

Employment (Reasonable Adjustments for Carers) Bill

[AS INTRODUCED]

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[AS INTRODUCED]

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TO

Require employers to make reasonable adjustments to enable employees with caring responsibilities for disabled people to provide that care.

BE IT ENACTED by the Queen’s most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1 **Obligation to make adjustments for carers of disabled people**

- (1) The Equality Act 2010 is amended as follows.
- (2) In section 20(3) (duty to make adjustments)—
 - (a) after “a disabled person” insert “or a carer of a disabled person”;
 - (b) after “not disabled” insert “or not a carer of a disabled person”. 5
- (3) In section 21(2) (failure to comply with duty), after “disabled person” insert “or a carer of a disabled person”.
- (4) In section 212(1) (interpretation), at the appropriate place insert—

““carer of a disabled person” means a person who has or who will soon have responsibility for providing care for a disabled person without receiving payment under or pursuant to a contract for doing so and who is not doing so as voluntary work arranged by a third party;”.

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- (5) In Schedule 8 (work: reasonable adjustments)—
 - (a) in paragraph 2(5) (the duty), after “disabled person” insert “or a carer of a disabled person”; 15
 - (b) after paragraph 3(2) insert—

“(2A) The reference to in section 20(3) to the carer of a disabled person is a reference to an interested carer.”;
 - (c) in paragraph (4) (interested disabled person), after “who,” insert— 20

“and an interested carer is a carer of a disabled person who;”;

(d) after paragraph 5(2) insert—

“(2A) Where A is the employer of a carer of a disabled person who is a contract worker (B), A must comply with the first requirement on each occasion when B is supplied to a principal to do contract work.”;

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(e) in paragraph 20(1)(a) (limitations on the duty), after “interested disabled person” insert “or interested carer”;

(f) at the end of paragraph 20(1)(b) insert—

“or that an interested carer is a carer of a disabled person and is likely to be placed at the disadvantage referred to in the first requirement.”

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2 Extent, commencement and short title

(1) This Act extends to England and Wales and Scotland.

(2) This Act comes into force on the day it is passed.

(3) This Act may be cited as the Employment (Reasonable Adjustments for Carers) Act 2020.

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Presented by Sir Edward Davey

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