

Flexibility Works

Flexibility Works is a boutique consultancy and training organisation that provides practical tools, support and resources to help employers create a successful flexible working culture. We are a team of leading experts and commentators, bringing a depth of knowledge, insight and years of practical experience to help businesses and individuals thrive.

Nikki & Lisa





Tonight..

1

What's Changing

New flexible working legislation & other key family friendly legislation changes

2

Why Things Are Changing

Current trends in relation to flexible working

3

How Flexible Working Benefit Business

Flexibility Works 'Business Case for Flex'

4

Getting Flex Right

Flexibility Works '7 Steps to Flex'

5

Discussion

Reflect on the presentation and discuss how this affects your role as employers?

Flexible working can be around one or all of:



**Where
someone
works**



**When
someone
works**



**How
much
someone
works**



Employment Rights (Flexible Working) Act 2023

6 April 2024

Acas will publish a new Code of Practice for employers

Current Rules

UK employees can request flexible working after 26 weeks of employment

Employers don't have to consult with their staff before rejecting a flexible working request

Employees can make one flexible working request in any 12-month period.

Businesses have to respond to flexible working requests within three months.

Employees must set out how the effects of their flexible working request might be dealt with by their employer.

New Rules

UK employees will be able to request flexible working from day one of their employment

Employers will be required to consult with their staff before rejecting a flexible working request

Employees will be able to make two flexible working requests in any 12-month period.

Businesses will be required to respond to flexible working requests within two months.

Employees will no longer be required to set out how the effects of their flexible working request might be dealt with by their employer.

How to Ensure Your Organisation is Ready for the New Legislation



Training



Policy



Recruitment

Carer's Leave Act 2023

The Act makes provision for unpaid leave for employees with caring responsibilities.

This leave is a **day-one right**, available to **all** employees without any qualifying period.

It applies to anyone **caring** for a spouse, civil partner, child, parent or other dependant who needs care because of a disability, old age or any illness or injury likely to require at least three months' care.

This leave is **unpaid**.

The maximum duration of the leave is **one week per year**.

The POWER of flexible working



Economy

- Increase participation in labour market
- Increase tax revenue
- Drive productivity



People

- Enter, progress and stay in work
- Improve earning potential
- Improve health and wellbeing
- Balance work with home life priorities



Society

- Fairer and more equitable
- Happier and healthier
- Reduced poverty



Employers

- Recruitment
- Retention
- Business performance
- Equality & Diversity
- Engagement

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FORBESWOMEN

Flexible Working: The Way Of The Future

Joy Burnford Former Contributor

I write about women's confidence in the workplace.

In-Office Mandates Attacking Progress And Company Growth, But 'Big Guns' Not Backing Down

Bloomberg

US E

• Live Now Markets Economics Industries Tech AI Politics Wealth Pursuits Opinion Business

Opinion | Brooke Sutherland, Columnist

Factory Jobs Aren't WFH But Can Still Be Flexible

GE Appliances is experimenting with its workforce policies and schedules to attract the employees it needs.

21 July 2023 at 18:47 BST



By **Brooke Sutherland**

Brooke Sutherland is a Bloomberg Opinion columnist covering deals and industrial companies. A former M&A reporter for Bloomberg News, she writes the Industrial Strength newsletter.

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Office workers embrace hybrid working as post-pandemic norm

Majority of employees ready to walk if companies do not embrace hybrid working, report reveals

Data shows hybrid work remains the most popular option for staff and jobseekers, alongside increased salary transparency in job ads

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Business

Scots firms battling skills shortages encouraged to give older workers more flexible working

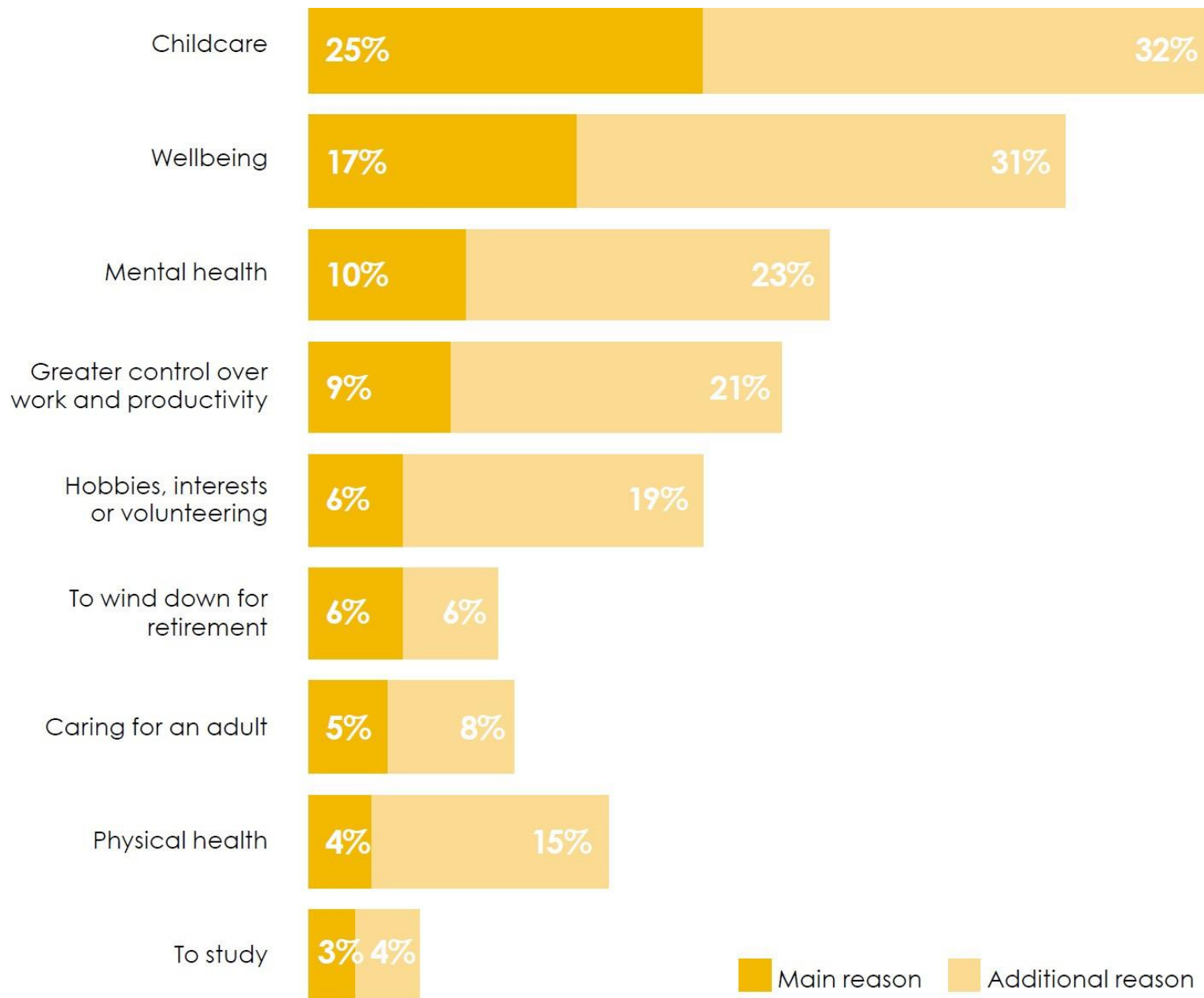


Demand for Flex

82% of all workers in Scotland have or want flexible working

43% of unemployed Scottish adults say the most important factor in their job search is 'that I can be flexible and have control over where, when and/or how much I work'.

Why people work or want to work flexibly





Types of flex people are currently using

some home working

50%

flexible start and finish times, sometimes known as flexitime

37%

informal/adhoc changes

21%

part time

19%

hybrid

19%

full time remote

16%

shift swapping

11%

compressed hours

10%

advanced notice of shifts

8%

seasonally adjusted hours

5%

input to rotas

5%

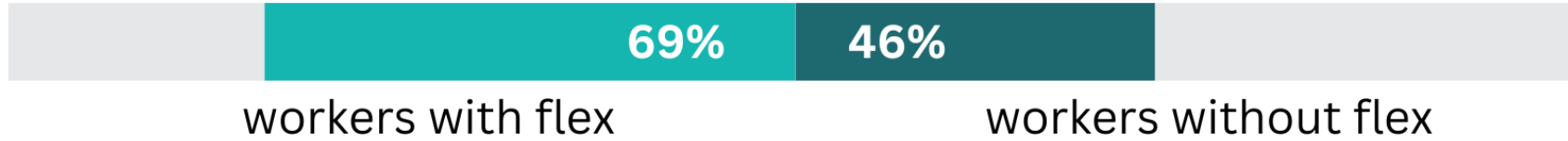
shorter working week same pay

4%

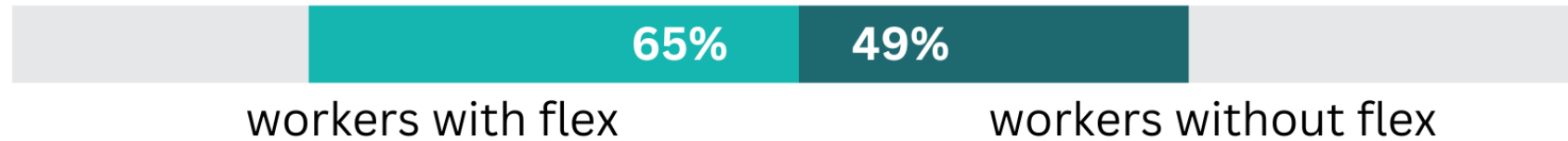
10 practical actions to improve the work life harmony of frontline workers

1. Small adjustments to working hours (like start and finish times)
2. Reliable, predictable or 'locked-in' shift patterns
3. Compressed hours - work the same number of hours but over fewer days
4. Good advance notice of shifts
5. Being given time to pop out for small amounts of time during working time
6. Being given opportunity to work overtime but without any pressure to work these extra hours
7. Being able to reduce hours – part time
8. Input into rotas
9. Managers that care about workers work life balance
10. Adequate staffing levels and proper breaks

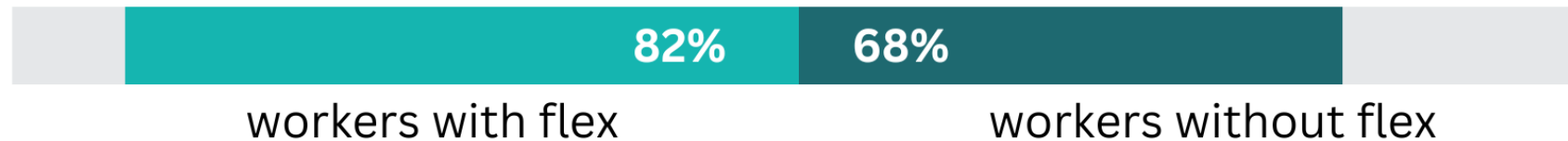
“I feel calm and focused at work”



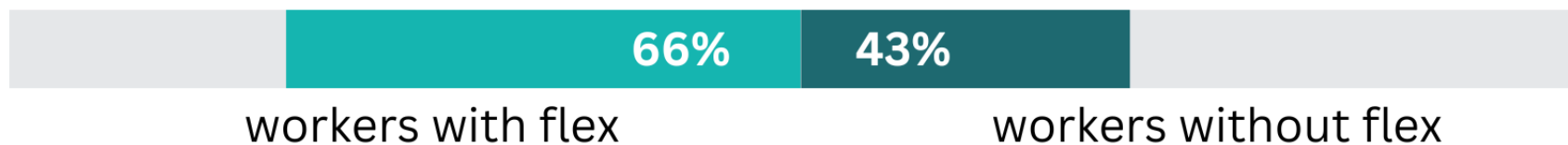
“I am enthusiastic about my job”



“I feel trusted by my line manager”



“I feel valued at work”



Business Benefits of Flex



Enabled us to maintain overall business productivity - 74%



Reduced costs to the business – 64%



Increased the quality and quantity of candidates during recruitment – 60%



Improved employee mental health and wellbeing – 74%



Helped us to have a more diverse workforce – 57%



Reduced sickness and absence – 71%

Business Benefits of Flex



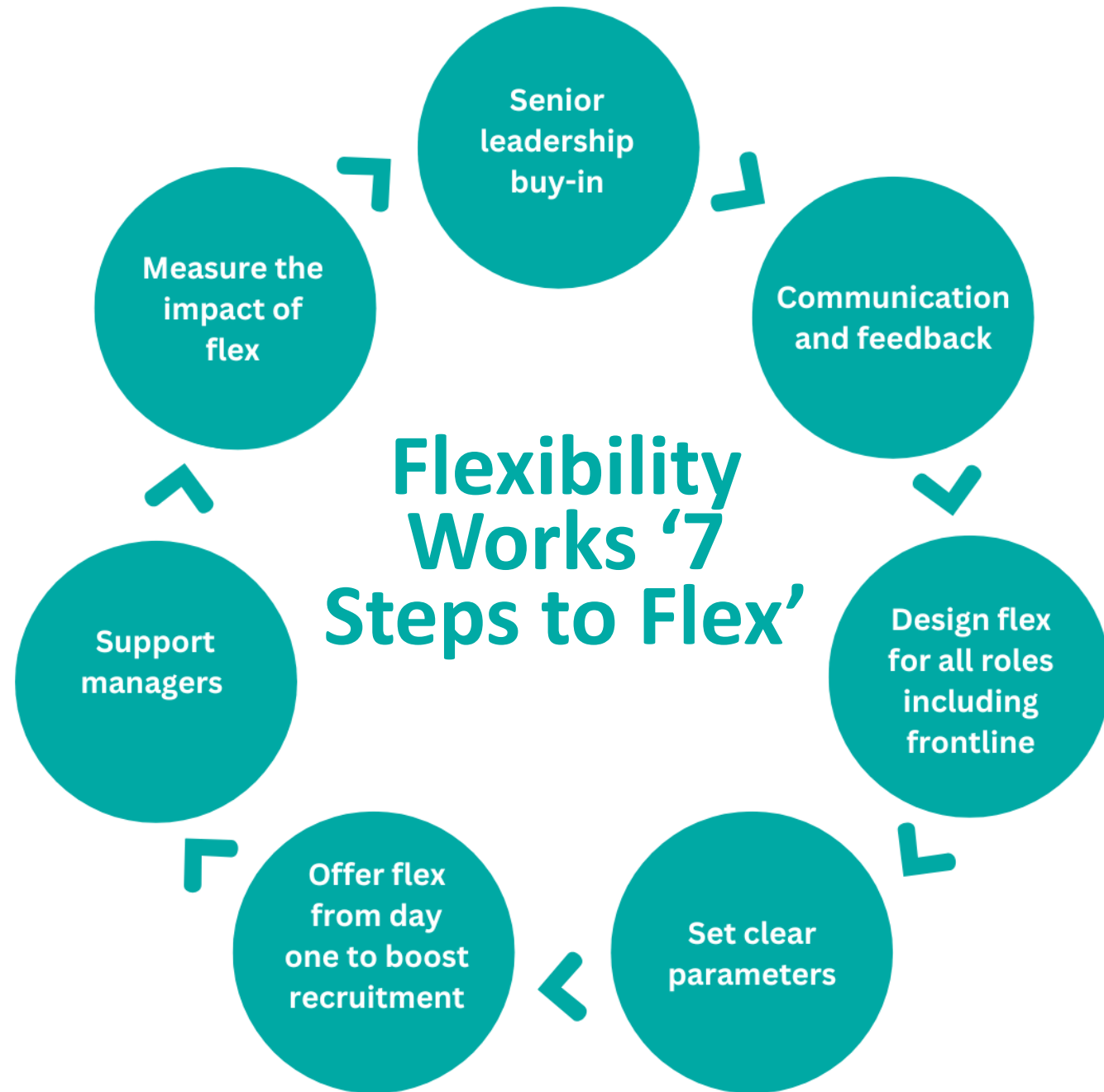
Helped us meet
environmental goals – 67%



Helped us build a positive
employer brand – 71%

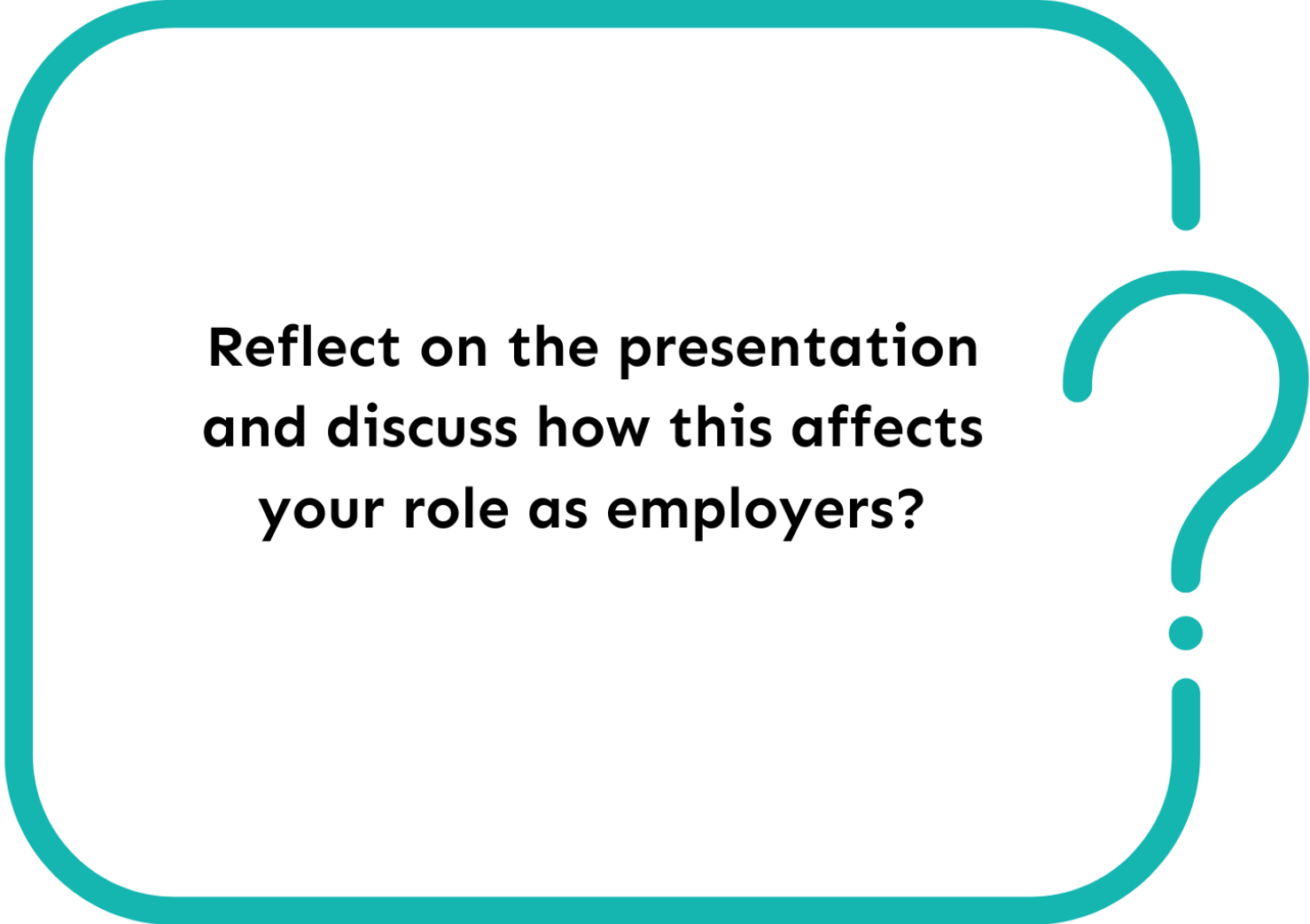


Helped us retain
good staff – 75%



How we can help your business...

1. **Flexible Working Guidance:** We can provide you with tailored advice for the integration of flexible working, which aligns with your business objectives.
2. **Flexible Recruitment:** We can review your recruitment practices, including your job ads, helping you leverage flexible work options to attract top talent.
3. **Managerial Empowerment:** We can provide training and coaching, equipping your managers to effectively support and manage flexible working.
4. **Team Inspiration:** We can provide expert-led talks and workshops to deepen your colleague's understanding of flexible working.
5. **Join Our Community:** Access case studies, B2B events and insights, providing you with a roadmap for successful flexible working.



**Reflect on the presentation
and discuss how this affects
your role as employers?**