaritans: if you need to talk to someone.

Rethink: Top tips on managing your mental health.

GOV.UK: What you need to know about coronavirus

Harrow Council: Council updates.

Carers UK: Expert advice, information and support

Ok Rehab: Specialise in addiction treatment.

SEE YOU NEXT MONTH!