

Webinar: Working Families Benchmark



What does it take to be a top employer?

Date of event – 13th November 2024

Speakers

We were delighted to be joined by:

- ♥ **Rebecca Philpott** – bp Working Families EMEA Lead, and People & Culture transformation leader
- ♥ **Nina Searle** – Partner & Co-Sponsor of TLT's Women's Equality Network (WEN)
- ♥ **Lisa Morrow** – Director, HR Policy and Employee Relations, LSE

Our Top Takeaways:

Benefits and barriers exist

- ♥ Employers report the top benefits being reductions in real estate costs (54%), business travel costs (58%) and increased productivity (42%). Whilst barriers to flex are the current economic climate (54%), lack of budget (28%), lack of resources (26%), and lack of line management knowledge and skill (23%).

Training is a top priority

- ♥ Whilst 9 in 10 organisations train their managers to empower leadership of high performing flexible teams, only 29% reported that more than three-quarters of their managers had actually received the training.

Gender progression is slow moving

- ♥ Top employers are taking action to address the high rates of male senior leaders (63%) and the low take-up of part time working at a senior level (7%). Measures

include advertising flexible options (81%), role modelling of flex (74%) and encouraging the use of SPL through enhanced pay (55%).

Flexible working starts with recruitment

- The majority (86%) of leading employers analyse jobs prior to advertising to determine flexible options.

Supporting wellbeing is taken seriously

- All employers in the Benchmark take measures to support their staff's wellbeing and prevent burnout.

How our '2024 Top Employers' have got to the top:

They understand the bigger picture. Employers who see flexible and family-friendly working not as a perk, but as an enabler open up opportunities for equality and diversity, which is well recognised to be better for business.

They believe in empowerment. Allowing people to work autonomously means they can manage their life the way they need to. And by flexibly working 'out loud', such as making time out visible in the calendar, it is more likely to spread through the culture.

They know the value of employer brand. A workforce can be a powerful marketing tool as word spreads.

They put flex at the heart of culture. When flexible working is fully embedded, it's possible to overcome more challenging scenarios such as finding the right solutions for site workers because open dialogue about flex is the norm and flexible options beyond remote working is on the table.

They know policy alone isn't enough. Cultural change is only achieved through guidance such as toolkits that empower employees and managers, case studies that bring policies to life.

They are metric-driven. The Benchmark tool can help bring senior managers on board, understand how they stack up compared to others, and maintain accountability. Securing a position in the Top 30 and ultimately Top 10 can be a motivator for senior leaders.

They are employee-friendly. Flexible and family-friendly working is beneficial for everyone, by meeting the needs of a diverse range of people and directly impacting wellbeing for all.

They think outside of the box. When flexible working isn't feasible, are there other benefits, such as an enhanced pension, that can make staff feel valued.

They act on feedback. When there are challenges, such as the sense of a two-tier system of those who can work remotely and those who are site based, seek out the opinions of staff through consultation. Using those views to design a solution will ensure everyone feels listened to and appreciated.

They go the extra mile. Enhancing parental leave, paid neonatal care, transitional support such as coaching or staggered returns from parental leave all help to make parents and carers feel seen and supported.

See the [full Benchmark report](#) for employer recommendations.