



# 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, 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.

**This can help to reduce your gender pay gap.**



## FLEXIBLE WORKING

## EQUAL SHARING OF CHILDCARE



### Discuss your flexible working offer

with staff and keep options under review



### Normalise

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



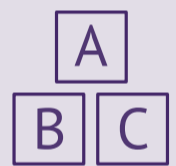
### Provide training

to line managers so they can support their teams to work flexibly



### Be proactive

in providing information to new parents



### Highlight

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



### Clearly advertise

flexible working options to new and existing staff



### Encourage employees

to take their full paternity leave entitlement or shared parental leave



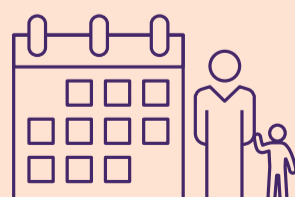
### Think about

how you could improve your current flexible working offer by introducing more options



### Keep in touch

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



### Normalise

flexible working for male employees



### Offer enhanced

parental pay for mothers and fathers