

How to be a Brilliant Social Enterprise Employer













Jimmy van Santen COMPLY Services Manager





What we will cover today!

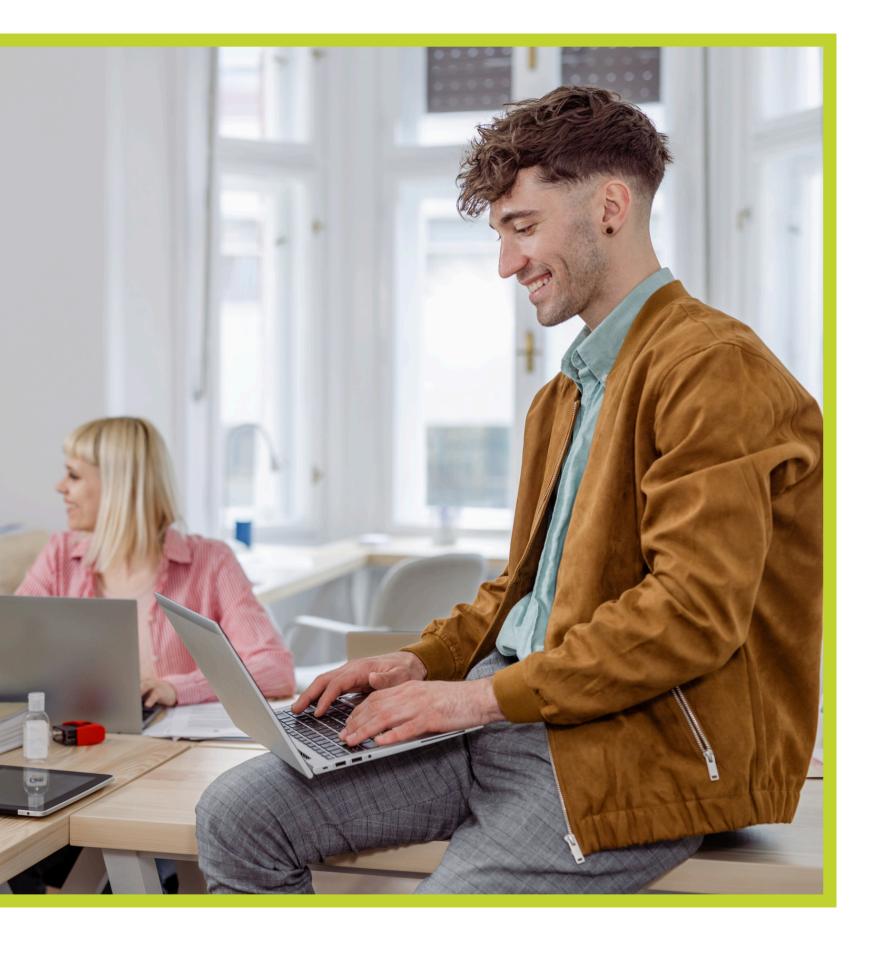
- The Basics
- How Flexible Working can benefit
- Flexible Working Best Practice
- Remote Working and your Culture





FLEXIBLE WORKING - LEGAL

- Changed in April 2024
- Day 1 right
- 2 requests per year
- Consult with employee
- Allow for an appeal
- 2 months limitation
- Refusal only for limited reasons
 - ▶ the burden of additional costs
 - ▶ an inability to reorganise work amongst existing staff
 - > an inability to recruit additional staff
 - > a detrimental impact on quality
 - > a detrimental impact on performance
 - > a detrimental effect on ability to meet customer demand
 - insufficient work available for the periods the employee proposes to work
 - planned structural changes to the employer's business





FLEXIBLE WORKING - REALITY

- > 95% millennials finds it important
- > 87.5% of all workers want flexibility
- 400,000 people cannot work without flexibility
- 1.5 million people are trapped
- Fewer than 25% of adverts mention flexible working practices





FLEXIBLE WORKING - BENEFITS

- Work-Life Balance
- Productivity
- Reduced Absenteeism
- More Inclusive
- Attraction
- Retention
- Cost



HOW CAN YOU APPLY FLEXIBLE WORKING AS A BRILLIANT SOCIAL ENTERPRISE EMPLOYER



BEST PRACTICE

- Default Flexible Working
- Transparency
- Equitable
- Trained managers
- Culture of openness
- Inclusion





REMOTE WORKING

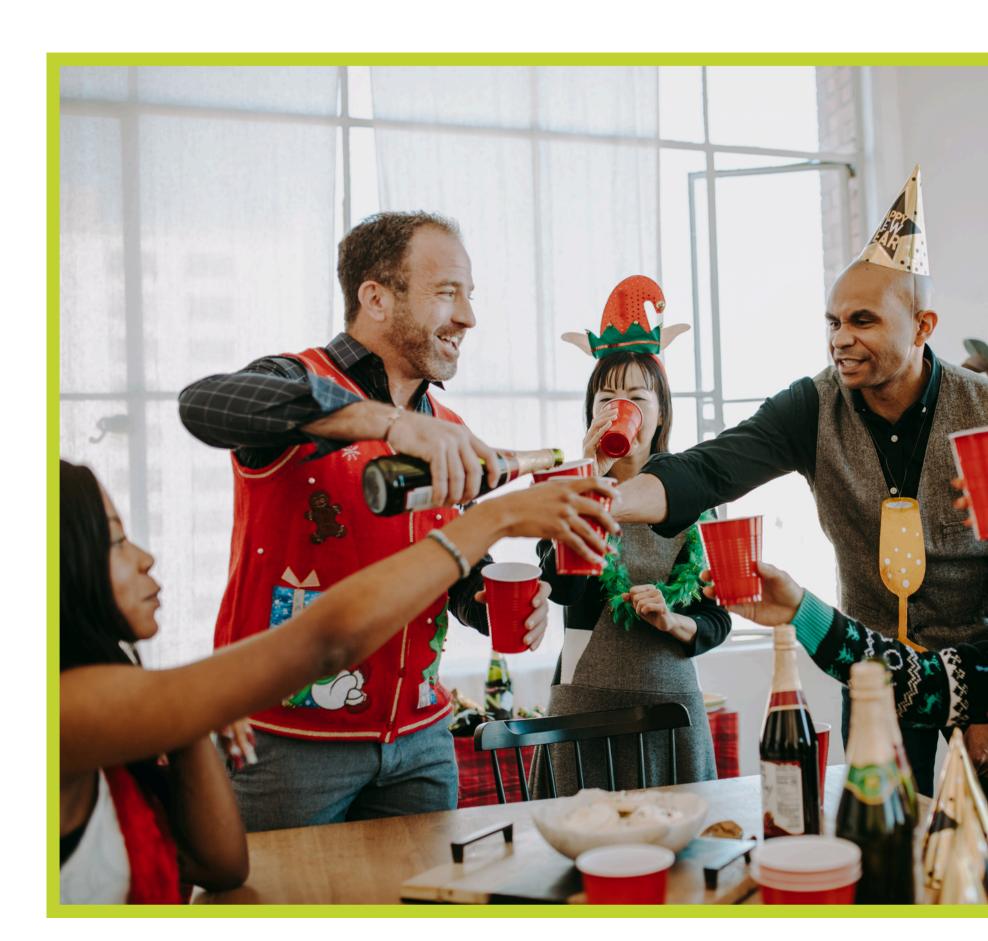
- Suitability
- Technology
- Training of managers
- Maintain inclusion
- Communication





CULTURE - REMOTE WORKING

- Culture of Inclusion
- Organisational Values
- Communication
- Performance Management
- Be aware of pitfalls
- Prioritise wellbeing





FREE RESOURCES

- Webinars
- Toolkits
- Factsheets
- Blog
- Employment law Bulletins
- 1 Hour free consultancy



https://www.rootshr.org.uk/free-resources

ANY QUESTIONS?



Phone: 01562 840060

Email: info@rootshr.org.uk

Web: www.rootshr.org.uk

