

exhilRate

Let's talk

Family Friendly



What is Family Friendly?



- 1 Family Friendly policies are designed to support the balance between work commitments and home life for families in employment.
- 2 These policies can aim to benefit both employers and the employee, covering areas such as hours, responsibilities and payment.
- 3 Being 'Family Friendly' means you truly are committed to implementing flexibility and out of the box ideas away from the traditional 9-to-5 structure.

Recruitment tweaks for Family Friendly



- ✓ Be open about flexibility in roles
- ✓ Promote your Family Friendly benefits
- ✓ Review job adverts to include Family Friendly options
- ✓ Give examples of flexibility you can consider, such as school hours

How to promote Family Friendly

- ✓ **Announce and celebrate successful stories**
- ✓ **Champion flexible working for everyone**
- ✓ **Normalise varying working patterns and job shares**
- ✓ **Encourage taking parental leave and annual leave**



Family Friendly quick wins



Stay in touch with people on parental leave



Try your best to make requests work



Make parental leave transparent and accessible



Enhance your parental leave policies from statutory minimum



Train managers to support flexible working in practice



Keep your policies updated and relevant

Need some help on your Family Friendly?
Want to freshen up your manager's knowledge?
Love the idea of committing to more Family Friendly-ness?

For support on where to start, let's talk!

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