

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



The screenshot shows the 'Free Resources' page on the Roots HR website. At the top, there is a navigation bar with the logo and links for 'About Us', 'Services', 'Free Resources', 'Contact', 'Careers', and 'Blog'. Below the navigation is a large banner image of a group of people in a meeting, with the text 'ROOTS HR ACADEMY Learning and resources for the social sector' overlaid. A yellow box highlights the text 'Roots HR Free Resources'. Below the banner are three white cards, each with a green checkmark icon and a title: 'WEBINARS', 'TOOLKITS', and 'FACTSHEETS'. Each card contains a brief description of the resource.

WEBINARS
Take a look at our library of pre-recorded webinars on a range of HR topics

TOOLKITS
Download our Toolkits which cover the whole employee lifecycle and are packed full of useful guidance, template documents and training webinars

FACTSHEETS
Download our Factsheets on a range of HR topics from starting to engage a workforce, managing a fair redundancy process, handling requests for flexible working + more

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

ANY QUESTIONS?



Phone : 01562 840060

Email : info@rootshr.org.uk

Web : www.rootshr.org.uk

