



# Family friendly policies

One of the biggest drivers of the gender pay gap is that women tend to spend more time out of the labour market or work part time, often due to caring responsibilities.

Family friendly policies, including **flexible working**, **enhanced parental leave** and additional **childcare provision** are the key tools to enable more equal sharing of work and childcare responsibilities between men and women.



**Evidence shows that these actions can improve your family friendly offer and help to close the gender pay gap**

## FLEXIBLE WORKING

## EQUAL SHARING OF CHILDCARE



**Clearly advertise flexible working options** to new and existing staff



### Champion

the change you want to see by **highlighting managers and senior leaders who work flexibly** or share caring responsibilities



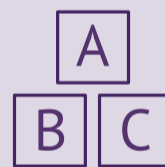
**Clearly communicate your parental leave options** and support for new parents



**During recruitment think about designing the role to support flexible working**



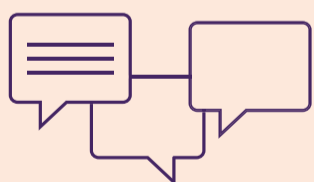
**Provide training to line managers** so they can support their teams to work flexibly



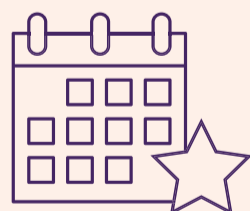
**Highlight the government's childcare support** and any additional support you offer



**Offer enhanced parental pay** for mothers and fathers



**Discuss your flexible working offer** with staff and keep options under review



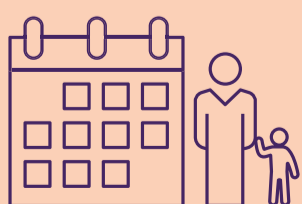
**Think about how you could improve your current flexible working offer** by introducing more options – e.g. job-sharing or working remotely



**Keep in touch with employees on parental leave** about training and development, and discuss the support available for when they come back to work



**Be proactive in providing information** to new parents



**Normalise flexible working** for male employees



**Encourage employees to take their full paternity leave entitlement or shared parental leave**