

Our framework for

Agile working

What you need to know

We're on a journey to develop an agile workforce and service delivery model, which provides flexibility and convenience for our staff and customers and supports our commitment to net zero.



Our guiding principle: Flexibility

Our framework is not a list of rules.

We're a community of more than **5,000 individuals** in varied roles, with our own unique preferences and personal circumstances. Your working arrangements will be discussed, agreed and regularly reviewed with your manager.

Our commitments to you

We'll provide:

- ✓ **access to buildings with different types of spaces** to connect, collaborate and interact with colleagues, customers and partners – including individual workstations, areas for team discussions and one to one conversations;
- ✓ **the technology you need** for your individual role to work and communicate effectively whenever and wherever you're working;
- ✓ **a supportive working environment** for you to develop, grow and have the freedom and trust to make good decisions.

What next?

- You'll agree your **individual working arrangements** with your line manager, shaped around the needs of your role and your personal circumstances.
- You'll continue to be closely supported – with regular one to ones and team meetings in line with our **12.3.2 framework**, as well as opportunities for learning and development, access to health and wellbeing support and specific training.

Our people

Our four role types broadly represent the different posts across our organisation. They're not intended to be prescriptive – they're there to support conversations between individuals and managers to agree specific working arrangements and help our future planning.



Fixed: I need to work at a specific location for the majority or all my working time.



'In the field' or off-site: my role takes me out and about to different locations but I also sometimes need access to workspaces.



Community: most of the time I work in community settings although I still need occasional access to workspaces.



Anywhere: I can work effectively from most locations and agree with my manager how much of my time to spend in the office and at home.

Our framework for

Agile working

What you need to know

We're on a journey to develop an agile workforce and service delivery model, which provides flexibility and convenience for our staff and customers and supports our commitment to net zero.

Our guiding principle: Flexibility

Our framework is not a list of rules.

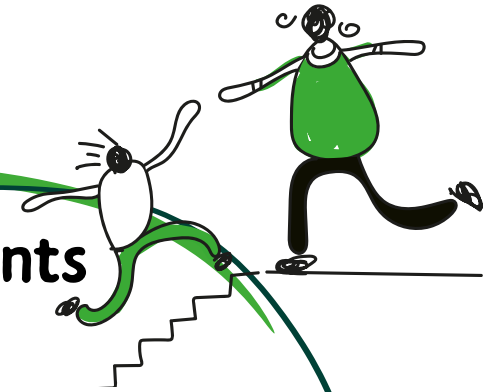
We're a community of more than **5,000 individuals** in varied roles, with our own unique preferences and personal circumstances. Your working arrangements will be discussed, agreed and regularly reviewed with your manager.



Our commitments to you

We'll provide:


- ✓ **access to buildings with different types of spaces** to connect, collaborate and interact with colleagues, customers and partners – including individual workstations, areas for team discussions and one to one conversations;
- ✓ **the technology you need** for your individual role to work and communicate effectively whenever and wherever you're working;
- ✓ **a supportive working environment** for you to develop, grow and have the freedom and trust to make good decisions.



Our framework for

Agile working

Fixed



I need to work at a specific location for the majority or all my working time.

In the field or off-site



My role takes me out and about to different locations but I also sometimes need access to workspaces.

What next?

- You'll agree your **individual working arrangements** with your line manager, shaped around the needs of your role and your personal circumstances.
- You'll continue to be closely supported – with regular one to ones and team meetings in line with our **12.3.2 framework**, as well as opportunities for learning and development, access to health and wellbeing support and specific training.

Our people

Our four role types broadly represent the different posts across our organisation. They're not intended to be prescriptive – they're there to support conversations between individuals and managers to agree specific working arrangements and help our future planning.

Community



Most of the time I work in community settings although I still need occasional access to workspaces.

Anywhere



I can work effectively from most locations and agree with my manager how much of my time to spend in the office and at home.