

Report of the Chief Executive

Flexible Working Policy

1. Purpose of Report

To consider amendments to the Flexible Working Policy.

2. Recommendation

The Committee is asked to RECOMMEND to Cabinet that the amendments to the Flexible Working Policy be approved.

3. Detail

The Government introduced changes to legislation on 6 April 2024 through the Employment Rights (Flexible Working) Act 2023 under a separate piece of Secondary Legislation, allowing all employees to make requests to their working arrangements as a Day One right rather than the previous 26-week period. Employers now have two months to respond to a request, rather than the previous three months. In addition, whilst employers have to explain the reason for denying a request, employees are no longer required to explain the impact on the business. Two requests per year, replaces one annual request.

The Policy is included at **Appendix 1**. The Flexible Working application form is included at **Appendix 2** and a change table is included at **Appendix 3**.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications to consider with the ongoing business as usual activities continuing to be met within existing resources.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Council must demonstrate preparation for and compliance with the requirements of the new legislation in addition to compliance with existing requirements. If this is not implemented correctly, it could leave the Council open to legal challenge.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

An update will be provided at the meeting.

7. Union Comments

The Union comments were as follows:

An update will be provided at the meeting.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

An equality impact assessment is included in **Appendix 4** to this report.

11. Background Papers

These are papers that you have used to inform your recommendation that haven't been published as part of the report.