



Department for
Business, Innovation,
Science and Trade



UK Government

Supplementary data tables: Responses to consultation on improving access to flexible working

15 September 2026



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Supplementary data tables: Responses to consultation on improving access to flexible working

Sample overview

There were 1016 responses in total to this consultation. The answers to the questions in this section gave us information on the type of organisation the respondents were representing, their size and the number of responses. These allowed us to break down responses to other questions by organisation type and number of responses. We received 916 (90.2%) responses to an online survey¹ and 100 (9.8%) responses in writing.

Unless otherwise stated, percentages are calculated using the base shown under each chart or table and may not sum to 100% because of rounding. Where respondents could select more than one option, percentages will not sum to 100%.

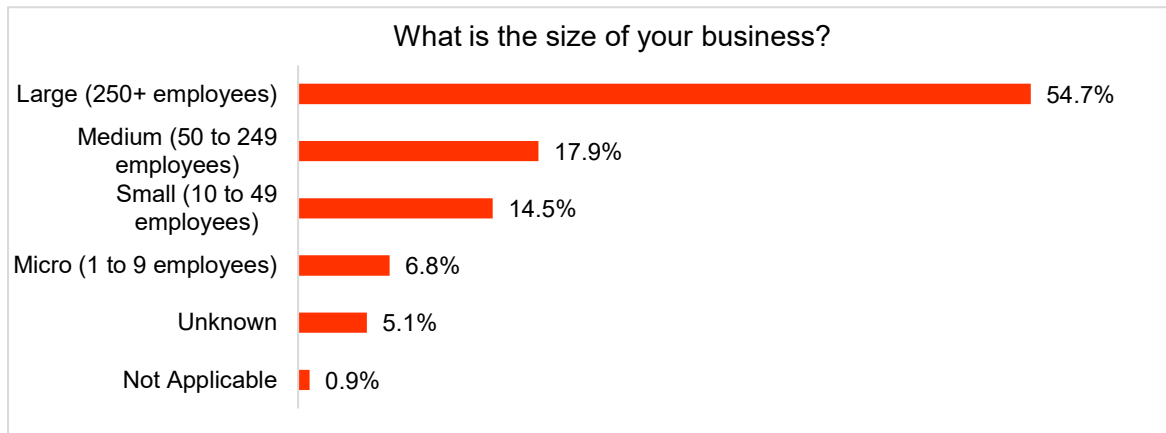
Respondents to the consultation

Question 1 - Count and percentage of respondents per group

All respondents	Count	Percentage %
An Individual	745	72.9%
An employer	117	11.5%
A business representative organisation	34	3.4%
Other	34	3.4%
A charity or interest group	32	3.2%
A trade union or staff association	27	2.7%
An academic, or on behalf of an academic or research organisation	22	2.2%
A legal representative	5	0.5%

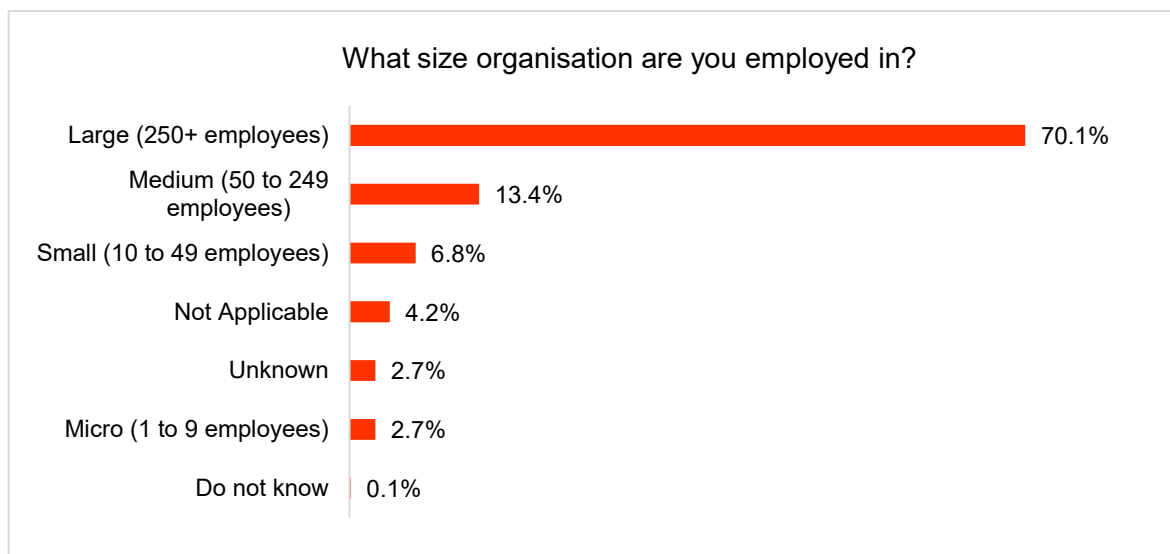
Base: 1016 respondents to the question 'Indicate whether you are responding as...'

Question 2 - Proportion of employers responding to the consultation by organisation size



Base: 117 respondents to the question 'What is the size of your business?'. Only employers were invited to answer this question in the consultation.

Question 3 - Proportion of consultation respondents from individuals by size of the organisation where they work



Base: 745 respondents to the question 'What size organisation are you employed in?'. Only individuals were invited to answer this question in the consultation.

Question 4 - Count and percentage of respondents by region

All respondents	Count	Percentage%
Northern Ireland	4	0.4%
Wales	24	2.4%
North-East	25	2.5%
East of England	34	3.3%
East Midlands	54	5.3%
Scotland	62	6.1%
Yorkshire and the Humber	73	7.2%
South-West	73	7.2%
West Midlands	78	7.7%
North-West	83	8.2%
South-East	142	14.0%
London	267	26.3%
Unknown	97	9.5%

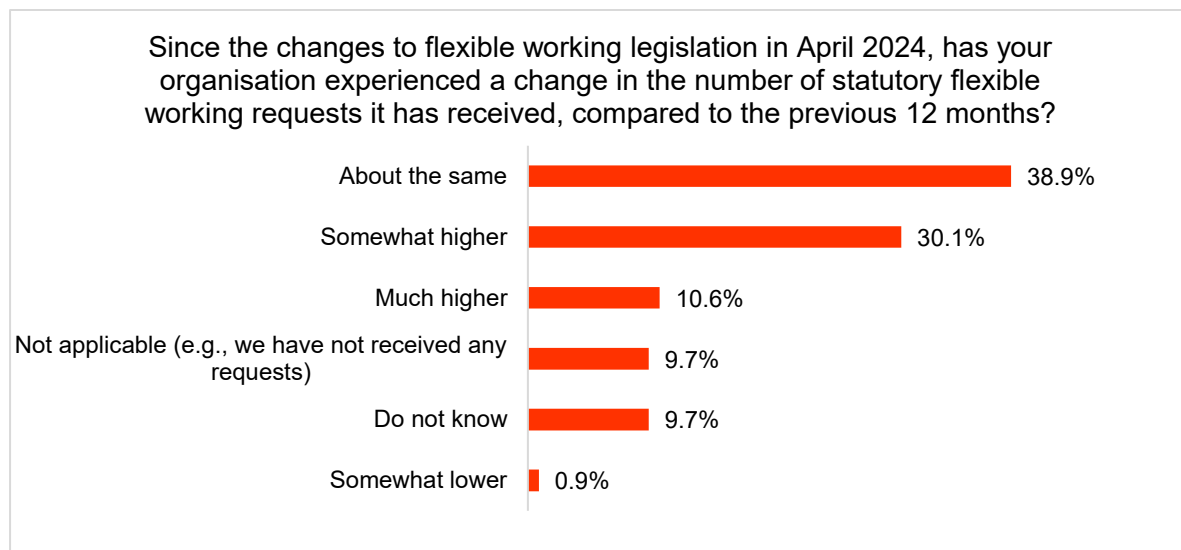
Base: 1016 respondents to the question 'Which region are you located in?'.

Question 5 - Count and percentage of respondents by sector

All respondents	Count	Percentage%
Financial & insurance activities	1	0.1%
Accommodation & food service activities	25	2.5%
Activities of households as employers; undifferentiated goods and services-producing activities of households for own use	3	0.3%
Administrative & support service activities	34	3.3%
Agriculture, forestry and fishing	2	0.2%
Arts, entertainment and recreation	43	4.2%
Construction	25	2.5%
Education	96	9.4%
Electricity, gas, steam and air conditioning supply	23	2.3%
Financial & insurance activities & Financial Services	96	9.5%
Human Health and social work activities	105	10.3%

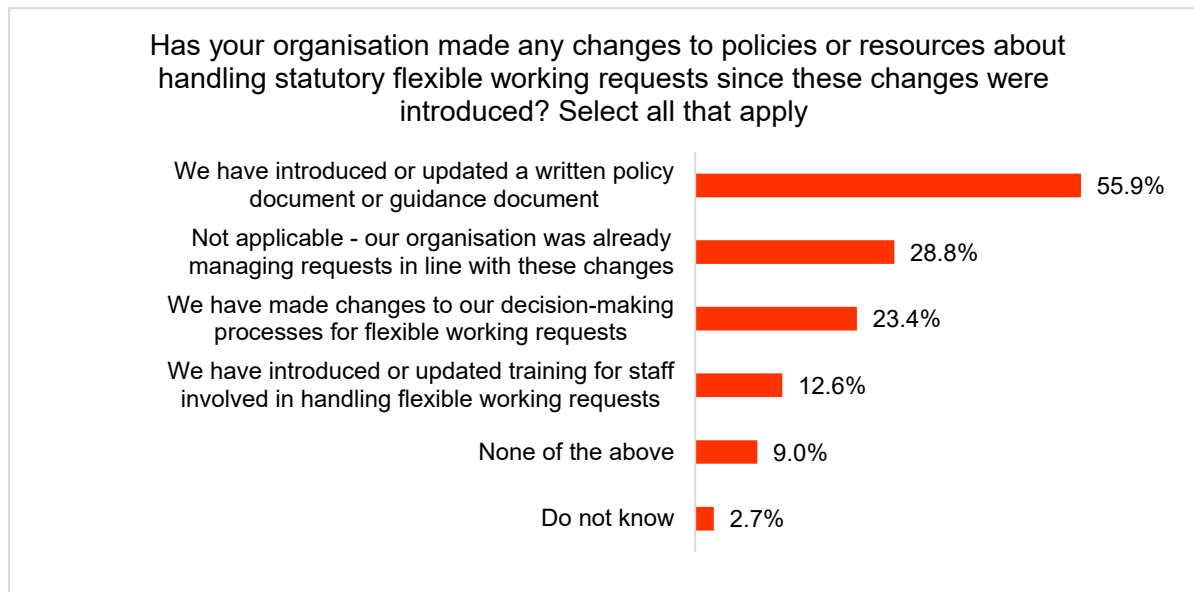
Information & communication	68	6.7%
Manufacturing	42	4.1%
Other service activities	121	11.9%
Production	7	0.7%
Professional, scientific and technical activities	85	8.4%
Public administration & defence; compulsory social security	57	5.6%
Real estate activities	11	1.1%
Services Sector	29	2.9%
Transportation & storage	15	1.5%
Water supply; sewerage, waste management and remediation activities	8	0.8%
Wholesale and retail trade; repair of motor vehicles and motorcycles	27	2.7%
Unknown	93	9.2%

Question 6 - Change in flexible working requests received by employers following legislative reforms



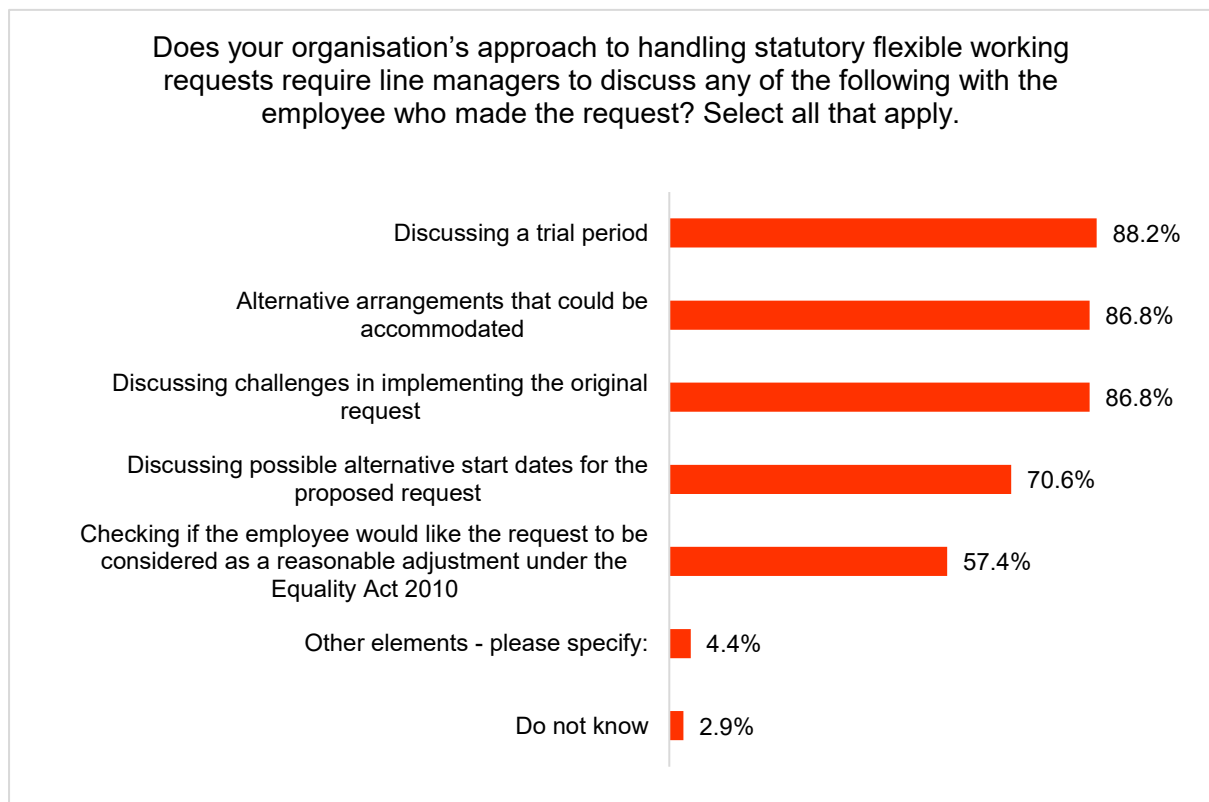
Base: 113 respondents to the question "Since the changes to flexible working legislation in April 2024, has your organisation experienced a change in the number of statutory flexible working requests it has received, compared to the previous 12 months?". Only employers were invited to answer this question in the consultation.

Question 7 - Changes to flexible working policies and resources since April 2024



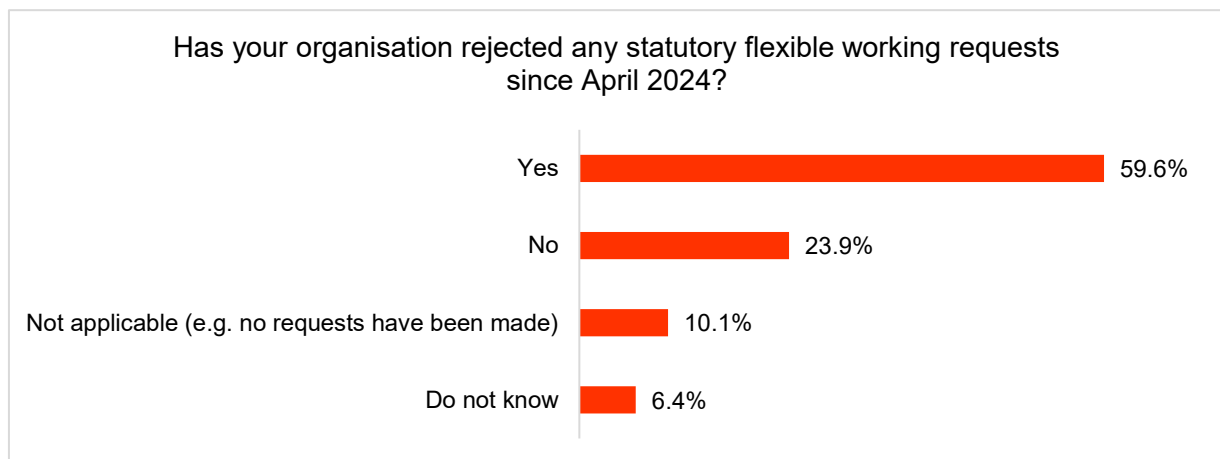
Base: 111 respondents to the question "Has your organisation made any changes to policies or resources about handling statutory flexible working requests since these changes were introduced? Select all that apply." Only employers were invited to answer this question in the consultation. Note this question allowed employers to select multiple options, and so percentages will not add up to 100.

Question 8 - Topics covered in flexible working discussions



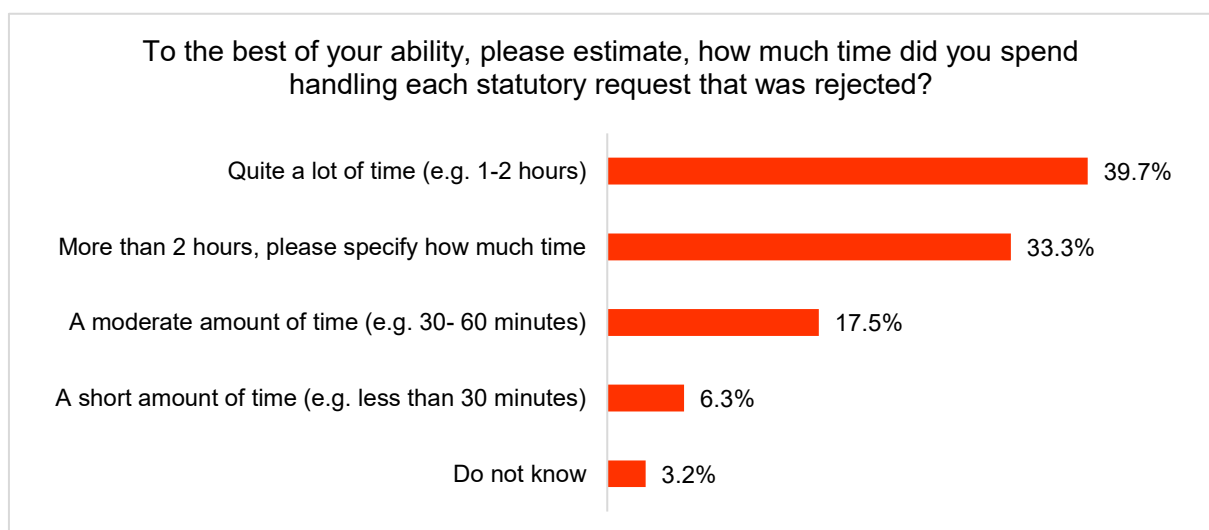
Base: 68 respondents to the question ‘Does your organisation’s approach to handling statutory flexible working requests require line managers to discuss any of the following with the employee who made the request? Select all that apply.’ Only employers who had made changes to their policies or resources on handling statutory flexible working requests were invited to answer this question in the consultation. Note this question allowed employers to select multiple options, and so percentages will not add up to 100.

Question 9 - Requests rejected by employers since April 2024



Base: 109 respondents to the question “Has your organisation rejected any statutory flexible working requests since April 2024?”. Only employers were invited to answer this question in the consultation.

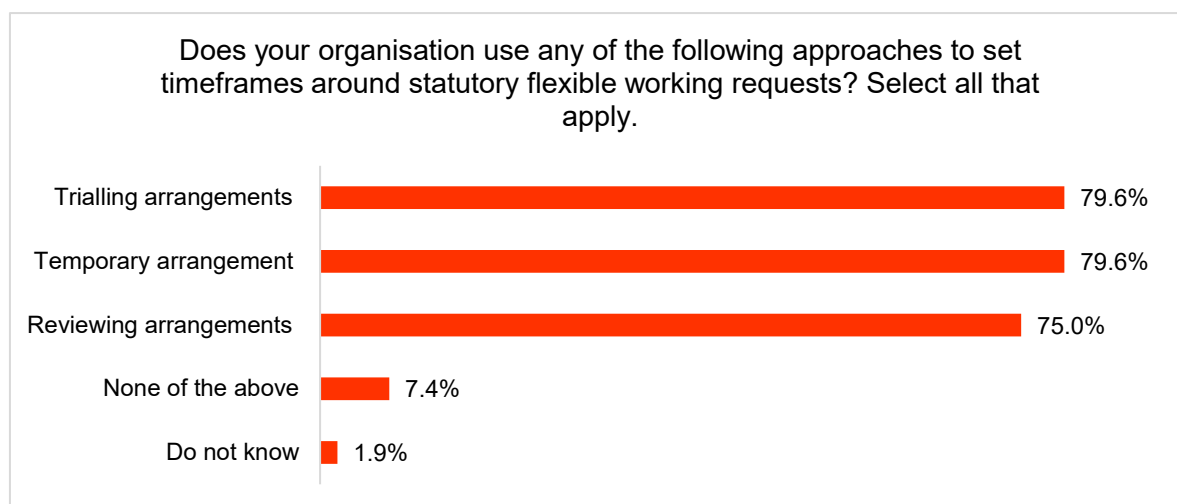
Question 10- Time spent handling requests



Base: 63 respondents to the question “To the best of your ability, please estimate, how much time did you spend handling each statutory request that was rejected?”. Only employers who

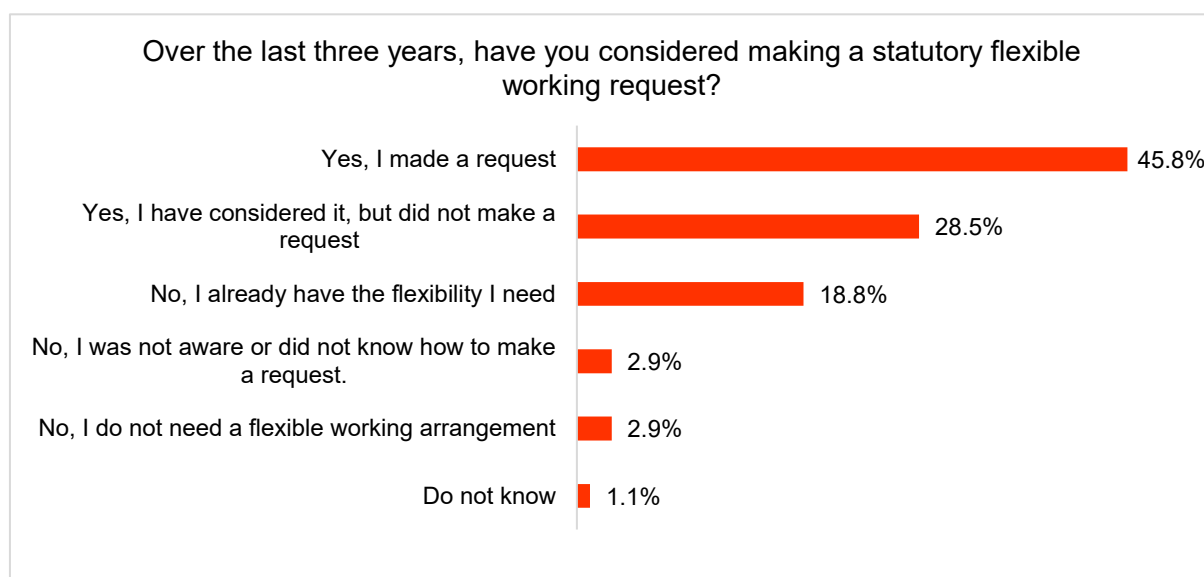
rejected statutory flexible working request since April 2024 were invited to answer this question in the consultation.

Question 11- Setting timeframes around flexible working request



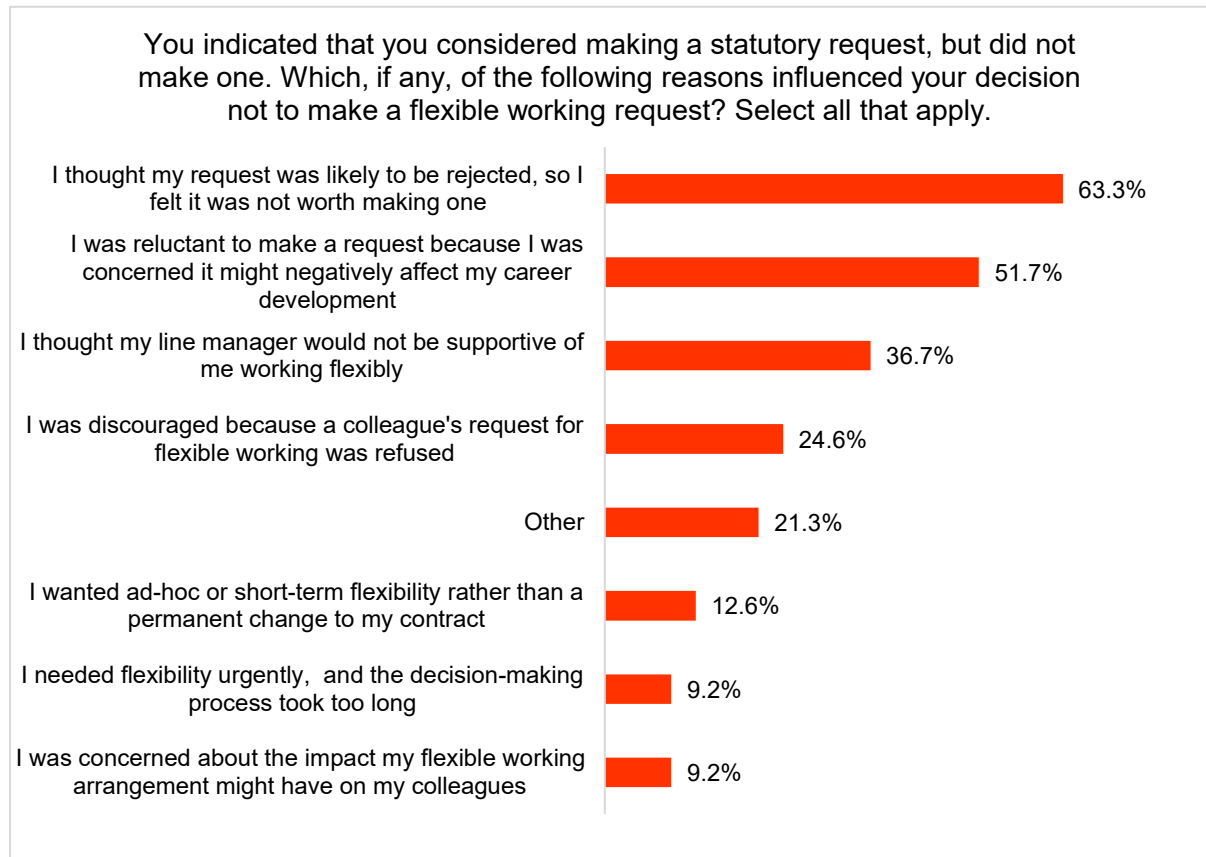
Base: 108 respondents to the question “Does your organisation use any of the following approaches to set timeframes around statutory flexible working requests? Select all that apply.” Only employers were invited to answer to this question in the consultation. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 12- Interest in making a statutory flexible working request



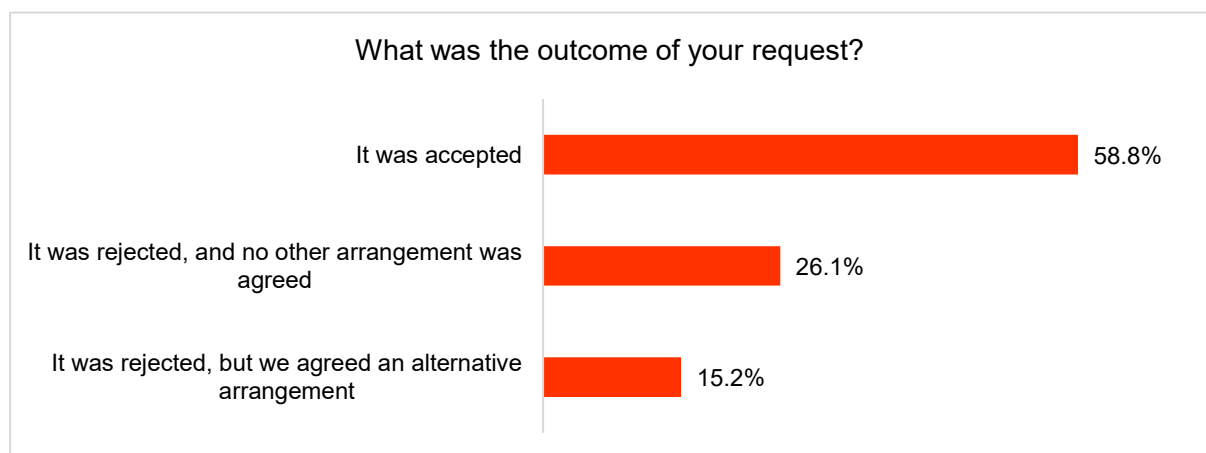
Base: 727 respondents to question “Over the last three years, have you considered making a statutory flexible working request?”. Only individuals were invited to answer this question in the consultation.

Question 13- Reasons for not requesting flexible working



Base: 207 respondents to the question 'Which, if any, of the following reasons influenced your decision not to make a flexible working request? Select all that apply.' Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 14-Outcomes of flexible working requests

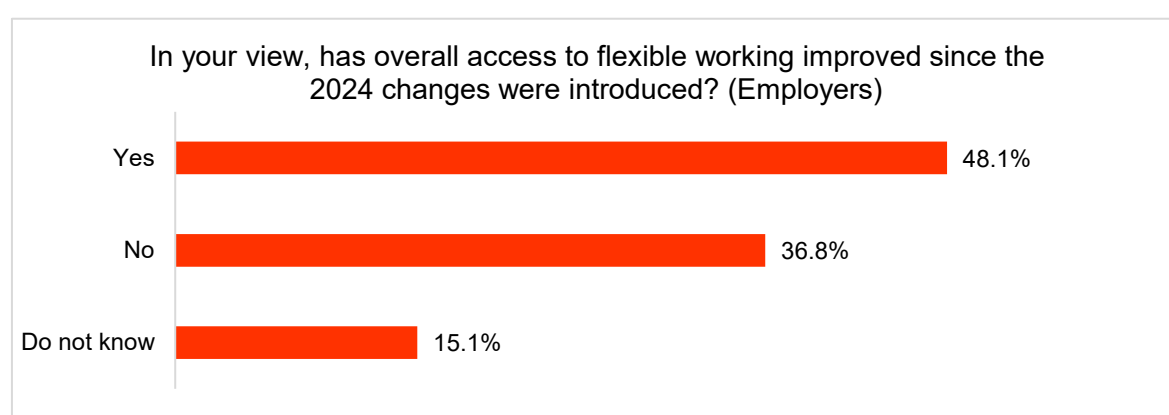


Base: 330 respondents to the question 'What was the outcome of your request?'. Only respondents who made a flexible working request were invited to answer this question in the consultation.

Question 15 – Impact of the decision to make or not to make a flexible working request

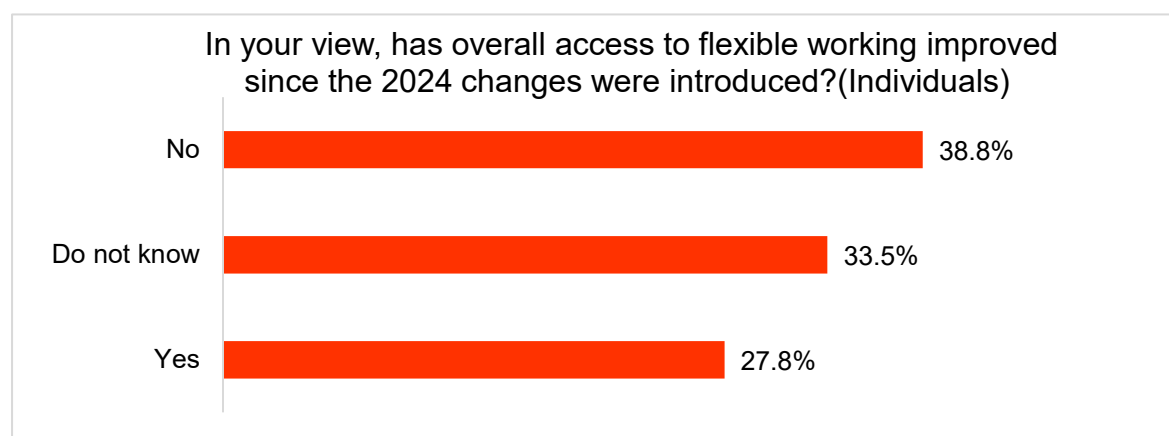
No graph has been included for this question as responses were provided in open-text format rather than as quantitative data. The findings have therefore been integrated directly into the analysis set out in the government response.

Question 16A- Employer perceptions of access to flexible working



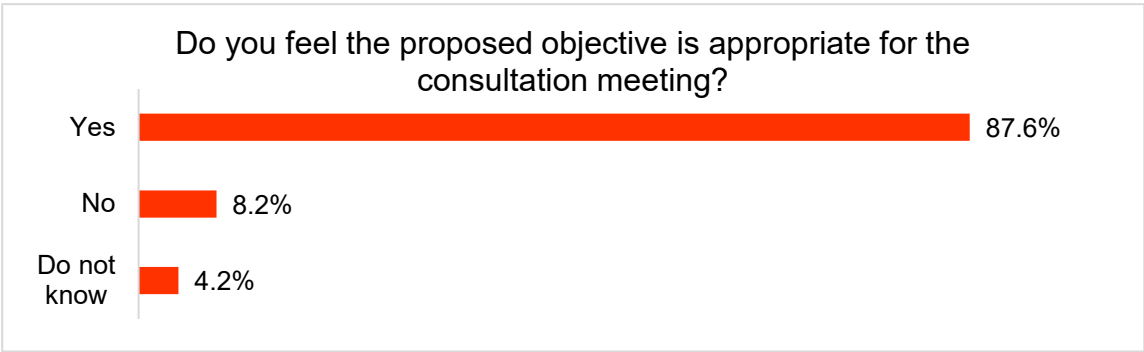
Base: 106 employers responded to the question "In your view, has overall access to flexible working improved since the 2024 changes were introduced?". This figure only shows employer responses to this question.

Question 16B- Employee perceptions of access to flexible working



Base: 720 individuals responded to the question "In your view, has overall access to flexible working improved since the 2024 changes were introduced?". This figure only shows individuals responses to the question.

Question 17- Support for the meeting objective

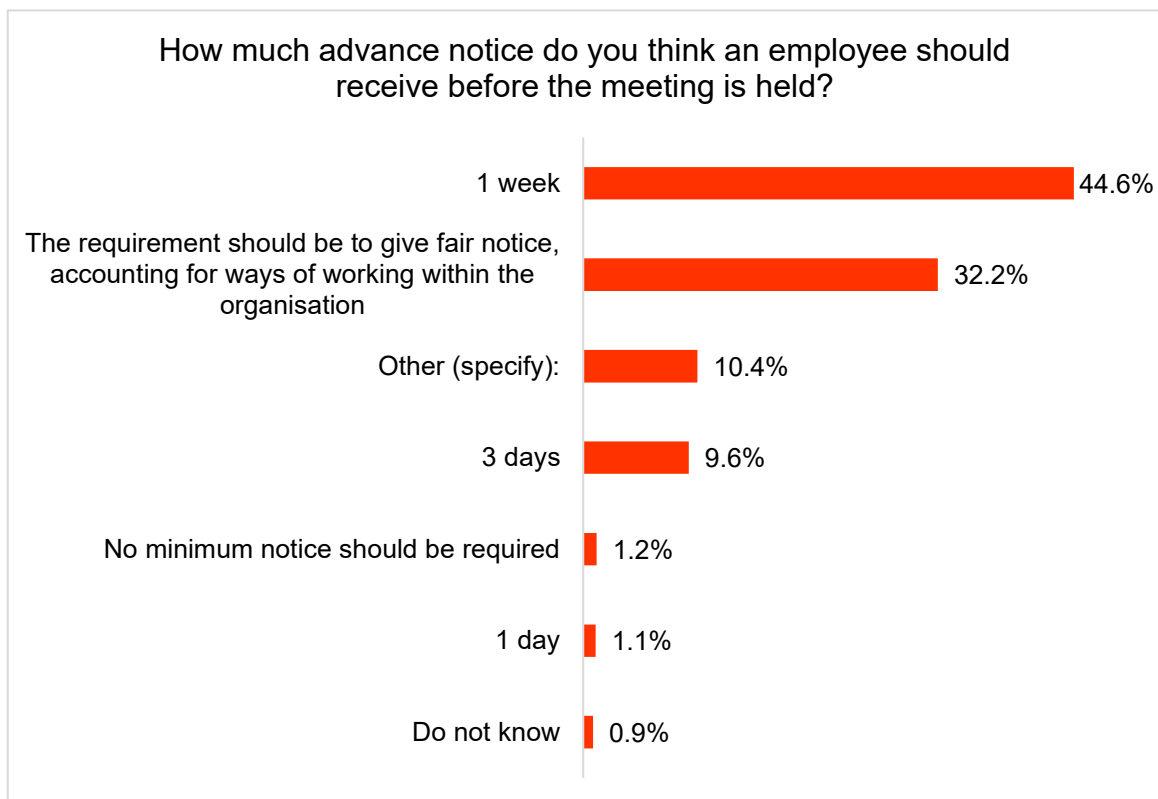


Base: 927 respondents to the question ‘Do you feel the proposed objective is appropriate for the consultation meeting?’.

Question 18- What the objective should be for the consultation meeting

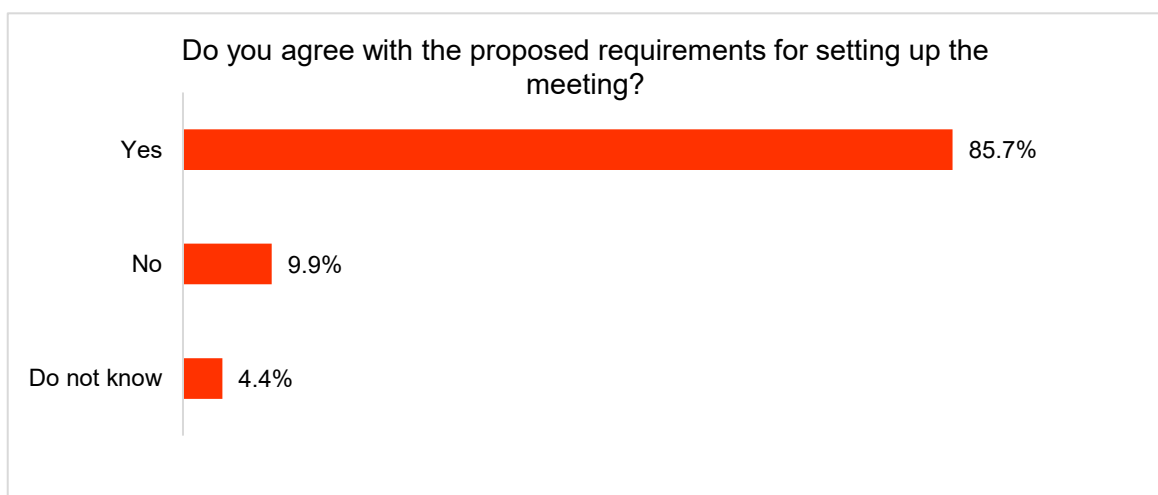
No graph has been included for this question as responses were provided in open-text format rather than as quantitative data. The findings have therefore been integrated directly into the analysis set out in the government response.

Question 19- Notice before the meeting



Base: 897 respondents to the question 'How much advance notice do you think an employee should receive before the meeting is held?'.

Question 20- Support for meeting requirements

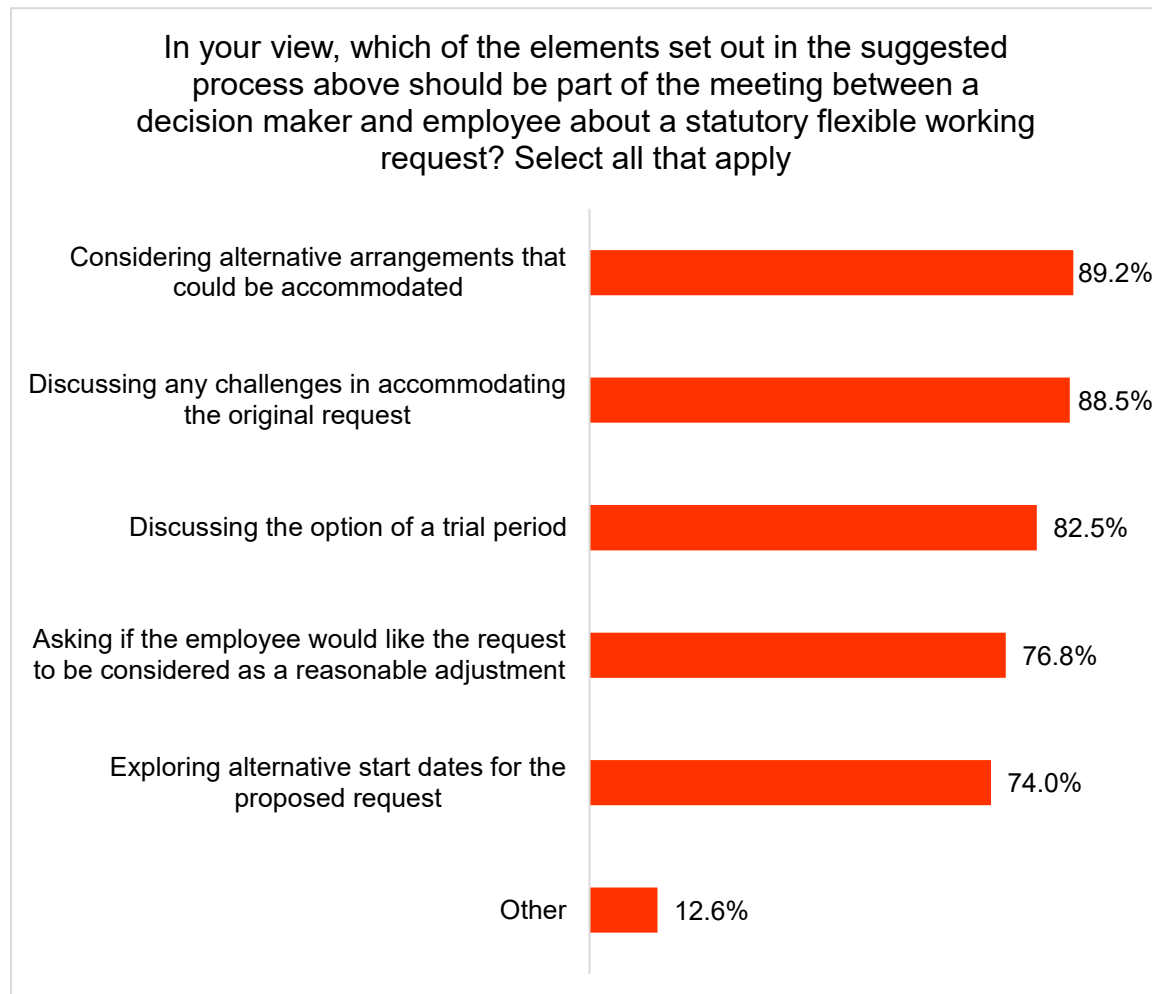


Base: 910 respondents to the question "Do you agree with the proposed requirements for setting up the meeting?".

Question 21- What the requirement should be for setting up the meeting

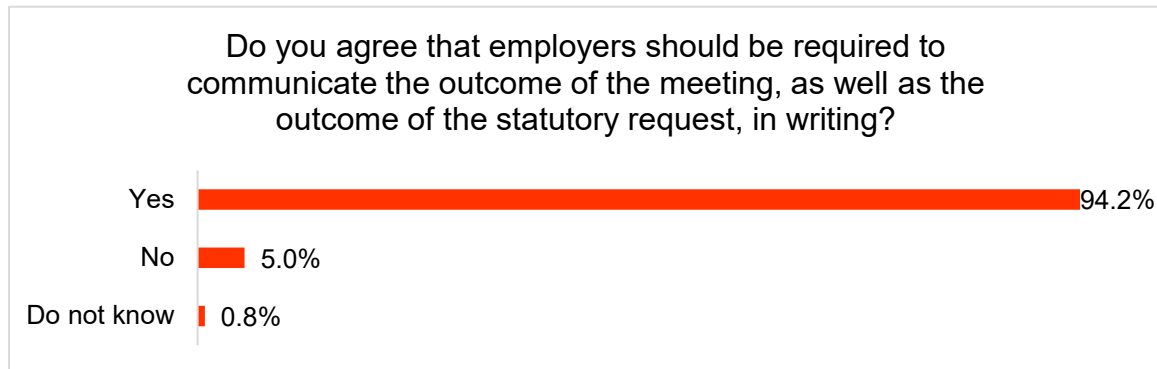
No graph has been included for this question as responses were provided in open-text format rather than as quantitative data. The findings have therefore been integrated directly into the analysis set out in the government response.

Question 22- Elements to include in the meeting



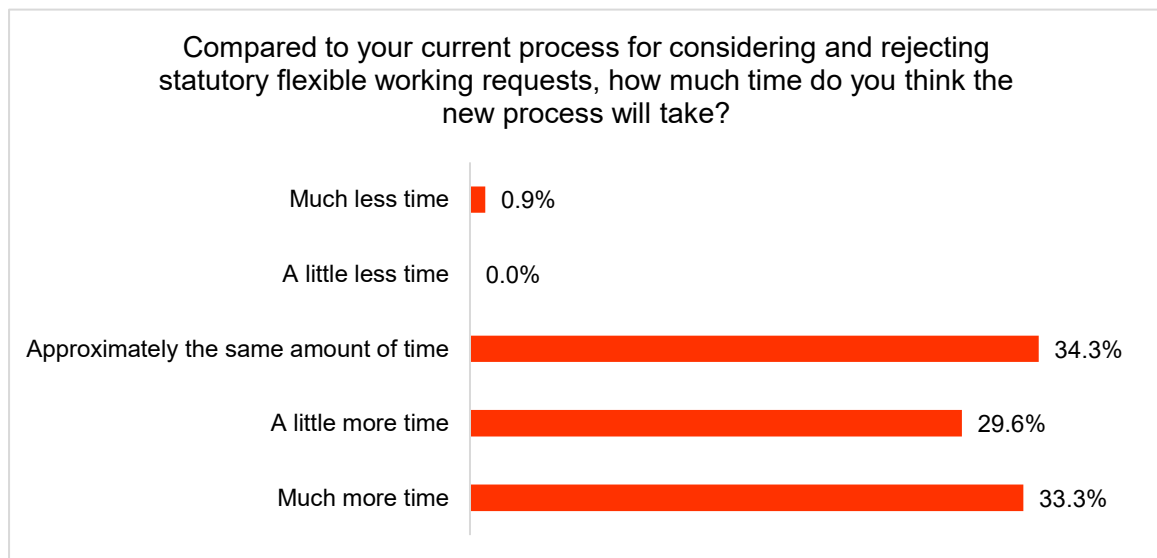
Base: 908 respondents to the question "In your view, which of the elements set out in the suggested process above should be part of the meeting between a decision maker and employee about a statutory flexible working request? ". Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 23 - Communicating outcome in writing



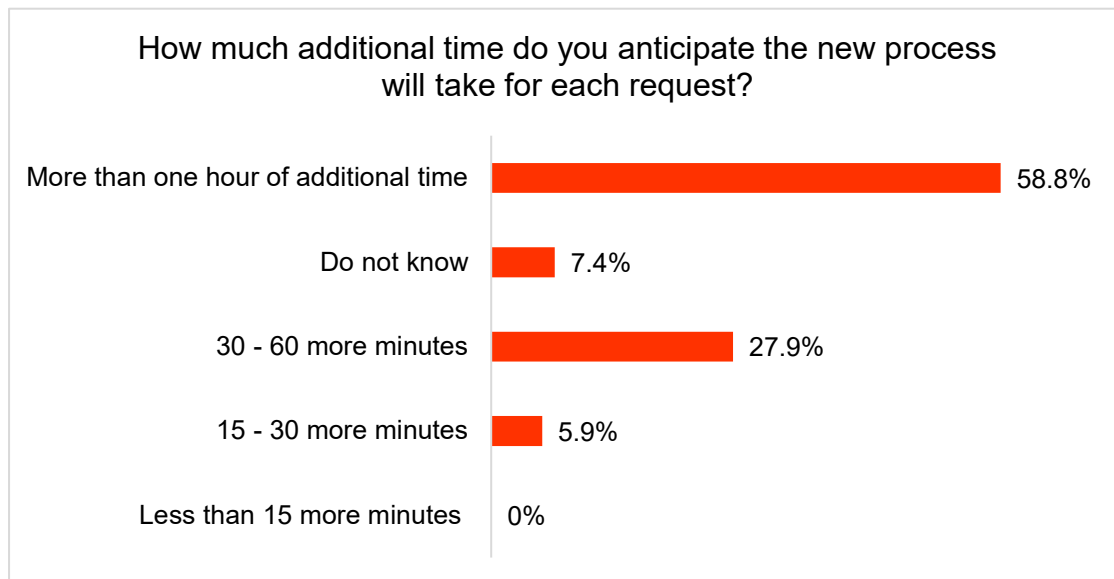
Base: 917 respondents to the question "Do you agree that employers should be required to communicate the outcome of the meeting, as well as the outcome of the statutory request, in writing?"

Question 24-Time required to complete the new process



Base:108 respondents to the question "Compared to your current process for considering and rejecting statutory flexible working requests, how much time do you think the new process will take?". Only employers were invited to answer this question in the consultation.

Question 25- Additional time required for the new process



Base: 68 respondents to the question 'How much additional time do you anticipate the new process will take for each request?'. Only employers who indicated that the new process would take them much more time or a little more time were invited to respond to this question in the consultation.

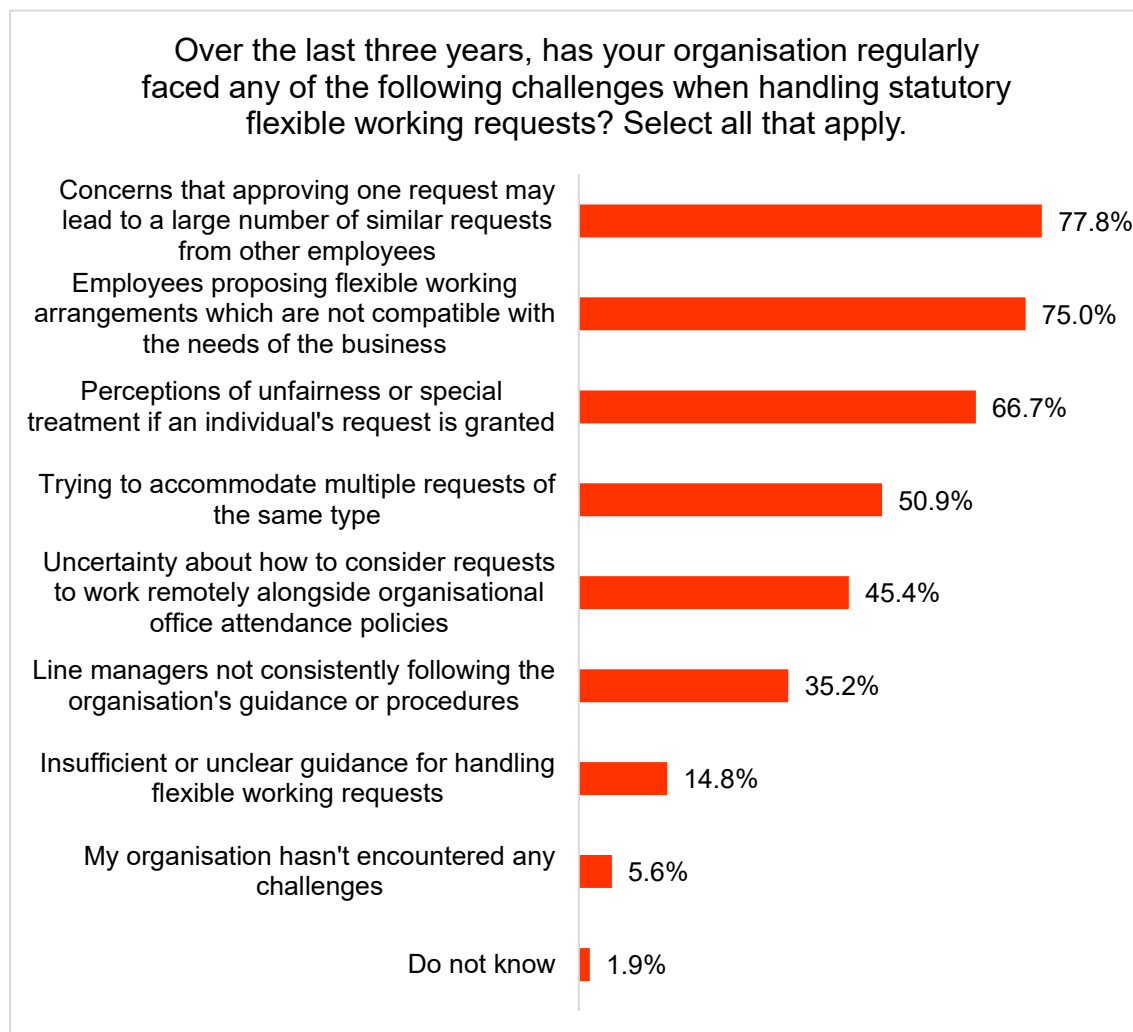
Question 26-Less time required for the new process

There were only two respondents to the question "How much less time do you anticipate the new process will take per request?". Given the small sample size, we have decided to exclude these responses from our consultation analysis.

Question 27- Suggestions on the process for the requirement to consult

No graph has been included for this question as responses were provided in open-text format rather than as quantitative data. The findings have therefore been integrated directly into the analysis set out in the government response.

Question 28-Challenges when handling flexible working requests



Base: 108 respondents to the question 'Over the last three years, has your organisation regularly faced any of the following challenges when handling statutory flexible working requests? Select all that apply.' Only employers were invited to answer to this question in the consultation. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 29- Person responsible for handling flexible working requests



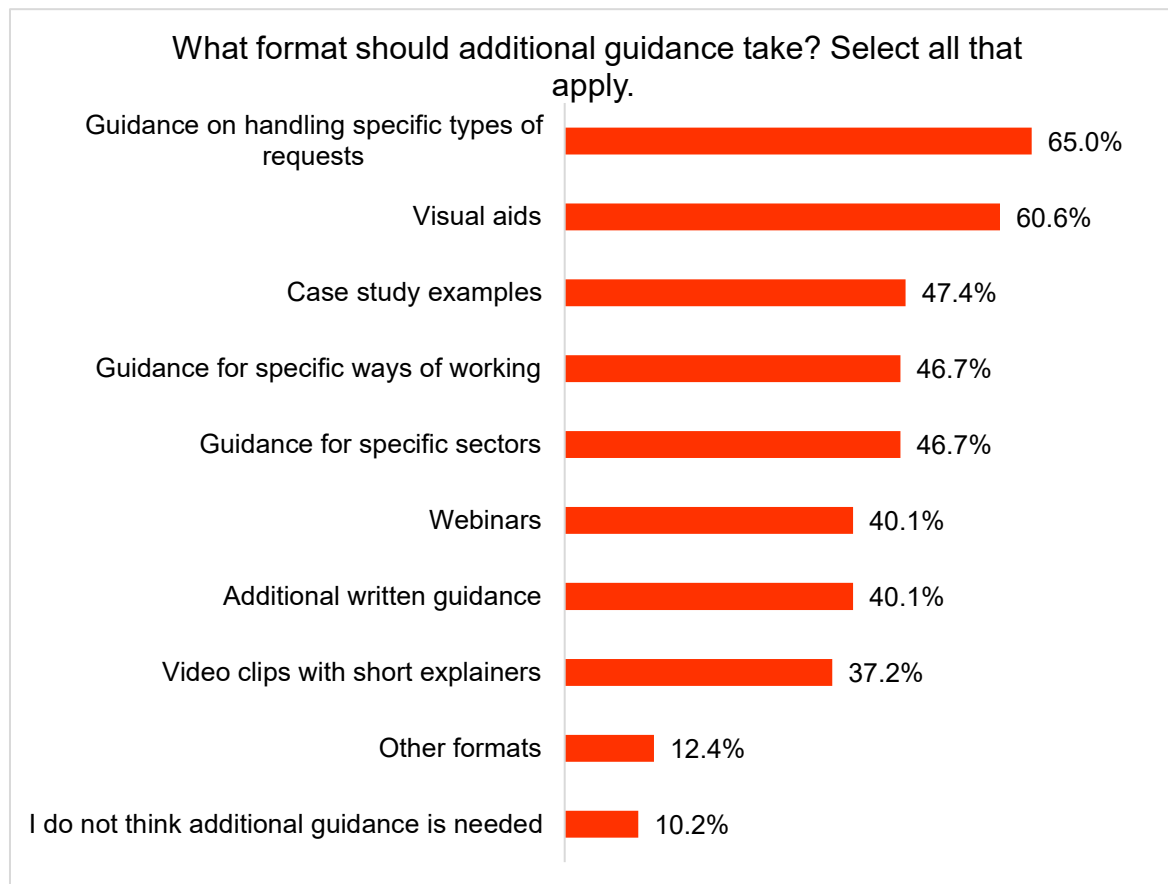
Base: 110 respondents to the question 'At your organisation, who is usually responsible for handling statutory flexible working requests?'. Only employers were invited to respond to this question in the consultation.

Question 30-Resources available for decision-makers



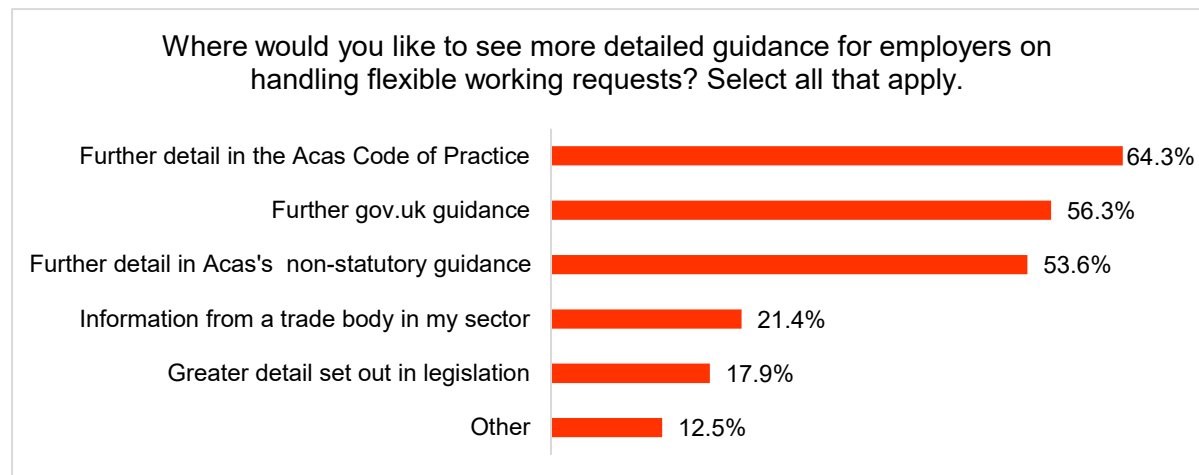
Base: 105 respondents to the question "What training or resources are provided for those in your organisation who handle statutory flexible working requests? Select all that apply." Only employers were invited to answer this question in the consultation. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 31- Format for additional employer guidance



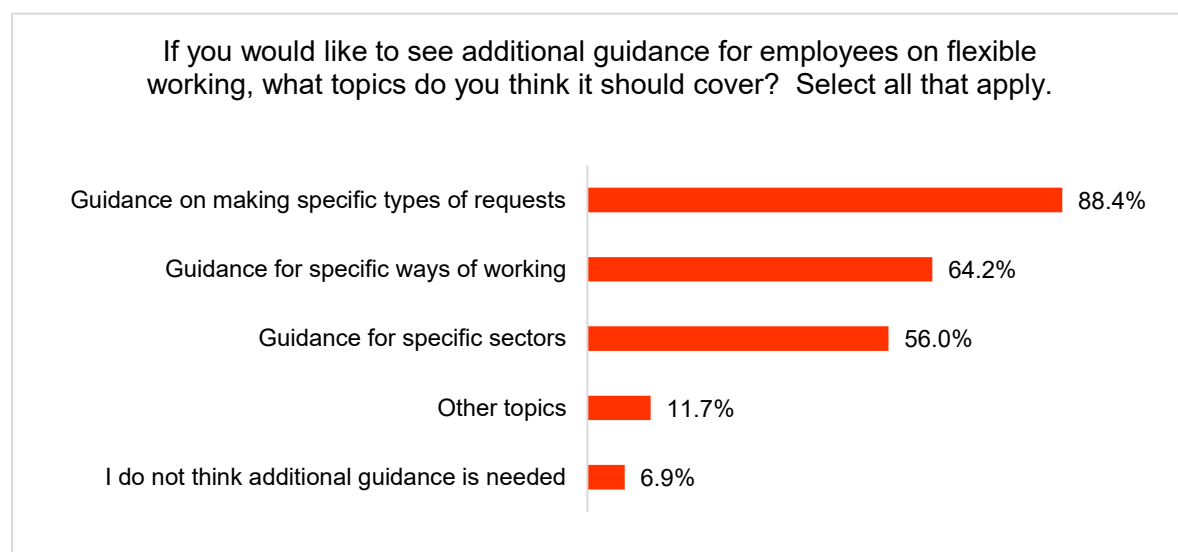
Base: 137 respondents to the question 'What format should additional guidance take? Select all that apply'. Only employers, business representative organisations and charities were invited to answer to this question in the consultation. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 32- Where employers want more detailed guidance



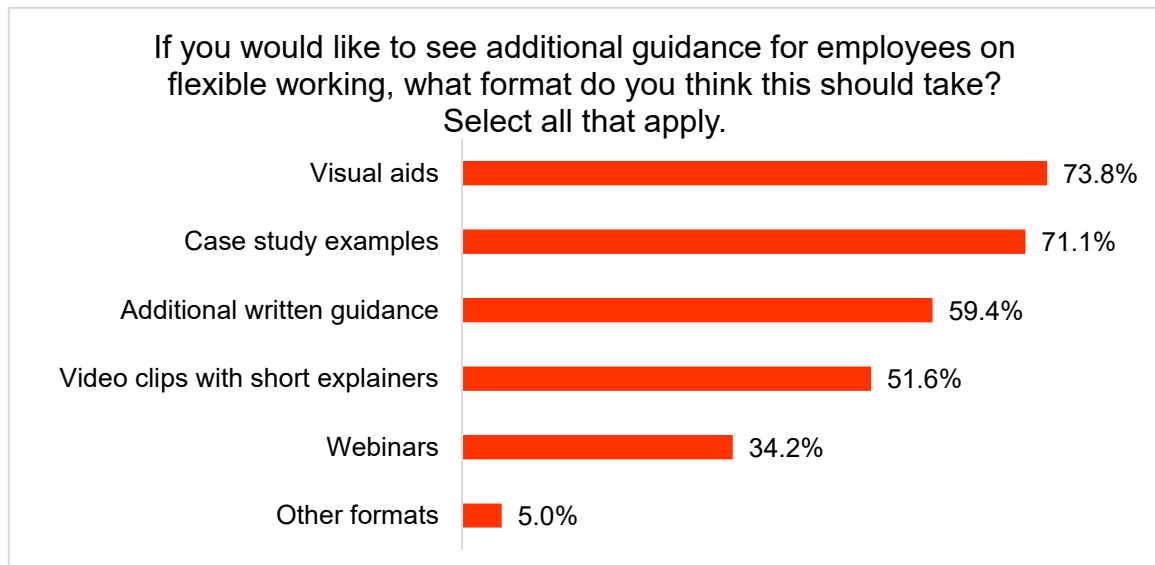
Base: 112 respondents to the question 'Where would you like to see more detailed guidance for employers on handling flexible working requests? Select all that apply.' Only employers were invited to answer this question in the consultation. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100

Question 33-Topics for additional employee guidance



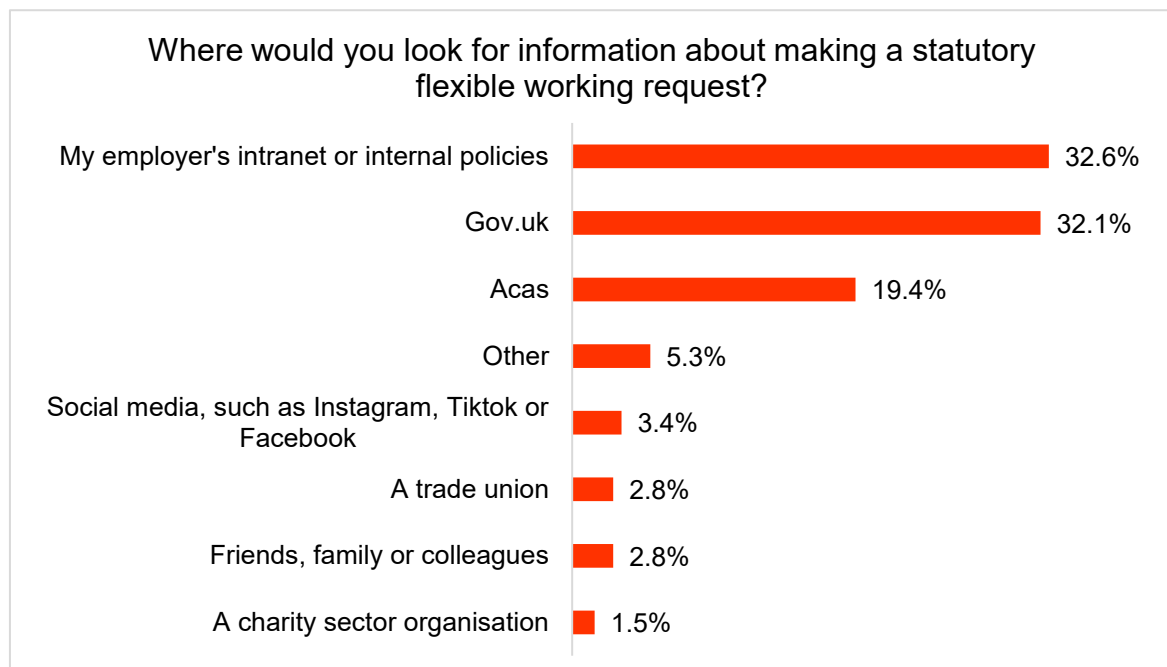
Base: 894 respondents to the question 'If you would like to see additional guidance for employees on flexible working, what topics do you think it should cover?'. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 34- Format for additional employee guidance



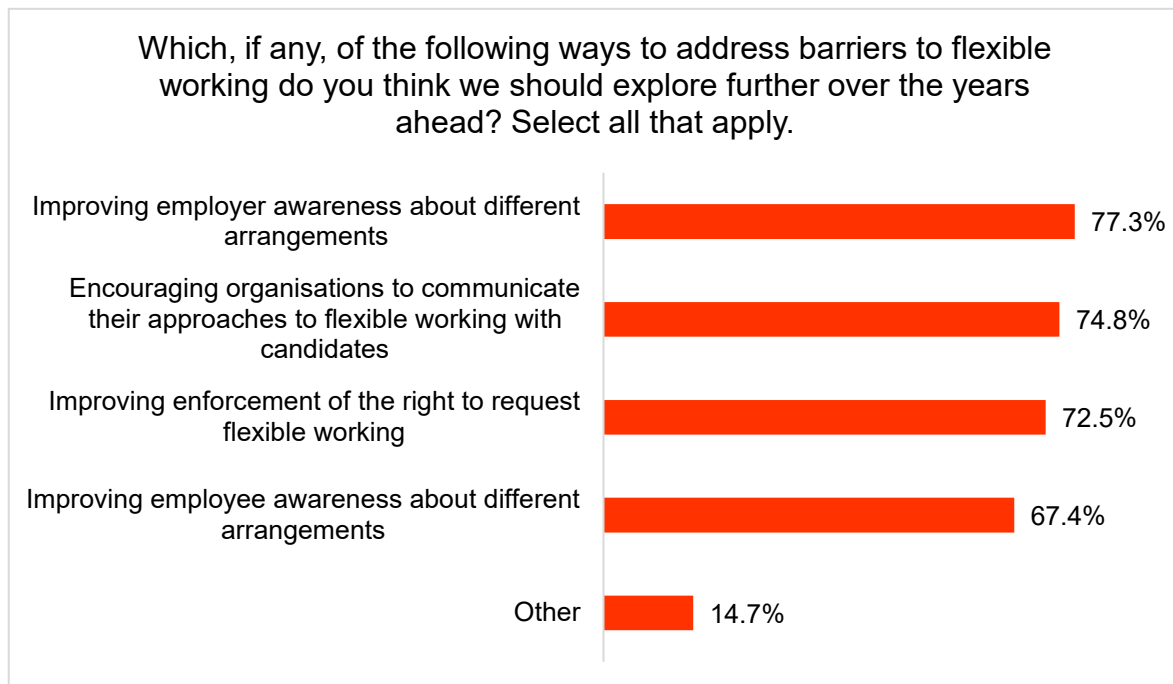
Base: 837 respondents to the question 'If you would like to see additional guidance for employees on flexible working, what format do you think this should take? Select all that apply.'
Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

Question 35- Where individuals look for guidance



Base: 711 respondents to the question "Where would you look for information about making a statutory flexible working request?". Only individuals were invited to answer this question in the consultation.

Question 36- Barriers to flexible working



Base: 876 respondents to the question 'Which, if any, of the following ways to address barriers to flexible working do you think we should explore further over the years ahead? Select all that apply'. Note this question allowed respondents to select multiple options, and so percentages will not add up to 100.

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