



Gemma Dale

FLEXIBLE WORKING MYTHS AND REALITIES

- Part time
- Part time term time
- Flexi-time
- Annualised hours
- Compressed hours
- 9-day fortnight
- Self rostering
- Zero-hours contracts
- Phased retirement
- Career breaks
- Job share
- Remote / home working
- Staggered hours



**I asked but I
was told no.**

**My manager
doesn't approve
of flexible
working.**

**Some
departments can
have it and some
can't.**

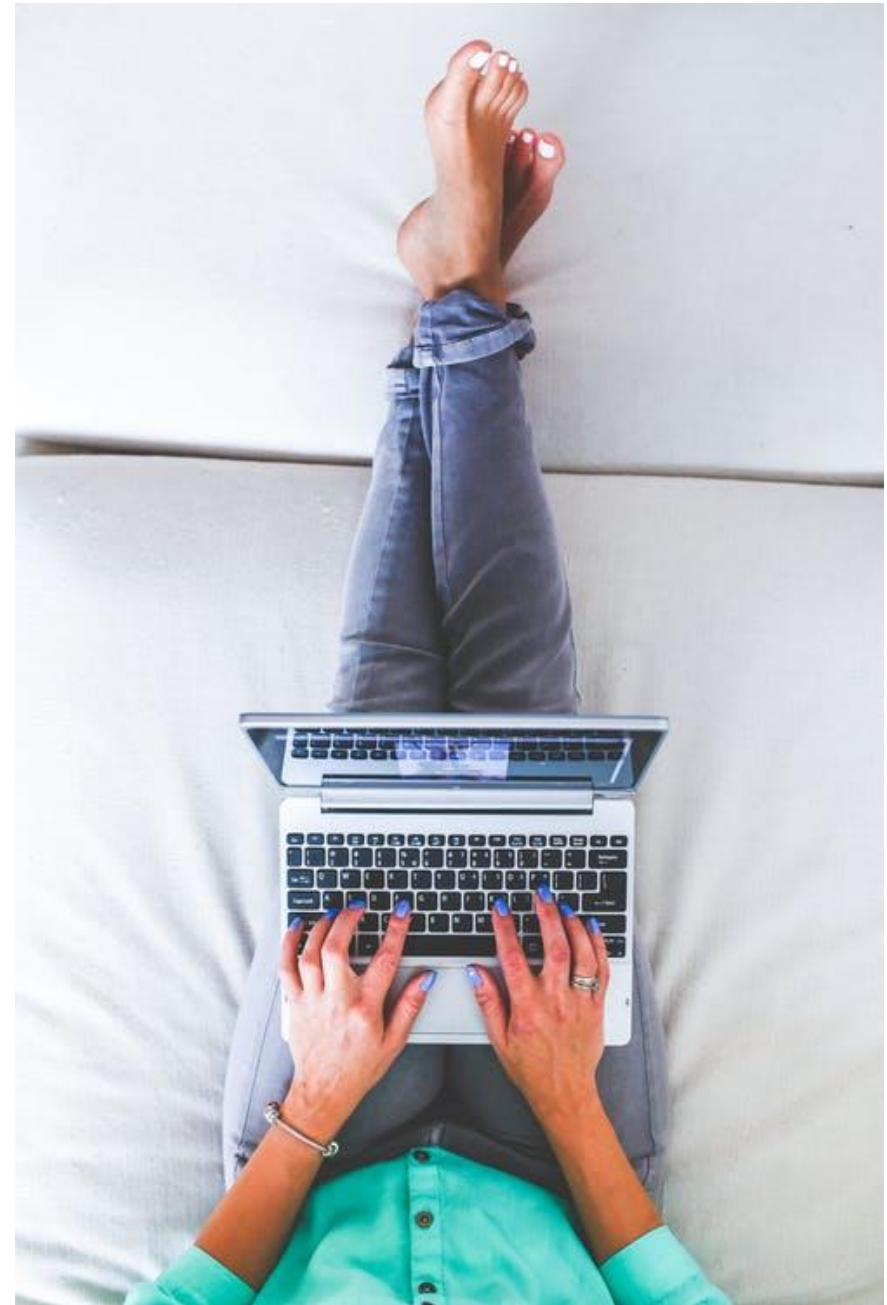
**I was told you
can't work
flexibly and be a
senior manager.**

**Home working
is frowned
upon.**

**There is a policy
but no one feels
like they can ask.**

**It might
harm my
career.**

Myth Busting



**Saying yes
won't set a
precedent.**

**It isn't just
about working
part time**

**Flexible workers
are still
committed to
their career**

**Flexible workers
aren't hard to
manage**

(but they might need to be managed differently)

Flexible workers won't skive

(and if they do, we have a process for that)

**It's not just
for mums
and parents**

**It is possible to know
how someone is
performing if you can't
see them in the office**

**It's time
to
challenge
the
attitudes**



- Only **15%** of jobs are advertised as flexible (Timewise)
- **32%** of employees would like to change their current working arrangements (CIPD)
- **1 in 3** applications are turned down (TUC)
- **35%** of employees say that they would change their job to access more flexible working arrangements (Cooper and Hesketh)
- **36%** of employees say that the type of flexible working that they wanted to work was not available to them in their current role
- Of those that have no access to flexible working, **78%** would like it (CIPD)



**Flex is about
talent and
engagement**

**Flex is about
inclusion**

**Flex is about
sustainability**

**Flex is about
wellbeing**

**It's not about
the hours, it's
about the
output.**



**Let's stop
conflating
presence,
with
productivity**