



Managing people LCBB5004

*A case in favour of flexible
working in relation to diversity
and inclusion at work and the
role of Human Resources in
promoting diversity and
inclusion through
flexible working*

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Impact of Covid 19 and the business environment

- Covid 19 has impacted the public health, but has also determined massive changes economically
- Business had to navigate through the pandemic challenges and turn them into meaningful changes.
- Flexible working and working from home where possible had been imposed by Governments through restrictions and strong advises as well as in the United Kingdom (UK).



**COVID-19
RESPONSE**



What is diversity and inclusion at work?



- Diversity and inclusion are “interconnected concepts that refer to the variety of unique individuals that make up a group of people and the environment that allows them to work together as equally valued contributors” (Bultin, 2022).
- The legislation in regards to diversity and inclusion in the United Kingdom treats aspects such as age, sex, race, religion, disability and sexual orientation (Armstrong, 2020).

What is flexible working?

In the United Kingdom the Employment Law states that the flexible working includes:

- ability to change from full time to part time
- ability to change working days
- fitting working hours around organisational core times
- job sharing, having staggered hours
- annualised hours, being able to have time off during school holidays
- working from home or remotely for some days or entirely (Citizen Advice, 2020).



Hybrid working



- It has been observed a request for hybrid working after the pandemic which refers to splitting the time between working from the workplace and working from home or remotely.
- Currently 3 in 5 employers (60%) have seen an increase in hybrid working for staff (Acas, 2022).
- An example of organisation that practices this is Google (Inc, 2022).

Flexible working in relation to diversity and inclusion at work

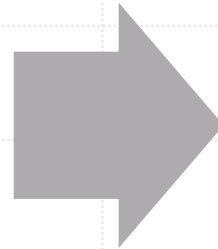
- Flexible working is part of diversity implementation but many times client interaction prevails, but in Google is different.
- Through pandemic flexible working was a good practice because first of all it has determined the health and safety of the employees, but it has been observed an increased in demand of flexible working by employees (Acas, 2022).

FLEXIBLE WORKING IS HIGHLY IMPORTANT OR ESSENTIAL FOR:



Benefits of flexible working

Employers and professionals alike believe a more equal, diverse and inclusive workplace offers many advantages for their organisation, with productivity, staff morale and company culture just three areas that are perceived to be positively impacted (Armstrong, 2020).



Flexible working can improve the engagement of the employees as they will feel that their needs are addressed for example parents that need to look after their children or other responsibilities that they have (Spring House Law, 2022).

Benefits of flexible working

- Google is a modern organization different to traditional ones and has different way of approaching things
- Google is an inclusive workplace which focuses on ensuring that employees are able to work together at their full potential and have a good wellbeing.
- Google is very open to flexible working and to have a diverse and inclusive workplace.

6 BENEFITS OF FLEXIBLE WORK HOURS



Less Stress



Better Health



Saves Money



Boosts Mood



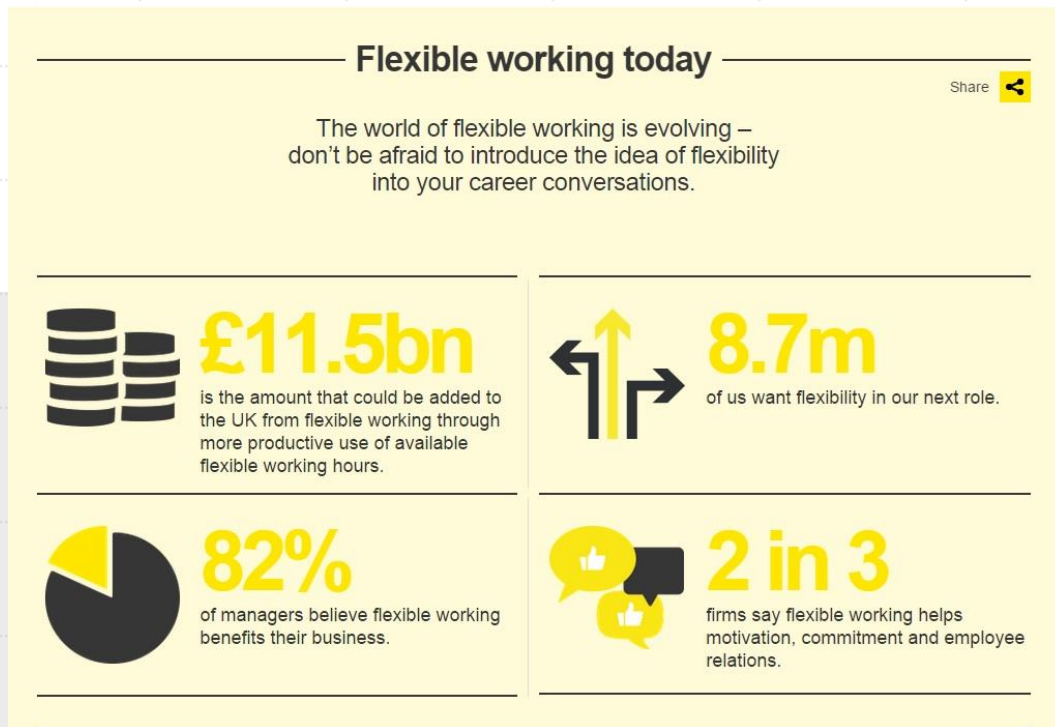
More family and personal time



More time for hobbies and travel

Human Resources

- Human Resources play an important role in Google.
- Google is known for its innovative HR department and keeping employees happy.
- Google caters to a global audience and for that purpose it has a diverse workforce and flexible working is helping towards their strategy (Notesmatic, 2017)



Recommendations



- Human Resources should promote diversity and inclusion through flexible working because of the benefits discussed
- It is recommended to design flexible roles that address to a wide range of employees
- The job advertising should encourage a diverse pool of talent
- The jobs should be available throughout the organization for career development (Research Gate, 2013).



Conclusion

- Through flexible working the employees can feel more included, it means they can have a better work-life balance, less stress for travelling especially in rush-hour, reduces costs for both parties.
- It constitutes an important factor for improving recruitment and retention of talented staff.

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