



St Hugh's Communication & Interaction Specialist College



Working together for Success

Flexible Working Policy

This policy is designed to be read by all staff and students of St Hugh's

Governing Body Meeting
Summer Term 2011

Report by the Assistant Director for
Human Resources

FLEXIBLE WORKING POLICY

1. INTRODUCTION

- 1.1 During the spring term 2011 governing bodies were advised that the statutory right to request flexible working would be extended from 6 April 2011 to parents with children under 18 years of age. It was also recommended that schools considered extending the right to request flexible working to the whole school workforce.
- 1.2 In a statement on 18 March 2011 the government indicated that the extension to the right to request flexible working would be scrapped as part of measures to reduce 'red tape' for businesses. Instead, the law will remain as it is currently where parents can request flexible working until their children are 17 years old.

2. BACKGROUND

- 2.1 The extension to the statutory criteria had prompted the council to consider the potential benefits to worklife balance and service delivery of extending the right to request flexible working to the whole workforce. Thus also ensuring that requests for changes to working patterns that may previously have been made on an informal basis are considered in a fair and transparent manner limiting the possibility of any legal challenge.
- 2.2 As a result the council intended to extend its own policy on the right to request flexible working to the whole workforce from April 2011. This was the basis on which the recommendation was made to governing bodies during the spring term 2011.

3. INFORMATION

- 3.1 The government has still indicated that it will launch a consultation looking at how to eventually extend the right to request flexible working to all employees and the design of a new system of flexible parental leave.
- 3.2 The council remains committed to extending the right to request flexible working to the whole workforce, not just those with children or caring responsibilities and will do so from April 2011.