**HYBRID WORKING POLICY**

**Policy**

* This policy can be issued to employees to explain the company’s stance on hybrid working.
* This policy applies to hybrid working requests made on or after 6 April 2024. Requests made before this date can continue to be carried out to their conclusion in accordance with the policy you had in place before 6 April 2024.
* If you would like to make any amendments to this policy please contact our HR Policy & Documentation team on 0161 819 4671 who will be happy to bespoke this to your requirements.
* Need additional training? Click here to access your free CPD accredited e-learning sessions available on [GLU e-learning](https://www.peninsulagrouplimited.com/elearning/).
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Hybrid Working Policy

**N.B to consultant – ensure you speak to the client and bespoke the optional clauses. The clause regarding the deduction from pay also needs to be mirrored from the client’s documentation. (remove this sentence prior to sending to the client).**

1. Policy statement

The Company believes that its staff members are its most valuable asset and is committed to attracting and retaining the very best talent. It also appreciates that the UK workforce is becoming increasingly diverse and includes a high percentage of parents and individuals with caring responsibilities, as well as those whose interests and aspirations impact on their time.

The Company recognises the importance of helping its employees balance their work and home lives by offering flexible working arrangements that enable them to balance their work commitments with other priorities. One such flexible working arrangement is hybrid working.

This policy aims to set out the ways in which hybrid working will be managed in the Company. Our continued aim is to increase the rate of retention of staff, reduce absence, attract new talent, promote work-life balance and reduce employee stress. In doing so, this will improve the Company’s efficiency, productivity and competitiveness.

1. What is hybrid working

Hybrid working is defined as a working arrangement where staff conduct their duties both in the workplace and remotely, such as from home. Whilst working remotely, employees maintain the same contractual obligations, such as core working hours.

The Company recognises that homeworking can be beneficial for individuals and, to this end, will seek to accommodate it wherever possible. However, it also recognises the benefits from a degree of on-site working that are difficult to replicate from home, such as direct interaction between colleagues and management.

Hybrid working is designed to offer the flexibility of homeworking whilst also maintaining the benefits associated with on-site working.

There are two main categories of hybrid working:

* occasional/ad hoc hybrid working: this arises in relation to specific pieces of work or for specific periods. It does not follow a regular pattern and is subject to the prior approval of a line manager. It may be granted as part of a phased return to work after maternity or sickness absence, or be a temporary arrangement due to family commitments or domestic circumstances
* regular hybrid working: this is an agreement between the Company and the employee for a permanent combination of homeworking and attendance at a Company workplace, on a regular and on-going basis.

Whatever the circumstances leading to a situation where Company employees are moved into, or recruited under, a hybrid working arrangement, this policy applies and all employees must comply with the requirements set out below.

Please note that this policy should not be taken as forming an employment contract and may be updated at any time.

1. Eligibility

The Company maintains discretion to offer homeworking to staff, either during their employment or before commencement of a new role. Overall, employees will be eligible to be permitted a form of hybrid working in the following circumstances:

[Select from the options below and delete as appropriate]

* where the employee has successfully completed the probationary period/ a period of training attached to their job role
* where the employee’s role does not involve supervisory duties that require undertaking in person alongside the team members involved
* where their home environment is suitable
* no aspect of the employee’s recent appraisal was marked as unsatisfactory
* the employee’s disciplinary record is clean.

The Company will carefully assess the needs and requirements of a role before determining how the hybrid working relationship will work. It will only be permitted where the employee’s line manager is satisfied that the needs of the business can continue to be met while the employee works from home.

Hybrid working must be cost-effective and ensure that there is no significant increase in workload on colleagues. The work done by the employee must be capable of being done from home.

The line manager may liaise with the HR Department in relation to applications for homeworking, to confirm the arrangements.

1. Making permanent hybrid working applications

Employees that wish to apply for permanent hybrid working should submit an application to their line manager. If the request is for a permanent arrangement, it could be treated as a statutory flexible working request subject to eligibility.

Employees must not have made more than one other request for flexible working within the 12 months previous to the date of their current request.

Employees in all areas and levels of the Company will be considered for flexible working regardless of their age, sex, sexual orientation, race, religion or belief, disability, marital status, pregnancy or maternity, or gender reassignment. All requests will be considered in line with the Company’s policy on flexible working.

[Select from the paragraphs below and delete as appropriate]

If the employee is not eligible to make a statutory flexible working request, they may still be able to make a separate request for hybrid working arrangements and should speak to their manager.

[OR]

If the employee is not eligible to make a statutory flexible working request, they will need to wait until they are eligible to have their request for hybrid working considered.

Homeworking may invalidate an employee’s home contents insurance policy. Employees are required to check the policy prior to applying and, if successful, provide a copy of the policy wording and schedule to their line manager if their application is granted.

Please note that, separate to requests from staff, management may also seek to agree the implementation of permanent hybrid working arrangements.

1. Occasional/ad hoc homeworking applications

The application should set out the reasons for requesting hybrid working.

Examples may include a project or set of tasks that requires peace and quiet and a lack of interruptions. A backlog of tasks or a major project may also give rise to an employee wishing to request temporary hybrid working.

There may be family commitments such as the long term illness of a relative or dependant. In this situation, we would also ask that you refer to the Company’s policy on time off for dependants.

There could be issues relating to the recovery from mental or physical illnesses which may make a request for hybrid working conducive to the smooth recovery of the employee.

Various transport considerations may give rise to a request for hybrid working.

The Company may decide to implement temporary periods of hybrid working.

1. Process for submitting applications for hybrid working

Prior to making an application, employees must discuss their proposed application with their line manager. In such a discussion, the employee should consider the following aspects of the formal application and discuss any issues arising from the points below with their line manager informally.

Once a discussion has been held by the employee’s line manager, the employee should submit a formal application, which should address the following points:

* confirmation that the employee meets the eligibility criteria for hybrid working
* the date from which the arrangements are intended to start (at least *[insert time period]* from the date of the application)
* the proposed number of days to work from home
* proposed hours of work
* the proposed organisation of the home working environment - available separate room, security arrangements for Company equipment and Company materials/documentation
* extent of availability to attend the workplace, for meetings, cover colleague absences etc
* how the employee proposes that contact will be maintained with their line manager.

As part of the application, employees should demonstrate how they will achieve the following:

* managing workload independently
* self-motivation and working to own initiative
* adapting to the different working practices involved
* problem-solving and different pressures associated with working alone
* adapting to different methods of being line managed and liaising with colleagues.

If the application forms part of a statutory flexible working request, employees should also provide additional information as outlined in the Company’s policy on flexible working.

1. Application decisions

The Company aims to respond to formal applications for hybrid working within *[insert time period]* of the application being received by the employee’s line manager.

Line managers may need to meet with the employee to discuss the issues arising from the application. The Company's *[delete as appropriate - Health and Safety Officer/Occupational Health]* will likely visit the employee’s home to carry out a risk assessment.

1. Accepted applications

If the line manager accepts the employee’s application, written confirmation will be provided and a Homeworking Agreement will be issued for the employee to sign and return.

Each request is considered on its own merits.

1. Rejected applications

If the line manager is unable to accept the employee’s application, the reasons for the rejection will be issued in writing to the employee. If the application formed part of a statutory flexible working request, employees will be permitted opportunity to appeal in line with the Company’s usual process.

1. Hybrid working agreements and trial period

Accepted applications will be subject to the signing of a Homeworking Agreement and the successful completion of a trial period.

The aim of the trial period is for both the employee and the Company to evaluate whether the new working arrangements set out in the Homeworking Agreement work as expected.

At the end of the trial period, the line manager will meet with the employee to evaluate the success of the trial. The line manager will determine whether the trial has been successful and confirm that the Homeworking Agreement may continue. During the trial period, or at the evaluation meeting, either side may propose reasonable amendments to the terms of the Homeworking Agreement to facilitate a smoother working arrangement. The Company reserves the right to terminate the Homeworking Agreement by declaring the trial has been unsuccessful if proposed amendments are unreasonable, unworkable, no amendments can be implemented or the employee’s work output, quality, oversight etc suffered to the detriment of the Company.

1. Homeworking agreement

The homeworking agreement drawn up during the application process, and bespoke to the employee’s circumstances, sets out the terms of the arrangement for the employee to work from home. It will reflect the following points, subject to any modification agreed during the trial, as well as the practical considerations to enable the homeworking to operate smoothly:

* the Company reserve the right to terminate the homeworking arrangement at any time for any reason on reasonable notice
* employees are required to be available during the core hours specified in their homeworking agreement
* if any issue arises that causes an employee to no longer meet the eligibility criteria at the outset of this policy, the Company will review the homeworking arrangement and may terminate it on reasonable notice
* the homeworking arrangements will be subject to regular review
* employees working from home will be expected to attend meetings and other office-based events as and when required by their line manager
* employees working from home are required to comply with Company policies, including holiday, performance targets, sickness, absence etc.
1. Homeworking practical arrangements

The Company supplies homeworkers with the necessary equipment relevant to their job role. The equipment remains the Company’s property and will be installed and removed at the Company’s cost. The Company may need to attend the employee’s home to update, maintain or repair/replace the equipment and will give the employee reasonable notice of the need for this.

Employees should take reasonable care of the Company equipment and only use it for Company business. IT and telephony equipment may only be used in accordance with the Company’s IT, telephony, data protection and monitoring policies.

Personal equipment that an employee uses for work purposes remains their responsibility and the Company is not liable for any loss, damage, repair or replacement of any personal equipment. If an item of equipment is deemed necessary for work, the employee should contact their line manager.

Employees should maintain regular contact with their line manager so that the Company can work towards early resolution of any problems. This applies to problems with Company equipment and also in relation to the ongoing suitability of the homeworking arrangement; pressures and stress occur equally to homeworkers as they do to those working at the Company’s offices and the Company encourages the early reporting of these issues so that practical steps can be considered and implemented to the mutual agreement of both the homeworker and the line manager.

The costs of electricity, water, heating, telephone, broadband and other utilities will not be covered by the Company. These costs will remain the employee’s responsibility.

Employees must keep Company data and Company materials safe and secure at all times, ensuring reasonable precautions are being taken to maintain confidentiality in accordance with the Data Protection policy.

Employees should refrain from revealing to customers/clients that they work from home. Employees must not provide their personal address or personal contact details to customers/clients or third parties associated with the Company. Meetings between customers/clients and employees at home are prohibited. All communications should be routed through the Company workplaces.

[Optional] The Company will reimburse employees for their reasonable costs, including costs for travelling, subject to agreement from their line manager and the receipt of an expenses form.

1. Health and safety for homeworkers

The Company’s health and safety policy applies to homeworkers. Employees should refer to the separate health and safety policy for more details.

Homeworkers are required to comply with a number of health and safety considerations in respect of the space utilised as their workplace in their home environment. Homeworkers are required to attend the office to undergo health and safety training.

1. Risk assessment

A risk assessment will be undertaken to determine any relevant risks and to prevent harm to the homeworker or anyone else who may be affected by their work, in respect of the workplace itself and the working arrangements. The Company may need to check such workplaces from time to time as the homeworking arrangement proceeds. The Company may require self-assessment of some aspects of the workplace and training may be provided as necessary. Any steps necessary from these various risk assessments will be undertaken to ensure the homeworker has a safe workplace.

A specific risk assessment will be done on employees who inform the Company that they are pregnant. In order for this to take place, homeworking employees who become pregnant should notify their line manager of their pregnancy immediately. More details about what to do are available in the Company’s policy on Pregnancy and Maternity.

1. Moving home

If employees move home, the hybrid working arrangement will be reassessed. If the Company considers that the house move would make, or has made, homeworking unsuitable, this may result in the homeworking period coming to an end.

1. Electrical equipment

Homeworkers are required to use all equipment supplied by the Company safely and in accordance with best practice and manufacturer’s guidelines. The Company will check all Company electrical equipment for safety. Homeworkers will be responsible for any other electrical equipment used by them in their work activities and will continue to be responsible for the safety of electrical sockets and wiring in their home.

Homeworkers are reminded that the following provisions are an express written term of their contract of employment and contained in the [delete as applicable] employee handbook/additional policies and procedures.

a. any damage to stock or property that is the result of an employee’s carelessness, negligence or deliberate vandalism will render them liable to pay the full or part of the cost of repair or replacement; and

b. any loss to us that is the result of an employee’s failure to observe rules, procedures or instruction, or is as a result of their negligent behaviour or their unsatisfactory standards of work will render them liable to reimburse to us the full or part of the cost of the loss.

In the event of failure to pay, we have the contractual right to deduct such costs from an employee’s pay.

1. Working hours

Employees are responsible for ensuring they complete their working hours as defined in their contracts of employment whilst working from home. Each employee should complete at least [insert number]hours of work each day to be undertaken between the core hours of [insert start time]to [insert end time].

1. Working time

Employees are responsible for ensuring they take their rest breaks as defined in their contracts of employment. Working time should be monitored and rest breaks of at least 20 minutes should be taken if you work more than six hours.

1. First aid

First aid equipment will be provided by the Company for the homeworker. Employees are covered under the Company’s accident insurance policy in their home. Accidents must be reported immediately to the nominated person set out in the Company’s Health and Safety Policy. Employees are referred to this policy which contains details on the health and safety obligations including RIDDOR, HACCP and COSHH.

1. Hazardous substances

The safety of any substances provided by the Company to the homeworker will be suitably labelled with the appropriate information supplied in relation to any substances which are hazardous to health, so that employees can identify these.

1. Positioning of equipment

Training on the ergonomic positioning of IT equipment will be provided during the implementation of the homeworking arrangement, together with best practice guidance on breaks. The Company will provide checklists for this for the benefit of employees.

1. Employee conduct

If hybrid working becomes unsuitable due to employee conduct or performance, the homeworking arrangement may be terminated immediately. Further disciplinary action may also be taken in line with Company policy.