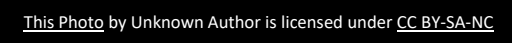
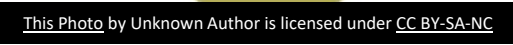


*The potential impact on
flexible working*

Flexible working in relation to diversity and inclusion at work



What is flexible working?



WORKING ARRANGEMENTS THAT ALLOW EMPLOYEES TO VARY THE AMOUNT, TIMING, OR LOCATION OF THEIR WORK, USUALLY TO THE MUTUAL BENEFIT OF BOTH THE INDIVIDUAL AND THE ORGANISATION, ARE REFERRED TO AS FLEXIBLE WORKING.



IT SPECIFICALLY REFERS TO A VARIETY OF WORK ARRANGEMENTS, SUCH AS PART-TIME EMPLOYMENT, JOB SHARING, FLEXIBLE SCHEDULING, COMPRESSED AND ANNUALISED HOURS, TERM-TIME-ONLY EMPLOYMENT, HOME-BASED EMPLOYMENT, AND MOBILE EMPLOYMENT. MANY COMPANIES DO PROVIDE SOME INFORMAL FLEXIBILITY, THOUGH THEY MAY NOT BE AWARE THAT IT QUALIFIES AS FLEXIBLE WORKING.



GIVING PEOPLE OPTIONS AND ALLOWING THEM TO
WORK IN WAYS THAT MEET THEIR NEEDS WHILE ALSO
MEETING THE NEEDS OF YOUR CLIENTS AND
ORGANISATION IS WHAT FLEXIBILITY ENTAILS;



BECAUSE OF A LACK OF UNDERSTANDING OR NEGATIVE
ATTITUDES FROM MANAGERS TOWARD FLEXIBLE
WORKING, IT IS FREQUENTLY VIEWED AS A BENEFIT ONLY
FOR PARENTS IN SOME WORKPLACES;

Different types of flexible working

Hybrid working;

Fully remote;

Part-time;

Job shares;

Compressed hours;

Staggered hours

The role of Human Resources in promoting diversity and inclusion through flexible working

The HR department should make sure that efficient strategies permeate every aspect of people management because it has a unique aerial view of the D&I impact on the organization. It should be clear in hiring procedures, such as the development of neuro-inclusive recruiters who are aware of the value and benefits of hiring neuro-divergent people to expand the talent pool beyond neuro-typical candidates.

Inviting management and staff to a diversity and inclusion event is a casual and cooperative way to share D&I best practises and assist in educating them. They will frequently centre on the newest workplace inclusivity trends and share workable solutions and case studies on how to enhance the working conditions for underrepresented employees at your company.

- In order to achieve workplace inclusion, strong anti-discrimination policies are necessary. HR managers must conduct a critical evaluation of their company and take systemic action to eliminate discrimination. An effective anti-discrimination and inclusiveness policy should include: specify in detail what constitutes discrimination; if there has been workplace discrimination, commit to a long-term strategy and any instance of bias that has been supported by evidence should be addressed.



Summary

- According to research, those who work flexibly report higher levels of job satisfaction, commitment, and the likelihood of increasing discretionary effort than those who do not.
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Thank you!

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