

KN Cares

Supporting Working Carers

KINGSLEY NAPLEY
WHEN IT MATTERS MOST

We care so you can care

Everyone at Kingsley Napley is committed to putting the wellbeing of carers first, and always looking at every possible practical, mental and financial support for doing so.

“ Stephen Parkinson
Senior Partner



Most of us need to care for someone at some stage of our lives. Recent research from Carers UK estimated that the number of carers has risen to almost 5 million people in the UK, around 1 in 7 people in the workplace. It is a number which will have only grown following Covid-19.

Every year, over 250,000 people are forced to give up work to care – the equivalent of 600 resignations per day. Not only does that come at a huge cost to the economy and people's finances, but the loss of skills, talent and productivity is expensive and disruptive for their employers. Not to mention the devastating impact it has on people's mental health and wellbeing.

That is why it is so important that we do everything we can to ensure everyone is able to juggle the pressures of work and caring – and is given the practical and emotional assistance they need to keep an eye on their loved ones while continuing to do their jobs.

In this age of flexible working there really is no reason why employees shouldn't be able to benefit from an improved work-life balance that allows them to manage their responsibilities in their personal lives.

Too often people are not comfortable talking about the challenges they face. That is why everyone at Kingsley Napley is committed to putting the wellbeing of carers first, and always looking at every possible practical, mental and financial support for doing so.


After all, given that we are all likely to care for someone at some point, looking after our carers is not just good business. It's all our business!

What is a carer?

"Carers are people who provide unpaid care by looking after someone who is older, disabled or seriously ill."

– Carers UK

The flexibility and kindness shown to me has been a huge help. They are fully aware that the flexibility required for working parents should extend just as freely and supportively to those with caring responsibilities. There can be a fear of telling people about your responsibilities, lest they think that it will adversely impact your work. But the converse is true. It is only when you are able to be open and frank with your colleagues that you ensure the best service to your clients at all times, working together to get the best out of all involved. If you want something done, they say, ask a busy person.

 **Sarah Harris**
Partner, Regulatory



Our support

My Dad's illness was such that his condition deteriorated rapidly, meaning that every week brought its own challenges. Working from home meant I was able to live down in Devon with my parents, and afforded me the flexibility to fit work around my caring responsibilities.

During this time, I was lucky enough to have the support of the firm and my managers, who I always felt were understanding of my circumstances – not only in terms of the time needed to physically care for my Dad, but also in terms of the emotional toll this was taking on me and my family. Help from the firm, in the form of counselling, compassionate leave and support from my colleagues and managers, was greatly appreciated and hugely beneficial in helping me to cope with these responsibilities.

“ **Josephine Burnett**
Associate, Immigration



Our priority is to help colleagues effectively manage their personal and professional responsibilities so that neither is compromised in any way. To do this, we have introduced a number of policies and initiatives.

Agile Working Policy

Under our agile working policy everyone has the option to work from home 40–60% of their working week. Since we know we can trust people to do the right thing, this policy is not prescriptively monitored, but agreed with individual line managers and colleagues. This arrangement gives everyone the level of flexibility they need, while at the same time ensuring that we can maintain our usual levels of performance, collaboration and client service.

Leave Policies

We have a range of options, including compassionate leave and ordinary parental leave, that carers can use if they find themselves in a situation where they require additional time away from work.

Wellbeing Support

Life for carers can be hard, and it is all too easy to neglect their own health and wellbeing. So we offer a range of activities and resources to help carers look after their physical and mental health and make time for themselves. Every employee can take advantage of:

- Health Cashplan towards the cost of everyday healthcare expenses
- Private Medical insurance
- Unlimited access to a 24/7 GP service
- Confidential 24/7 Employee Assistance and counselling programme
- Corporate membership to Worklife Central, which offers support and guidance for working parents and carers
- Weekly Yoga and Pilates classes
- Wellness subsidy (to be spent on a wellbeing activity of their choice)

KN Families

Our wonderful KN Families Network was set up to bring together parents and carers from across the firm. The group not only provides an opportunity to meet others in the same situation, but it also coordinates a support network and buddy scheme. We've found that these informal relationships can often be the most powerful tool in helping people navigate through their personal and professional responsibilities.

I found myself left dealing with grief from a significant bereavement and the primary caring responsibility for a parent with dementia and significant specialist needs. The shock of adjusting to my 'new normal' was overwhelming in every sense. Finding a balance between caring responsibilities, dealing with loss, a social life and my career, felt entirely impossible.

Working in an environment that takes an understanding, patient and empathetic approach to those who have 'another life' as a carer makes such a huge difference. The support that I received from my line manager, the partners in my team, my colleagues, and the firm as a whole has been incredible. I also feel comfortable enough to openly admit when I am struggling without fear of the repercussions that it might have on my career development. At KN, I have never been faced with any response other than one of compassion and support.

“ **Leena Lakhani**
Associate, Criminal Litigation





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