



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.

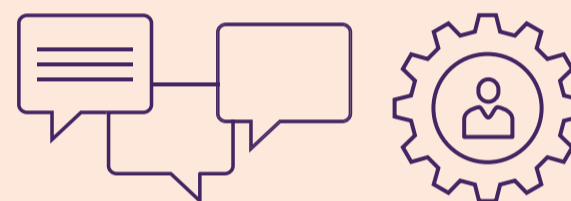


Evidence shows that these actions can improve your family friendly offer and help to close the gender pay gap



Improve your offer

- Think about how you could improve your current flexible working offer by introducing more options – e.g. job-sharing or working remotely
- During recruitment think about designing the role to support flexible working
- Offer enhanced parental pay for mothers and fathers
- Encourage employees to take their full paternity entitlement or shared parental leave



Support your offer

- Provide training to line managers so they can support their teams to work flexibly
- Discuss your flexible working offer with staff
- Be proactive in providing information to new parents
- Keep in touch with employees on parental leave about training and development, and discuss the support available for when they come back to work



Promote your offer

- Clearly advertise flexible working options to new and existing staff
- Clearly communicate your parental leave options and support for new parents
- Highlight the government's childcare support and any additional support you offer



Integrate your offer

- Normalise flexible working for male employees
- Champion the change you want to see by highlighting managers and senior leader who work flexibly or share caring responsibilities