

PLACES FOR PEOPLE Equality and Diversity – Flexible Working

What was the issue?

We had a number of opportunities for employees to work different hours but we recognise that the working environment is changing and people's lives are becoming more complex.



The two main issues that we wanted to address were giving a broader range of opportunities available to all and making sure that our policies and practices are applied consistently.

Actions identified

We increased the opportunities available to include different methods of working including home working, compressed and annualised hours. To support harmonisation of terms and conditions, we ensured that opportunities are provided in traditional areas of the business where employees tend to work fixed hours and full time contracts.

We are raising awareness of all our flexible working policies within a new “Managing for delivery” programme which all staff will attend and we ensuring that positive messages are included in our recruitment processes.

We have started to monitor diversity issues to assess consistency in take up.



What impact did this have?

It is too soon to assess the impact, the targets however are:

- increased awareness of what's available
- more consistent application
- more flexibility for providing customer services due to extended availability
- increased motivation and efficiency
- better work life balance and a more diverse workforce

Who to contact for more information

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