

## The Right to Request Flexible Working

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<b>Status of Paper</b>	Final
<b>Action Required</b>	To delegate responsibility to the Strategy and Resources Committee for this matter.

### Summary of Content

<b>Subject and Aims</b>	Proposed revisions to the statutory provisions to request flexible working will require amendment of existing policy.
<b>Main Points</b>	To note the delay of this piece of legislation and to delegate responsibility for approving a new scheme to the Strategy and Resources Committee.
<b>Background Context and Relevant Documents</b>	The Methodist Council has previously approved a scheme for considering requests from eligible employees to request flexible working. This scheme will require amendment when the Children and Families Bill is enacted as this proposes changes to the current statutory provisions.

### Summary of Impact

<b>Financial</b>	None at this stage.
<b>Personnel</b>	The proposed changes represent an amendment to existing personnel policy and practice.

In 2011 the Methodist Council approved a Policy and Procedure for eligible staff to make a request to work flexibly on account of caring responsibilities for dependent children or adults. This brought into effect the statutory provisions currently in place.

The Government has reviewed its approach to flexible working and has proposed changes to this in the Children and Families Bill. It is understood that the main changes are as follows:

1. To extend the right to request flexible working to all employees (rather than those with defined caring responsibilities); and
2. To remove the right of an employee to complain to an Employment Tribunal if a request to work flexibly is turned down by their employer.

The Government had intended that the revised provisions be in place from 6 April 2014, but this timetable has been put back due to delays with the passage of the Children and Families Bill through Parliament. A revised implementation date is not currently known, but is thought to be some weeks away.

In light of this delay it is proposed that responsibility for approval of a revised scheme for considering flexible working requests from staff be delegated to the Strategy and Resources Committee.

### **\*\*\*RESOLUTION:**

**55/1. The Council delegates to the Strategy and Resources Committee responsibility for considering and approving a revised scheme for considering flexible working requests such as may be required consequent upon the Children and Families Bill becoming law.**