fox williams
Good sense in the City

Wednesday 6 March

Managing agile and flexible working

This course will address how businesses should respond to agile and flexible working. When can you decline a request? How do you maintain an effective team when some individuals are not physically present? As an HR professional, how do you support your colleagues and achieve the best business outcome? These issues and more are explored in today's course.

Aim

To explore issues arising from requests for agile and flexible working, including how to balance the expectations of people making such requests with operational demands.

Objectives

By the end of this three-hour course, participants will:

- ☑ Be able to distinguish between legal rights to agile/flexible working and good practice to attract and retain workers

- ☑ Have explored strategies to resolve common issues that arise in practice when managing or advising about agile/flexible working

- ☑ Be able to assess the risk of a successful claim of discrimination arising from agile/flexible working

- ☑ Have discussed suggestions to break down barriers to agile/flexible working and the business case to promote such working

Course outline

10am Introductions & objectives

Requests for agile/flexible working
- Who can request?
- What requests can be made?
- For what reason?
- ACAS Code of Practice
- What reasons are given in practice?

Issues that arise in practice
- Prioritising between multiple requests from same team
- Refusing requests for operational reasons
- Do you "set a precedent" by agreeing to a request for subsequent requests?
- Agility v presenteeism
- Managing performance of flexible/agile workers

Discrimination risks when refusing agile/flexible working arrangements
- Indirect discrimination
- Examples in practice: gender/religion
- Justifying operational requirements
- Agile/flexible working as an adjustment for disability

"Can Do" attitude
- Changing expectations
- Organisational barriers and suggestions to overcome these
- Business benefits

Questions & Answers

1pm Close

There will be a 15-minute break at an appropriate time. Lunch will follow the course.