

Flexible Working

Global Renewables Lancashire Operations Limited (GRLOL) is committed to providing equality of opportunity in employment and to developing work practices and policies that support work-life balance.

GRLOL recognises that, in addition to helping balance work and personal lives, flexible working can raise staff morale, reduce absenteeism and improve the use and retention of staff.

This Flexible Working Policy gives eligible employees an opportunity to formally request a change to their working pattern, and all employees an opportunity to do so informally.

Statutory Requests for Flexible Working

Employees who have at least 26 weeks' continuous service with GRLOL on the date that they make an application have a statutory right to request a variation to their employment contracts to allow them to work more flexibly.

Employees who have been employed for less than 26 weeks do not have a statutory right to request flexible working. Requests can be submitted in these circumstances and managers can choose to consider these but are under no obligation to do so.

Prior to 30 June 2014 the statutory right only applied to the parents of children under 17, or 18 in the case of parents of disabled children, or those caring for an adult. Now any eligible employee can apply to work flexibly for any reason.

An employee can make one statutory request for flexible working in any 12 month period. Where a statutory request to work flexibly is made, a manager must consider the request seriously and objectively, and is only able to refuse the request where there is a clear business reason for doing so. If a request is refused, a further request cannot be made for 12 months.

Managers are encouraged to facilitate requests unless they cannot be accommodated for business or operational reasons.

A request for flexible working will not result in any detriment or loss of career development opportunities for the employee.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

Please refer to the procedure for more information: [SOP-TL-HR-000-6007 Flexible Working](#)