

# FLEXIBLE WORKING, DIVERSITY AND INCLUSION AT THE WORKPLACE

## Managing People LCBB5004

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# Introduction

Good Afternoon,

Today, I will take you to a short journey about Flexible Work, Diversity and Inclusion at the Workplace but also their benefits what effect can have towards the business success and some examples of UK's based companies who are adopting these tools .



# What is Flexible Working?

A tool that allows a company's employees to manage and balance between work and personal life in order to avoid stress and increasing job performance and work quality expectation.



## Types of Flexible Work

- **Part-Time:** working between 15h-25h per week.
- **Working Remotely** – Working from home
- **Shift breakdown**– the shift is split between 2 employees.
- **Compressed Hours** – working full-time hours over fewer days.
- **Flexitime**– employees can choose starting and finishing times.
- **Staggered hours**– starting, ending and break time differs from the other employees.
- **Phased retirement** – allowing elderly staff to choose when they want to retire and reduce their hours.

## BENEFITS

- Employee Loyalty- based on research National Bureau of Economic Research, hybrid working lower quit rates by 35%
- Increased work quality and performance
- Helps with mental health and wellbeing
- Decreased number of sickness leave
- Healthy environment and job satisfaction

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- Healthy environment and job
- Decreased number of sickness leave
- Wellbeing

## Types of Flexible Work and Their Benefits

# Examples of companies with flexible working

Since the pandemic more and more business moved to hybrid or working from home, for some sectors that could not be applied 100%. “A survey earlier this year by Claromentis found that 73% of UK employees want to split their time between the office and home, while a Chartered Institute for Personnel and Development report revealed that around 40% of employers expect over half their workforce to work regularly from home after the pandemic.”, according to L. Mitchell(2021) in “*How the retail sector can adapt to the demand for hybrid working*”.

- ❑ In 2021, supermarket Asda has introduced permanent remote work for 3500 office based staff called” Work where it works”
- ❑ July 2022, Lidl new flexible option to work from home permanently and mobile

## Top 3 most flexible large companies

**TELUS International AI Inc.** – IT services and customer service solutions

- FARFETCH – Fashion and e-commerce platform
- Allianz Global Corporate & Specialty – Global leader in business insurance



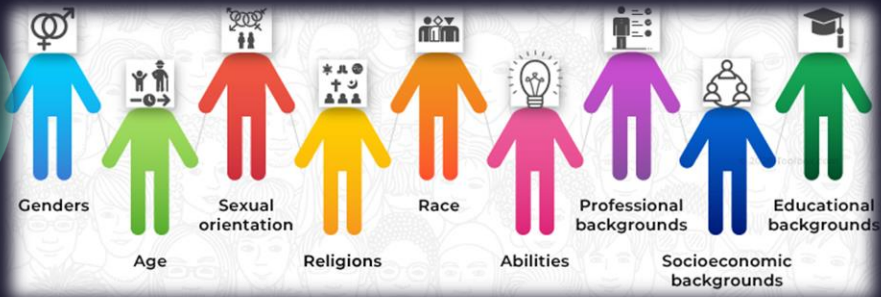
Source Farfetch(2022), Allianz(2022), Telus International(2022)

## Companies Allowing Work From Anywhere



Source: WFA(2022)

# Diversity and inclusion in the workplace



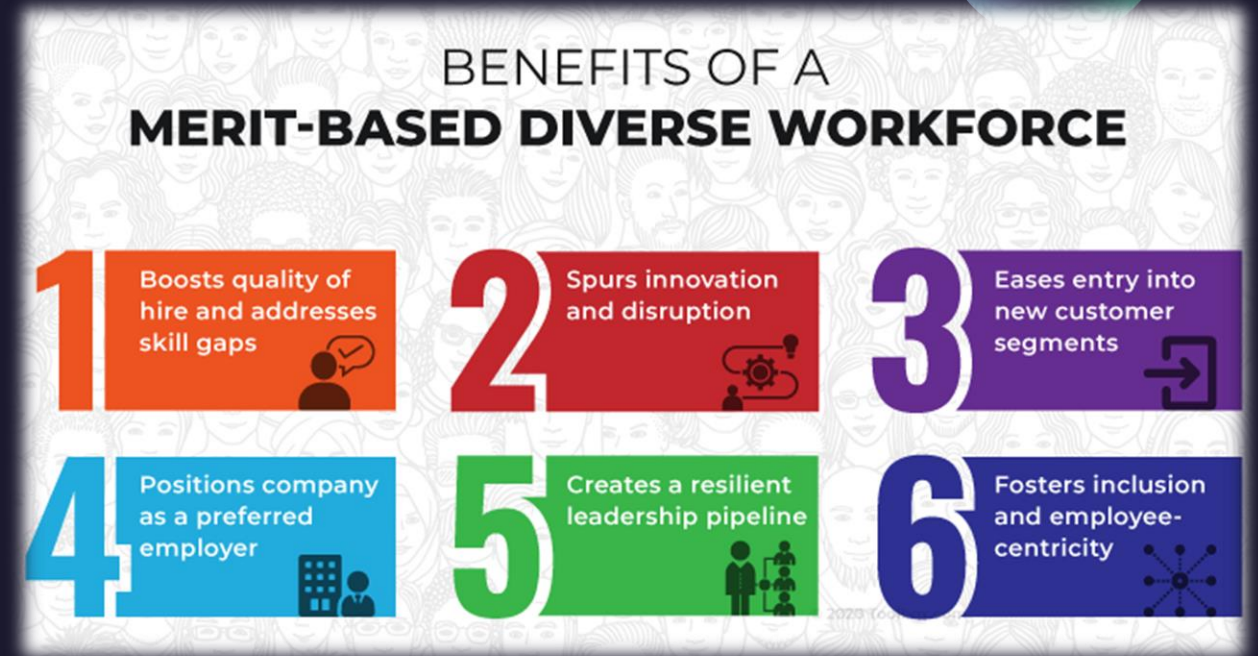
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## What is Diversity?

According to C. Hook & A. Jenkins (2019), in “Introduction Human Resources Management” define diversity as capability of recognise the difference, as everyone is unique, benefiting from a range of ideas and perspectives when comes to decision-making, but also is about creating an environment where every employee is accepted and allowing to share and contribute to the business at full potential.

# Benefits of Diversity

- Always new perspective and skills
- Quick decision-making and problem-solving
- Teamwork and engagement
- Employee self-esteem boosted
- Loyalty and good reputation of the company
- Understanding needs and wants from the customers
- Healthy environment.
- Cultural exchange



Source: Spiceworks(2020)

# Inclusion

## What is Inclusion?

A workplace is inclusive if the work environment makes every individual of the organisation feel valued, being in known of their differences and their contribution of the company's culture and achievements. Inclusion at the workplace is presented when there is no discrimination, bias, or inequality.

## WHAT IS AN INCLUSIVE WORKPLACE?



A work environment that makes  
**every employee** feel included and valued,  
while also acknowledging their differences.

# Benefits of Inclusion



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- Multi-cultural environment
- Both genders have same opportunity with same equal chances.
- Recruitment of High-Qualified Talent with no Favouritism
- Employee commitment and contribution towards the company
- High-skilled people within organisation
- Healthy environment and satisfied employees
- Productivity increased

# Difference between....

## DIVERSITY

- Is the image that represent the organization based on people's background, skin color, gender, nationality, religion, disability visible or non-visible.

## INCLUSION

- Is how organization is implying ,create and what action is taken for a healthy environment for its employees to feel welcomed, valued, appreciated with no form of discrimination, favoritism, racism or any kind offensive behavior



# Examples of Companies with diversity and inclusion

## TOP SIX COMPANIES WITH DIVERSITY AND INCLUSION

**INCLUSIVE TOP 50**  
UK EMPLOYERS

@InclusiveTop50

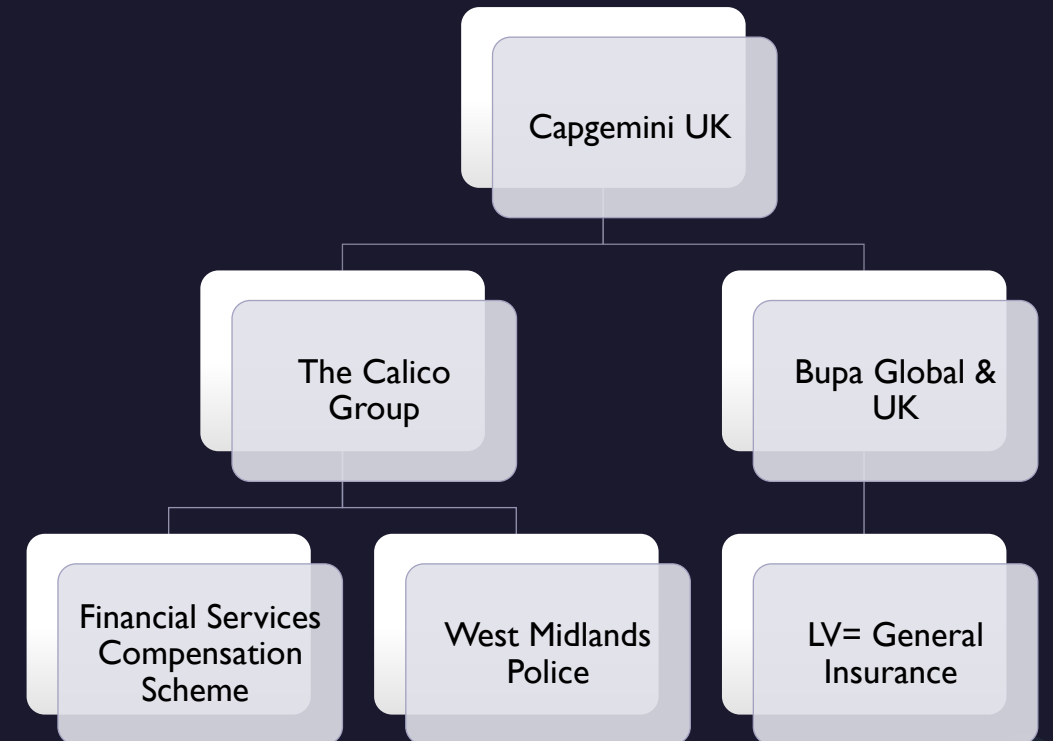
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**INCLUSIVE COMPANIES**

Championing Diversity Promoting Inclusion

**THE INCLUSIVE TOP 50 UK EMPLOYERS 2021/22 LIST**

|    |                                                         |    |                            |    |               |    |                                |    |                                                            |    |                                  |    |                        |    |                                      |    |                                                        |
|----|---------------------------------------------------------|----|----------------------------|----|---------------|----|--------------------------------|----|------------------------------------------------------------|----|----------------------------------|----|------------------------|----|--------------------------------------|----|--------------------------------------------------------|
| 01 | Capgemini                                               | 02 | the calico group           | 03 | Bupa          | 04 | fscs                           | 05 | West Midlands Police                                       |    |                                  |    |                        |    |                                      |    |                                                        |
| 06 | LVE                                                     | 07 | United Utilities           | 08 | ASOS          | 09 | West Midlands Police           | 10 | UK Power Networks                                          | 11 | Anglo American                   | 12 | HOUSE OF LORDS         | 13 | DirectLine Group                     | 14 | e-on                                                   |
| 15 | NHS The Royal Orthopaedic Hospital NHS Foundation Trust | 16 | YORKSHIRE BUILDING SOCIETY | 17 | mitie         | 18 | TOUCHSTONE                     | 19 | TalkTalk For Everyone                                      | 20 | West Midlands Combined Authority | 21 | Moneysupermarket Group | 22 | West Midlands Police                 | 23 | Government Commercial Organisation                     |
| 24 | midland heart                                           | 25 | West Midlands Police       | 26 | Allianz       | 27 | AutoTrader                     | 28 | NHS Avon and Wiltshire Mental Health Partnership NHS Trust | 29 | Hastings DIRECT                  | 30 | Inspire North          | 31 | NHS Northern Care Alliance NHS Group | 32 | NHS Lancashire Teaching Hospitals NHS Foundation Trust |
| 33 | KANTAR                                                  | 34 | QA                         | 35 | MSD           | 36 | West Midlands Police           | 37 | St. Gemma's Hospice                                        | 38 | West Midlands Police             | 39 | Derbyshire             | 40 | Witac Capital (UK) PLC               | 41 | NHS Liverpool Women's NHS Foundation Trust             |
| 42 | Reach                                                   | 43 | BLAKE MORGAN               | 44 | CHATHAM HOUSE | 45 | Coling Phipps Bridgend College | 46 | Water for Life                                             | 47 | BLM                              | 48 | Jardine Motors Group   | 49 | BRITVIC                              | 50 | West Midlands Police                                   |



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# Conclusion

- Flexible working, diversity and inclusion altogether are the power key of successful, healthy workplace. Having a motivating human resources automate generate more interest, effort towards company goals and increase productivity



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Thank You!

Any Q&A?

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