

YOUR RIGHTS AT WORK

WHEN YOU'RE
AFFECTED BY CANCER

WE ARE
MACMILLAN.
CANCER SUPPORT

Work and cancer information from Macmillan

Macmillan produces a range of information about work and cancer.

For employees:

- *Work and cancer: a guide for people living with cancer*
- *Work it out: essential questions to ask about work and cancer*
- *Work it out for carers: essential questions for carers to ask about work and cancer*
- *Working while caring for someone with cancer*
- *Self-employment and cancer: living with cancer when you're self-employed or running a micro business*
- *Your rights at work when you're affected by cancer*

For employers:

- *Managing cancer in the workplace: an employer's guide to supporting staff affected by cancer*
- *Top 10 tips for line managers*
- *Cancer in the workplace* (a DVD to help employers manage people affected by cancer at work)

The resources above (apart from *Self-employment and cancer* and *Your rights at work when you're affected by cancer*) are also included in *The essential work and cancer toolkit*, a pack for employers that can be ordered from [macmillan.org.uk/worktoolkit](https://www.macmillan.org.uk/worktoolkit)

You can order any of our resources online from [be.macmillan.org.uk/work](https://www.be.macmillan.org.uk/work) To discuss any of our information about work and cancer, or to order resources, call the Macmillan Support Line free on **0808 808 00 00**, Monday–Friday, 9am–8pm. If you're hard of hearing you can use textphone 0808 808 0121, or Text Relay. For non-English speakers, interpreters are available. Alternatively, visit [macmillan.org.uk](https://www.macmillan.org.uk)

This leaflet is for people affected by cancer, including carers, who would like to know more about their rights at work.

It explains:

- **your rights at work**
- **what discrimination is**
- **how you are protected by legislation**
- **how carers are protected**
- **how to sort out problems.**



We have used this symbol in this leaflet to show examples of discrimination in the workplace.



Your rights at work

If you have cancer and are in paid employment, your employer should try to help and support you. Where reasonable, they should make changes to let you do your job during and after your cancer treatment.

Legislation protects you from being treated unfairly at work because of cancer. If you live in England, Scotland or Wales, the Equality Act 2010 protects you.

The Disability Discrimination Act 1995 and its extension, the Disability Discrimination Order of 2006, protect you if you live in Northern Ireland.

This legislation doesn't just protect employees. It also protects job applicants and people who are self-employed.

This information is not a substitute for legal advice. If you need legal advice, please contact a solicitor. While we do everything we can to provide the highest quality information, Macmillan will not accept any liability for the use, or inability to use any information provided in this leaflet.

What is discrimination?

Discrimination can include:

- an employer not making reasonable changes to allow you to do the job (for example, to cope with fatigue)
- an employer giving you a warning for having a lot of time off sick, but not taking your cancer diagnosis into account
- an employer suggesting that it would be better if you retired or stopped working
- being dismissed for a reason related to your cancer
- being demoted to a lower-paid or less demanding job for a reason related to your cancer
- being passed over for promotion in favour of someone with less experience or ability to do the job because of a reason related to your cancer
- being chosen for redundancy for a reason related to your cancer (for example if you've used more sick leave than your colleagues)
- not being given a job because of your cancer
- not being allowed time off for medical appointments
- having an unfavourable appraisal or performance review (for example, if you've had a lot of sick leave or tiredness and haven't met targets or objectives as a result of this)

- an employer making it difficult for you to get any sick pay you're entitled to
- being harassed – this is when an employer or colleague bullies, intimidates, insults you or makes you feel uncomfortable so you feel you can't stay in your job (for example, being teased about hair loss, or being laughed at or whispered about by colleagues)
- victimisation (see pages 16–17).

Almost four in ten people (37%) who return to work after cancer say they experience discrimination from their employer or colleagues.

Macmillan Cancer Support/YouGov online survey. 2012.



How am I protected from discrimination?

Under the Equality Act 2010 and the Disability Discrimination Act 1995 (DDA), it's unlawful for an employer to treat you less favourably (discriminate against you) because of your disability. If you have cancer, you are legally classed as disabled.

Even if you've had cancer in the past, it has been successfully treated and you are now in remission, you will still be covered by this legislation. This means your employer must not treat you less favourably for any reason related to your past cancer.

Which areas of employment are covered by this legislation?

The Equality Act and the DDA cover all areas of employment (even when you no longer work for your employer).

These include:

- the recruitment process
- your terms, conditions and benefits
- opportunities for promotion and training.

They also cover you if you are treated less favourably than other workers because of your cancer. This includes harassment and victimisation (see pages 16–17). Your employer also has to make reasonable adjustments to make it easier for you to work.

What are reasonable adjustments?

Both the Equality Act and the DDA require your employer to make reasonable adjustments to your workplace and their working practices. They are required to do this when the workplace or their working practices mean you are at a substantial disadvantage because of your cancer, compared with those who don't have cancer.

There is no fixed description of what a reasonable adjustment is. But it will depend on things such as:

- how much the adjustment costs
- how much the adjustment will benefit you
- how practical it is to make the adjustment
- whether making the adjustment will affect your employer's business, service or financial situation.

Your employer does not have to make a reasonable adjustment unless it knows (or should reasonably know) that you have cancer.

Some examples of a reasonable adjustment include:

- giving you time off to go to medical appointments
- changing your job description to remove tasks that cause problems
- allowing you to work more flexible hours
- giving you extra breaks if you feel very tired
- letting you do just light duties for a temporary period
- changing your performance targets to take into account the effect of any sick leave or treatment side effects, such as fatigue
- moving you to a role with more suitable duties (with your agreement)
- changing where you work, for example, moving you to a ground floor office if breathlessness makes it difficult to climb stairs
- making sure you can access your work building if you use mobility equipment, such as a wheelchair or crutches
- giving you computer equipment that might help, such as voice-activated software if you can't type
- letting you work from home
- providing a disabled toilet
- allowing you to return to work gradually after a long period of time off work.

What is direct discrimination?

Direct discrimination is when, because of your disability, you receive less favourable treatment than someone who doesn't have that disability.

Legislation helps to protect people who have a disability from being dismissed, refused a job or receiving less favourable treatment at work (than non-disabled people) because people assume they can't carry out their job or certain tasks.

Direct discrimination can happen even if it is meant with good intentions. For example, if your employer suggests you'd be better off not being promoted because the job would be too demanding, this is direct discrimination. But it would be appropriate for your employer to have a sensitive conversation with you about the impact of a new job on your health.

Some problems may happen because of misunderstandings about cancer. Your employer may assume that you can no longer do the same job, that you may be less committed to work because of your illness or that the stress of having cancer makes you a less suitable candidate for promotion.

Your colleagues may also think that they will need to do extra work because you can't do your job. Any of these attitudes towards people with cancer can lead to subtle or obvious discrimination at work.

If you are a carer

Carers are also protected from direct discrimination. See pages 19–20 for more information about how carers are protected.



Razia was rejected when she applied for a job because her employer knew that she had previously had a cancer diagnosis. The employer was concerned that if the cancer came back, Razia would have to take sick leave.

What is discrimination arising from disability? (Applies in England, Scotland and Wales)

Discrimination arising from disability (DAD) applies under the Equality Act, but not the DDA. This means that it doesn't apply in Northern Ireland. It is when someone with a disability is treated unfairly because of something relating to their disability. It's different from direct discrimination, which is when someone is treated less fairly because of the disability itself.

With direct discrimination, you need to show that a non-disabled person would have been treated differently, but with DAD, you don't.

In some cases, where there is a justifiable reason for it, DAD is allowed. DAD is lawful when it can be proved that it's meant to achieve an aim of the organisation in a fair, balanced and justifiable way and that any reasonable adjustments have been considered.

It is unlikely to be easy for your employer to defend their reasons for DAD and for it to be justified. Usually, any potentially unfavourable treatment can be overcome by making reasonable adjustments. Assessing whether DAD is justifiable is therefore likely to involve considering whether any adjustments could have been made. Whether DAD can be justified will depend on the individual circumstances, so it is difficult to give an example.

If you're unsure about something you're experiencing at work, it's a good idea to speak to an employment lawyer or an employment organisation (see pages 32–33).

It is also legal for your employer to carry out discrimination related to your disability if they can show they didn't know, and couldn't reasonably be expected to know, that you have a disability. Before an employer can use this to defend themselves, they must have taken all reasonable steps to find out if you have a disability.

This aspect of disability discrimination legislation doesn't apply in Northern Ireland. But if you have a problem, you should still seek advice from an employment lawyer or an organisation that can give advice on employment issues (see pages 32–33). They may be able to give you advice on resolving the issue.



Daffyd's boss gave him a poor appraisal because he had missed targets due to treatment and fatigue related to his cancer. Even if his employer treated other people in the same way for missing their targets, it would be unlawful to treat Daffyd like this unless his employer could show that the action was justified under the Equality Act.

What is indirect disability discrimination?

(Applies in England, Scotland, Wales and Northern Ireland)

Indirect disability discrimination applies under the Equality Act and the DDA. It is when there is a rule, policy or practice that applies to everyone, but it puts you at a disadvantage compared to people who don't have a disability.

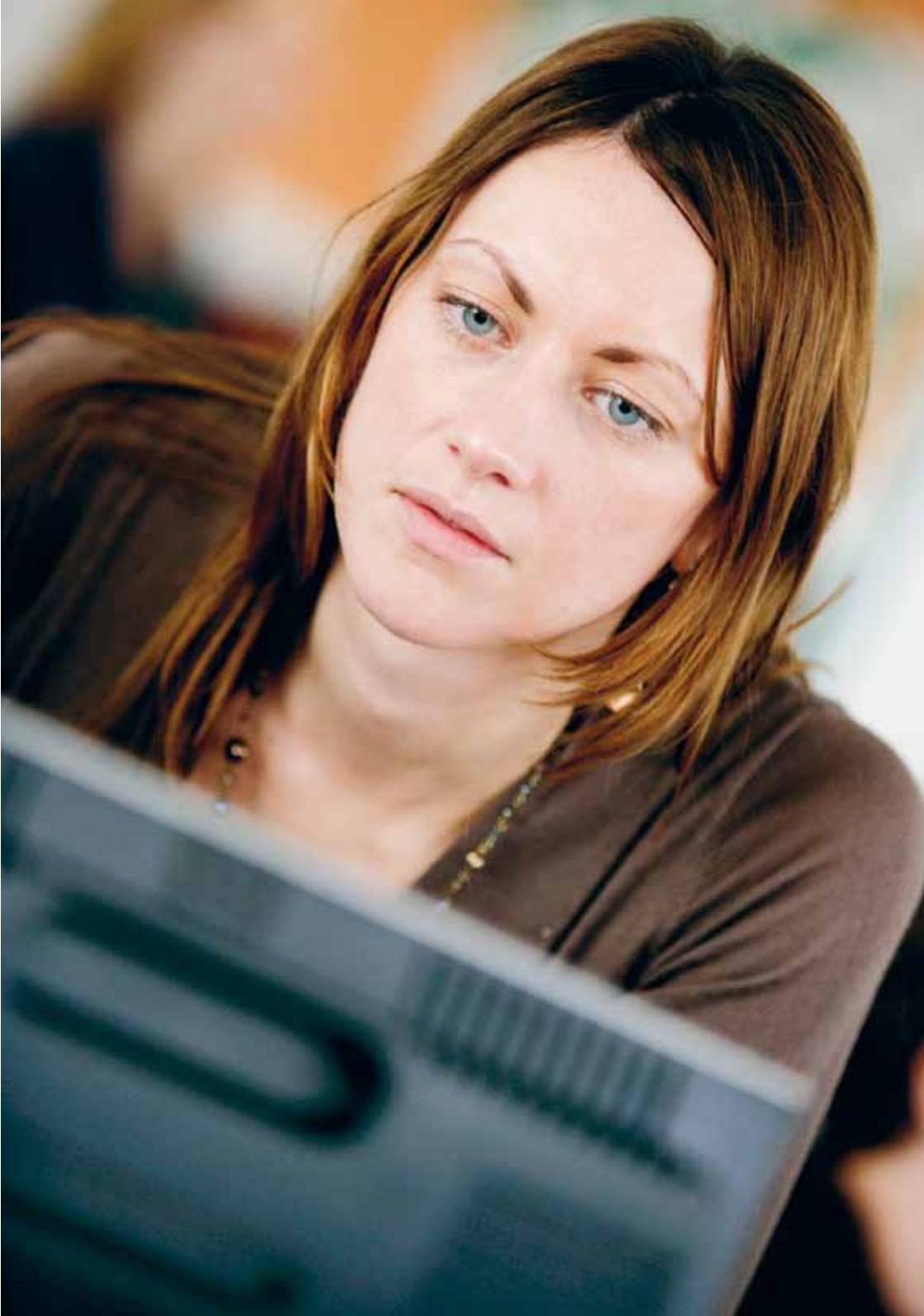
As with DAD, a rule or practice may still be legal if it can be proved that its aim is to achieve an aim of the organisation in a fair, balanced and reasonable way and that any reasonable adjustments have been considered.

Your employer has to be balanced between doing something that has a negative effect on you and the reasons for doing it. So an employer needs to think about whether there is a way to do what they want to do without discriminating against you.

Unlike in direct discrimination, your employer does not need to know about your disability to indirectly discriminate against you.



Kathleen's company needed to make some redundancies. The company uses the amount of sick leave taken as selection criteria for redundancy. As Kathleen had taken time off work because of cancer she, and other people with cancer, was at a disadvantage in comparison to people who had not had cancer. This is indirect discrimination unless the employer can show that it can be legally justified.



What is harassment? (Applies in England, Scotland, Wales and Northern Ireland)

Harassment is covered under both the Equality Act and the DDA. Disability harassment is when you experience unwanted behaviour related to your disability, which causes you to feel intimidated, degraded or offended.

If you are a carer

You are also covered under the Equality Act (but not the DDA) against harassment if you are a carer. It is against this legislation for you to be harassed at work, or when you buy goods or services when you care for a disabled person.



After her chemotherapy, Rebecca's colleagues were always teasing her about her hair loss. She felt humiliated but didn't feel able to challenge them. She complained to her manager, who then spoke to the staff.

What is victimisation? (Applies in England, Scotland, Wales and applies in part in Northern Ireland)

Victimisation is when you are treated unfairly after you have made a complaint. For example, a complaint about discrimination or harassment under the Equality Act or the DDA. It also applies if you have helped someone else to make a complaint and are treated badly, or because your employer thinks you may make a complaint or help someone to make one. This applies whether or not you are disabled.

Under the Equality Act, but not the DDA, you don't need to prove you have been treated less favourably than someone who has not made a complaint. You only need to show you were treated unfavourably and you must genuinely believe this is true. This legislation does not protect you if you don't act honestly and believe what you are saying is true.



Jim's boss was being awkward about his request for time off for a chemotherapy appointment. Jim reported the problem to the human resources department. The HR manager told Jim's boss that she had to give him the time off. Jim's boss was angry that Jim spoke to a different department. She then stopped Jim from going on a training course and gave him a poor appraisal.

How much can an employer ask about my health during recruitment? (Applies in England, Scotland and Wales)

In most cases, under the Equality Act, employers can only ask questions about someone's health (including asking whether you have a disability) during recruitment in extremely limited situations (see next page). But an employer can ask you about your health after you have been offered the job.

If an employer takes away a job offer because of your health, they have to make sure they do this in a non-discriminatory way. Instead, they have to think about any reasonable adjustments they could make to allow you to do the job.

Employers are allowed to ask questions about your health during the recruitment process in some circumstances. This could be to:

- make sure they are not discriminating against anyone in their recruitment process
- carry out positive action (to make sure they recruit people from a range of different groups, such as people with disabilities or people from ethnic minorities)
- check whether you need any reasonable adjustments for the recruitment process (for example, having the interview in a ground floor room)
- find out whether you will be able to carry out a task that is a main part of the role. For example, if a job requires a lot of heavy lifting, they have the right to find out if a health condition could stop you from doing that task.

In Northern Ireland, employers are not prevented from asking job applicants about their health but they are prevented from discriminating against applicants because of their disability.

How are carers protected?

Carers are protected from direct discrimination and harassment at work. The Equality Act (valid in England, Scotland and Wales) also protects carers outside of work. For example, when you shop for goods or services and when you use public transport.

Direct discrimination is when you're treated less fairly than somebody else because of your caring responsibilities. For example, it would be unlawful if, because you're a carer, you're:

- not offered a job
- refused promotion because your employer is worried you won't be focused on the job
- given less favourable employment terms (for example, a lower salary).

The act also protects people caring for someone with cancer outside of work.

This could be if:

- you're discouraged from using a service
- it has been made impossible for you to use a facility
- you get a worse service than if you weren't a carer.

Your employer does not have to make reasonable adjustments if you are not disabled, including if you are a carer. However, other legislation may give you the right to a reasonable amount of unpaid time off work for caring responsibilities (see pages 24–27).

Wherever you live in the UK, if you experience discrimination at work, you can get advice on your employment rights from the organisations on pages 32–33. We have a booklet called *Working while caring for someone with cancer*, which you may find useful. You can order a free copy by calling us on **0808 808 00 00**.



Paula wants to take time off work to care for her husband Mark while he has chemotherapy. While Paula is at work, her colleague made offensive comments about Mark's cancer and about him losing his hair.

If Paula felt her colleague's comments were creating a humiliating or degrading environment, then the employer is likely to be vicariously liable (an employer can be held responsible for the acts of its employees during their employment). This is unless the employer can show it took all reasonable steps to prevent the harassment.

Are you being discriminated against?

If you feel you are being discriminated against, you should try to work with your supervisor, manager or human resources department to resolve the problem informally.

Talking openly to your manager about both of your needs may help to resolve the situation.

If you feel unable to talk to your manager, you can ask someone in the human resources department or an occupational health adviser for help. If you belong to a trade union, you can get help and support from a union representative.

What you can do for yourself

- Find out about relevant company policies from your employer or human resources department. Look at the employee handbook if you have one.
- Go to your employer with suggestions and solutions. This will demonstrate your commitment to your job.
- Suggest working from home, flexible hours, using holiday time, changing your role or job description, adjusting targets or objectives, changing to lighter duties, or a combination of these.
- If you go back to work after long-term sick leave, suggest a phased return. This is when you increase your hours gradually over a period of time.
- Know your legal rights. Speak to one of the organisations on pages 32–33 and/or ask your union representative.
- If adjustments are needed at your work, ask about the Access to Work scheme at your local Jobcentre or visit **gov.uk/access-to-work** In Northern Ireland, you can find out more about Access to Work (NI) at your local Jobs and Benefits Office.

Unresolved problems

In this leaflet, we're unable to go into all the possible discrimination problems that may happen. It's also not possible to explain your rights in each situation. It's possible that other employment rights, which this leaflet does not cover, may apply to you.

It's a good idea to get advice from a union representative if you have one, the Advisory, Conciliation and Arbitration Service (ACAS) in England, Scotland and Wales or the Labour Relations Agency (LRA) in Northern Ireland. See pages 32–33 for details of how to contact these organisations.

If you feel your employer isn't behaving in a reasonable and fair way, and you can't resolve matters to your satisfaction, you may want to consider making a formal complaint, sometimes called a formal grievance.

Your employer should have a grievance policy that explains how an employee can register a grievance. A staff or union representative can give you further advice about this. If you feel your grievance is not being dealt with fairly, and that your employer is being unreasonable, you can complain to an employment tribunal. This can help resolve employment disputes between employees and employers.

There are strict time limits on when you can make a complaint to an employment tribunal. Most complaints need to be received by the tribunal within three months of the issue you are complaining about. However, there are exceptions, so it is important to take legal advice.

Think carefully about what you want to happen and the possible outcomes before taking any action. If you're considering making a complaint to an employment tribunal, it's a good idea to contact a union representative if you have one, ACAS, the LRA or a solicitor who specialises in employment law. Our free booklet *Work and cancer* has more information about what you can do if you have a problem at work.

Other relevant legislation

Confidentiality

The Human Rights Act 1998 and the Data Protection Act 1998, which cover the whole of the UK, protect your right to have personal information kept private. This includes your medical information. Your employer doesn't have an automatic right to access your medical information. But your employer may ask you for your permission to get a medical report on your health from your doctor or other health professional. You have the right to see this report (if you ask to) before it is given to your employer.

You may want to talk to your employer about whether you want colleagues and clients to be told about your condition. Your employer can't give out this information without your consent. Your employer should take care to protect your personal records, including emails and any meeting notes containing details about your cancer. This is sensitive personal data and should be treated as such.

Carers' rights

Time off in an emergency

If you're a carer in paid employment, you have the right to take a reasonable amount of unpaid time off to look after dependants in an emergency. This is covered by the Employment Rights Act 1996, as amended by the Employment Relations Act 1999. It is known as time off for dependants or dependants' leave.

In Northern Ireland, these laws are called the Employment Rights (Northern Ireland) Order 1996 and the Employment Relations (Northern Ireland) Order 1999.

A dependant could be:

- a mother, father, son, daughter, spouse or civil partner
- anyone who lives with you, other than a tenant, lodger, boarder or employee
- someone who would reasonably rely on you to help them if they become ill or need you to make care arrangements for them.

It's different to the definition of a dependant under the right to request flexible working (see pages 28–31).

Possible emergencies may include:

- an unexpected disruption, termination or breakdown in care arrangements
- the person you care for becoming ill, giving birth, being injured, assaulted or having an accident
- you needing to make care arrangements when your dependant is ill or injured (this could include, for example, arranging to employ a temporary carer, but it does not allow you to take additional or ongoing time off to care for the dependant yourself)
- the death of a dependant
- having to deal with an unexpected incident that involves your child during school (or another educational establishment) hours.



You don't need to have been in the job for a specific length of time before you can take time off in an emergency. However, the law doesn't define how much time off you can take – it depends on the circumstances. For example, your employer may look at what has happened, how close your relationship is to the dependant and whether someone else could help instead.

To use this time off, you must tell your employer as soon as possible after the emergency has happened. Emergency leave is usually unpaid, unless your employer chooses to pay you. This right doesn't apply if you want to take planned time off to care for a dependant. For example, if you want to take them to a medical appointment.

Apart from this legal entitlement, your employer may have a policy for carers or be open to discussing leave arrangements. Some options could be:

- carers' leave (paid or unpaid)
- compassionate leave
- borrowing holiday days from next year or buying additional days
- career breaks and sabbaticals (usually unpaid).

Flexible working arrangements

The Work and Families Act 2006, the Employment Rights Act and the Employment Rights (Northern Ireland) Order 1996 give employees, who meet the eligibility criteria, the right to request flexible working. Flexible working can be arranged to maintain your normal income.

Flexible working arrangements can make it easier for you to carry on working at the same time as caring for your relative or friend. These could include:

- working from home
- flexible starting or finishing times
- compressed working hours (this is where you work your normal number of hours in a shorter time, such as fitting a five-day working week into four days)
- annualised working hours (this is where you work the hours you are contracted for per month or year in a flexible way)
- job-sharing or working part-time
- flexible holidays to fit in with alternative care arrangements.

To be eligible for this, the person making the request must be:

- making the request about a child under the age of 17 (or 18 if the child is disabled); and
- the child's mother, father, adoptive parent, guardian or foster parent; or the spouse, civil partner or partner of the child's mother, father, adopted parent, guardian or foster parent.

Or, they must be, or expect to be, caring for a person aged 18 or over who is in need of care and who is either:

- a spouse, partner or civil partner
- a close relative, such as a parent, parent-in-law, adult child, adult step-child, sibling, sibling-in-law, uncle, aunt, grandparent, step-relative, any adopted relation or someone who is living at the same address as the carer
- someone living at the same address (excluding lodgers, tenants and employees).

If this describes your situation and you have worked for your employer for at least 26 weeks, you can apply to make a permanent change to your terms and conditions. These criteria are different to the description of a carer when it comes to requesting emergency time off work.



Your employer may only agree to a temporary change. You can only make one request a year.

There is no automatic right to flexible working, only to ask to do so. So your employer can refuse a request for flexible working if they think it's not in the best interests of the business. But you can appeal against this.

We have more information about cancer types, tests, treatments and living with and after cancer. Our *Work and cancer* booklet has information about coping with the effects of treatment while working and talking about cancer with your employer and colleagues.

Further information

You can contact us using the following details:

Macmillan Cancer Support

89 Albert Embankment, London SE1 7UQ

General enquiries 020 7840 7840

Questions about cancer? Call free on **0808 808 00 00** (Mon–Fri, 9am–8pm)

Alternatively, visit **macmillan.org.uk**

Hard of hearing? Use textphone 0808 808 0121, or Text Relay.

Non-English speaker?

Interpreters available.

To order any of our booklets, log on to **be.macmillan.org.uk**

Useful organisations

Advisory, Conciliation and Arbitration Service (ACAS)

Euston Tower, 286 Euston Road,
London NW1 3JJ

Tel 08457 47 47 47

www.acas.org.uk

Provides up-to-date information, independent advice, high-quality training, and works with employers and employees.

Citizen's Advice

Provides advice on a variety of issues including financial, legal, housing and employment issues.

England and Wales

www.citizensadvice.org.uk

Northern Ireland

www.citizensadvice.co.uk

Scotland

www.cas.org.uk

Equality and Human Rights Commission

Tel (England) 0845 604 6610

Tel (Scotland) 0845 604 5510

Tel (Wales) 0845 604 8810

www.equalityhumanrights.com

Promotes equality and provides information to people about their rights.

Equality Commission Northern Ireland

Equality House, 7–9 Shaftesbury Square,
Belfast BT2 7DP

Tel 028 90 890 890

www.equalityni.org

Promotes equality of opportunity and challenges discrimination through promotion, advice and enforcement.

Labour Relations Agency

2–16 Gordon Street, Belfast BT1 2LG

Tel 028 9032 1442

www.lra.org.uk

Provides an impartial and confidential employment relations service to people working in industry, commerce and the public services in Northern Ireland.

The Law Society

113 Chancery Lane, London WC2A 1PL

Tel 0870 606 2555

www.lawsociety.org.uk

Can provide details of solicitors in England and Wales.

The Law Society of Northern Ireland

96 Victoria Street, Belfast BT1 3GN

Tel 028 9023 1614

www.lawsoc-ni.org

Can provide details of solicitors in Northern Ireland.

The Law Society of Scotland

26 Drumsheugh Gardens,

Edinburgh EH3 7YR

Tel 0131 226 7411

www.lawscot.org.uk

Can provide details of solicitors in Scotland.

Disclaimer

We make every effort to ensure that the information we provide is accurate and up to date but it should not be relied upon as a substitute for specialist professional advice tailored to your situation. So far as is permitted by law, Macmillan does not accept liability in relation to the use of any information contained in this publication, or third-party information or websites included or referred to in it. Some photographs are of models.

Thanks

This booklet has been written, revised and edited by Macmillan Cancer Support's Working Through Cancer Programme team and Cancer Information Development team.

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NI Direct. *The Disability Discrimination Act (DDA)*. Available from <http://www.nidirect.gov.uk/the-disability-discrimination-act-dda> [Accessed September 2013].

The Advisory, Conciliation and Arbitration Service (ACAS). *The Equality Act 2010*. Available from <http://www.acas.org.uk/index.aspx?articleid=3017> [Accessed September 2013].

Can you do something to help?

We hope this leaflet has been useful to you. It's just one of our many publications that are available free to anyone affected by cancer. They're produced by our cancer information specialists who, along with our nurses, benefits advisers, campaigners and volunteers, are part of the Macmillan team. When people are facing the toughest fight of their lives, we're there to support them every step of the way.

We want to make sure no one has to go through cancer alone, so we need more people to help us. When the time is right for you, here are some ways in which you can become a part of our team.



Share your cancer experience

Support people living with cancer by telling your story, online, in the media or face to face.

Campaign for change

We need your help to make sure everyone gets the right support. Take an action, big or small, for better cancer care.

Help someone in your community

A lift to an appointment. Help with the shopping. Or just a cup of tea and a chat. Could you lend a hand?

Raise money

Whatever you like doing you can raise money to help. Take part in one of our events or create your own.

Give money

Big or small, every penny helps. To make a one-off donation see over.

Call us to find out more

0300 1000 200

macmillan.org.uk/getinvolved

Please fill in your personal details

Mr/Mrs/Miss/Other _____

Name _____

Surname _____

Address _____

Postcode _____

Phone _____

Email _____

Please accept my gift of £ _____

(Please delete as appropriate)

I enclose a cheque / postal order /
Charity Voucher made payable to
Macmillan Cancer Support

OR debit my:

Visa / MasterCard / CAF Charity
Card / Switch / Maestro

Card number

□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□
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Signature _____

Date / / _____

Don't let the taxman keep your money

Do you pay tax? If so, your gift will be worth 25% more to us – at no extra cost to you. All you have to do is tick the box below, and the tax office will give 25p for every pound you give.

- I am a UK taxpayer and I would like Macmillan Cancer Support to treat all donations I have made for the four years prior to this year, and all donations I make in the future, as Gift Aid donations, until I notify you otherwise.

I confirm I have paid or will pay an amount of Income Tax and/or Capital Gains Tax in each tax year, that is at least equal to the tax that Charities & CASCs I donate to will reclaim on my gifts. I understand that other taxes such as VAT and Council Tax do not qualify and that Macmillan Cancer Support will reclaim 25p of tax on every £1 that I give.

Macmillan Cancer Support and our trading companies would like to hold your details in order to contact you about our fundraising, campaigning and services for people affected by cancer. If you would prefer us not to use your details in this way please tick this box.

In order to carry out our work we may need to pass your details to agents or partners who act on our behalf.



If you'd rather donate online go to macmillan.org.uk/donate

Please cut out this form and return it in an envelope (no stamp required) to:
Supporter Donations, Macmillan Cancer Support, FREEPOST LON15851,
89 Albert Embankment, London SE1 7UQ

More than one in three of us will get cancer. For most of us it will be the toughest fight we ever face. And the feelings of isolation and loneliness that so many people experience make it even harder. But you don't have to go through it alone. The Macmillan team is with you every step of the way.

We are the nurses and therapists helping you through treatment. The experts on the end of the phone. The advisers telling you which benefits you're entitled to. The volunteers giving you a hand with the everyday things. The campaigners improving cancer care. The community there for you online, any time. The supporters who make it all possible.

Together, we are all Macmillan Cancer Support.

For cancer support every step of the way, call Macmillan on 0808 808 00 00 (Mon–Fri, 9am–8pm) or visit macmillan.org.uk

Hard of hearing? Use textphone 0808 808 0121, or Text Relay.
Non-English speaker? Interpreters available.
Braille and large print versions on request.

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