



Calendar of Work+Family Related Events - Jan to Dec 2012

January 2012

Helpdesk offering free “flexi job” advice launches pilot in London

23rd January 2012

Women Like Us, the award-winning part-time recruitment specialist is launching a pilot helpdesk on 23rd January 2012 which will offer 30 minutes of free over-the-phone advice to employers in the capital who are seeking guidance in the design of part-time and flexible jobs. Women Like Us have developed the helpdesk with the support of the Chartered Institute of Personnel and Development and if the pilot is successful the service will be extended nationwide in the late spring. Employers who call the helpdesk will also be sent free e-packs which will include a tool kit on how to design part-time and flexible jobs. The helpdesk number will be available via both the Women Like Us website and the CIPD website from 23rd January 2012.

More information: <http://www.womenlikeus.org.uk/employers.aspx> or www.cipd.co.uk

February 2012

Pension Rights & Age Discrimination: A half-day seminar

Wednesday 8th February 2012, London

With the end of automatic retirement announced early in 2011, how will this impact on pensions?

More information: <http://issuu.com/instituteofemploymentrights/docs/iereventscatalogue2011/3>

O2 conducts flexible working pilot for all HQ staff

Friday 17th February 2012, London

Employers for Carers member, O2, have launched what is believed to be the biggest flexible working pilot for UK staff in preparation for this summer's Olympics.

The mobile company's Slough HQ closed for a day, and the 3,000 employees based there – a quarter of its 12,000-strong workforce – worked remotely. O2 said that the initiative would underpin its contingency plans to manage expected travel disruption and delays during the Games, due to the proximity of its Slough office to the Olympics rowing venue.

Up to a third of UK businesses are expected to encourage staff to work flexibly over London 2012, and Transport for London is hoping to reduce normal commuter journeys by one third. The O2 pilot aims to “push the boundaries” of flexible working and highlight best practices to share with other organisations, the telecommunications firm added.

The reductions in electricity use, CO² emissions and travel time afforded by a more mobile workforce will all be evaluated during the 24-hour experiment. O2 explained that it had already achieved a 53 per cent fall in its carbon footprint by consolidating its operations into a single campus, and that flexible working improved staff engagement and boosted productivity.

Ann Pickering, O2’s HR director said: “There are huge benefits to be gained in enabling your workforce to be mobile. Not only does it foster trust between organisations and employees, but allowing staff to shape their own working environment gives them back one of their most valuable resources – time. “It also allows companies to overcome geographical boundaries and open new doors in terms of recruiting the best talent,” she continued. “So whether it’s a mum that needs to be at home for the school run or an employee that works remotely three days and travels to the office for two, with the right tools, implementing flexible working policies have the potential to transform the way we do business.”

Research conducted by O2 found that 47 per cent of UK employees cited flexible working as their most important employment benefit. But while 39 per cent of businesses said that flexible working made their workforce more productive and 43 per cent believed it helped retain employees, the survey revealed that 77 per cent of organisations prevented staff from working flexibly across teams.

More information:

<http://www.employersforcarers.org/news/item/317-o2-conducts-flexible-working-pilot-for-all-hq-staff>

Good Care Guide

February 2012

In February 2012 My Family Care launched the [Good Care Guide](#) - easiest understood as a Trip Advisor type service for the care industry. The launch has been a massive success: hundreds of nurseries and care homes have jumped on board; the coverage at launch was fantastic (helped in part by the BBC giving it plenty of air time: www.bbc.co.uk/news/uk-17083514) and we reached 1,000 reviews about 5 times quicker than our best estimates.



It’s fair to say that we didn’t launch the Good Care Guide on our own. The site is being led by Stephen Burke, the charismatic former chief executive of childcare charity Daycare Trust and subsequently eldercare charity Counsel and Care. And along the way we have had great support from both charities (Working Families, Daycare Trust and Carers UK) and regulators (Ofsted and CQC).

The industry reaction provides a very good reflection of the way the UK views children and elderly dependents respectively. By and large the childcare industry has welcomed the service with open arms and close to 90% of reviews for nurseries and nanny agencies have been positive whilst the care industry is a bit more circumspect and about 30% of reviews make for awful (but fascinating) reading.

More information: <http://www.goodcareguide.co.uk/>

March 2012

International Women's Day

Thursday 8th March 2012

International Women's Day (8 March) is a global day celebrating the economic, political and social achievements of women past, present and future. In some countries, such as China, Russia, Vietnam and Bulgaria, International Women's Day is a national holiday.

More information: <http://www.internationalwomensday.com/>

End the care crisis - Lobby 2012

Thursday 8th March 2012

On 6 March 2012 more than 1,000 people attended a mass lobby to tell the government that the social care system in England is in crisis. The End The Care Crisis lobby was organised by the Care and Support Alliance – a consortium of over 50 organisations that represent older and disabled people. The campaigners included people with a learning or physical disability, older people and those who represent and support them. With the government expected to publish its white paper on social care reform in April, the lobby was organised to remind all 650 MPs that they still have the chance to change the social care system for the better.

More information: <http://carelobby2012.org.uk/>

House of Lords Reception for the charity Working Families

Thursday 22nd March 2012, London

The House of Lords reception is a much-anticipated event in the Working Families' calendar. It provides a great opportunity to network with your peers (and Peers!) and to learn more about Working Families. The charity supports low income families facing discrimination at work with a free legal helpline, saving jobs and saving families who are struggling to be present parents and carers as well as committed workers. There has never been a more relevant cause, given rising unemployment and dire economic forecasting.

The charity is supported by many key figures in the financial and legal sectors as well as movers and shakers in the corporate world. The reception is hosted by a Peer, and a high profile individual is invited to speak. Past speakers include Baroness Helena Kennedy, Adair Turner, FSA Chairman and the writer and film producer Allison Pearson.

More information about Working Families: <http://www.workingfamilies.org.uk>



Working Mums Live Exhibition

Tuesday 27th March 2012, London

Workingmums.co.uk have announced the date of their second WorkingMums LIVE London exhibition - to be held again at the Business Design Centre, Islington on Tuesday 27th March 2012.

The first exhibition, held in 2011 at the same venue, was a roaring success. Over 4,000 people pre-registered on the website before the event and on the day the centre was buzzing with activity. Many employers had stands, including John Lewis, Santander, H&M, Hobbs, UBS and sponsors Deloitte. Their aim was to offer job opportunities to and meet up with talented and experienced professional women who want to work flexibly or in a family friendly way.

This year's event will grow in size, featuring more employers, franchises and support organisations to exhibit and guide women back into the world of work and small business.

More information: <http://www.workingmumslive.co.uk/london/news/3198143/workingmumscouk-live-london-2012-date-announced.shtml>

April 2012

Now's the time to think about entering family friendly awards!

All the major family friendly awards are announced in the autumn, so if you're thinking of entering, now's the time to start planning! You'll find more details on each of the awards, further in the calendar, in the month in which the awards are announced.



The Family & Parenting Institute Family Friendly Awards 2012

Autumn 2012 - Date TBC

Entry deadline TBC - for more information contact Lucy Rex, Project Officer.

Tel: 020 7424 3492, Lucy.Rex@familyandparenting.org

European Diversity Awards 2012

Thursday 20th September 2012

Entry deadline 15th June 2012

Top Employer for Working Families Benchmark & Awards 2012

Date: October TBC

Entry deadline 15th May 2012

Working Mums Top Employer Awards 2012

Date: October TBC

Entry deadline 29th July 2012

The Mumsnet Family Friendly Awards 2012

Date: November TBC

Entry deadline TBC

Consultation on Modern Workplaces

TBC 2012

The Government is consulting on changes to employment law to encourage a more fair and flexible approach at work. The consultation seeks views on a new system of flexible parental leave which will allow mothers and fathers to share leave, and give parents and employers greater choice about how leave is taken; on how to extend the right to flexible working to all employees; on changes to the Working Time Regulations as a result of European cases about the interaction of annual leave and sick leave; and on tackling unequal pay through requiring employers who lose an Employment Tribunal case on equal pay to carry out a pay audit.

Due to ongoing discussions within Government, there has been a delay in publishing the Government's response to the Modern Workplaces Consultation. Originally slated for end 2011, the Government response should be published some time in 2012,

More information: <http://www.bis.gov.uk/Consultations/modern-workplaces>

The Times Top 50 Employers for Women/ Opportunity Now Awards

Wednesday 18th April 2012, London

Recognising UK organisations that are making the most of women in their workforce, the Times Top 50 Employers for Women list will be featured in a special supplement in The Times on the 19th April 2012, providing significant benefit from national profile. The list and the Awards are the most significant means of demonstrating commitment to the agenda and being recognised as an employer of choice.

More information: http://www.bitcdiversity.org.uk/awards/on_awards_2012/the_times_top_50.html

Eldercare white paper published in response to Dilnot Commission

April 2012

An unprecedented coalition of more than 60 government advisers, charity directors and independent experts is demanding “urgent” and “fundamental” reform to care and home help services in England. Thousands are forced to sell their homes and use up their savings to pay rising care bills each year, while businesses are losing experienced staff who are forced to quit to look after their relatives. In a letter published in The Daily Telegraph, the experts say that a lack of “political leadership” must not be allowed to condemn 800,000 frail pensioners to a life of loneliness any longer.

The signatories, including advisers from the Department of Health and representatives of the British Medical Association, Age UK and Carers UK, give their backing to plans to reform the funding of care published last summer from the government commission chaired by Andrew Dilnot, an economist. Mr Dilnot proposed that no one would pay more than £35,000 for care bills during their lifetime. Any bills above this “cap” would be met by the state under his plan, but the Treasury is said to be reluctant to provide the estimated £1.7 billion a year extra required. Currently, costs are unlimited and an estimated 20,000 people a year are forced to sell their homes to pay for care.

Ministers had originally promised to publish detailed plans in response to the Dilnot Commission last year. However, a white paper setting out wide ranging reforms is now due for publication in April. A final decision on whether to accept the Dilnot plan for a “cap” on care bills may be even further away after ministers relegated the idea to a “progress report” to be published alongside the main white paper.

More information: <http://www.telegraph.co.uk/financialservices/retirement-finance/care-services/8988612/Elderly-robbed-of-dignity-by-failing-social-care-services.html>

BIFM Training Conference: Flexible Working – Is this the answer to all our problems?

Wednesday 25th April 2012

Conference theme: We are being encouraged by the government to embrace flexible working practices and a number of forward thinking companies are reaping the benefits of a more agile approach including remote working, mobile working both in and out of the office and home working. This conference examines the critical issues and how the Facilities Manager can support these practices and provide a strategic case for the business. My Family Care's associate Inge Woudstra will be discussing 'The productivity and wellbeing of the flexible worker'.

“Our Working Parent & Carer survey on flexible working and much other evidence underlines the positive impact of agile ways of working: wellbeing and engagement for employee; productivity and loyalty for the employer. But what are the rules of the game for the individual flexible worker? What technology, communication habits, networking skills and self-discipline do flexible workers need to stay connected and visible and how do we weave this into the business plan for flexibility?”

Jennifer Liston-Smith, Head of Coaching, My Family Care

More information: <http://www.bifm.org.uk/bifm/events/view/2405>

Stonewall Workplace Conference 2012

Friday 20th April 2012

The Stonewall Workplace Conference 2012 is the must-attend diversity event for anyone involved in the delivery of lesbian, gay and bisexual equality in the workplace. This one-day conference will give you all the tools you need to stay at the forefront of best practice in sexual orientation equality.

Confirmed keynote speakers include:

Theresa May MP, Home Secretary and Minister for Women and Equalities
Beth Brooke, Global Vice Chair - Public Policy, Ernst & Young
Laura McAllister, Chair, Sport Wales
Mark McLane, Head of Global Diversity and Inclusion, Barclays Bank
Ben Summerskill, Chief Executive, Stonewall

More information:

http://www.stonewall.org.uk/at_work/workplace_conference_2012__london/default.asp

May 2012

Working Well - from flexibility to wellbeing and engagement

Thursday 24th May 2012

The Working Families annual conference on wellbeing, engagement and high performance is this year hosted by Mayer Brown International LLP.

More information: <http://events.r20.constantcontact.com/register/event?oeidk=a07e5j423z916ec4494>

June 2012

Carers Week 2012

18th - 24th June 2012

Supporting the UK's six million carers - Organised by a consortium of seven national charities, over 100,000 carers take part in the thousands of activities held in every part of the UK.

More information: <http://www.carersweek.org/>

July 2012

National Childcare Week

Date TBC

Daycare Trust's National Childcare Week, now in its 15th year, aims to promote the importance of childcare, extended schools, and early years' provision for children which helps to strengthen and contribute to children's play and learning - which in turn provides a good foundation for their future.

Join National Childcare Week in raising awareness events across the UK.

More information: <http://www.daycaretrust.org.uk/>

August 2012

National Family Week 2012

25th August - 31st August 2012

Now in its fourth year, National Family Week is the biggest annual celebration of families and family life in the UK. National Family Week is backed by all major political parties and over 200 national and thousands of not-for-profit organisations showcasing their work and support of families in their community, throughout the country and around the world.

The week creates a wealth of opportunity for families to spend time together and works with brand partners and a network of not-for-profit organisations to provide fun activities and useful resources that actively combat the biggest barriers to positive family life.

National Family Week 2011 saw over 6,000 events take place all over the country, and the campaign's research raised mass awareness of issues impacting family life in the media. National Family Week is continuing to grow year on year and 2012 promises to be the biggest celebration of family life yet.

More information: www.nationalfamilyweek.co.uk

September 2012

European Diversity Awards 2012

Thursday 20th September 2012

Leading British bank, Royal Bank of Scotland, has joined technology giants Google as joint headline sponsor of the 2012 European Diversity Awards.

Now in their second year, the EDA celebrate and reward those organisations and individuals who have shown outstanding commitment to equality, diversity and inclusion. RBS themselves celebrated a double win at the 2011 event, winning the Boutique Marketing - Marketing Campaign of the Year Award, while CEO Chris Sullivan accepted the accolade for the Abercrombie & Fitch Diversity Champion of the Year.

Other 2011 winners included Lord Alli, the BBC's Frank Gardner, French bank Société Générale and the Vodafone Group.

Organised by diversity specialists Square Peg Media, the 2012 European Diversity Awards are due to take place on 20th September and will once again be presented by the BBC's Jane Hill.

More information: <http://www.europeandiversityawards.com/about-the-event.html>

National Work-Life Week and Top Employers for Working Families Awards 2012

24th-28th September 2012

How do you shine a light on the vital importance of achieving work-life balance? Top Employers for Working Families think one of the best ways is to spend a week putting the subject centre stage. National Work-Life Week can be used to energise enlightened working practices within your organisation? Top Employers for Working Families Awards 2012 will also be announced during National Work-Life Week.

More information: <http://www.workingfamilies.org.uk/articles/employers/national-work-life-week/national-work-life-week-26th-30th-september-2011>

Family and Parenting institute Family Friendly Awards 2012

Autumn 2012 - Date TBC

The Family and Parenting Institute believe that great family friendly services should be celebrated and rewarded. As the Family Friendly scheme develops, they will be asking family members to help nominate deserving organisations for their efforts in welcoming families. This will culminate in a prestigious national event – their first annual Family Friendly Awards in the autumn of 2012.

More information: <http://www.wearefamilyfriendly.org/organisation/2012+Awards>

October 2012

Working Mums - Top Employer Awards 2012

Date TBC

Workingmums.co.uk launches its fourth annual Top Employer Awards which celebrate the leading companies for work life balance. The Awards, which will be announced during National Work-Life Week, recognise employers who are progressive in their flexible working practices and proactive in seeking to assist working parents combine successful careers with being a parent.

More information: <http://www.workingmums.co.uk/topemployerawards/>

National Parents Week

Date TBC

The Family and Parenting Institute, an independent charity, has run Parents' Week for the last 11 years. Parents' Week provides an opportunity to celebrate the vital contribution of parents to society and to showcase local services that support families. Parents' Week also offers the chance to highlight issues of most importance to parents and families to politicians, the media and others who need to know.

More information: <http://parentsweek.org.uk/>

Top Employer for Working Families Benchmark & Awards 2012

Date TBC

The Top Employers for Working Families Benchmark and Awards is the definitive list of UK employers who enable the best quality of work-life balance and career development. The benchmark and awards identifies those progressive employers who recognise and leverage the powerful links between flexibility, emotional engagement, wellbeing, and high-performance. The closing date for entries is 5th May with winners being announced during National Work-Life Week in September.

More information: <http://www.topemployersforworkingfamilies.org.uk/>

November 2012

The Mumsnet Family Friendly Awards 2012

November 2012 – Date TBC

The Mumsnet Family Friendly awards will recognise members of their programme for their outstanding achievements as well as significant progress. The awards will enable parents to see how a company rates for family-friendliness both as employers and service/product providers. More details to be confirmed.

More information: <http://www.mumsnet.com/family-friendly>

Parenting UK Annual Conference

Thursday 8th November 2012

The Parenting UK annual conference will cover how parenting support can best be provided to match local need and how to identify, implement and evaluate local provision both from a practitioner and commissioner point of view. The conference will consist of talks and workshops followed by Parenting Question Time with a lively debate among the panellists and audience. The conference will look at how local authorities have identified local need; how to tailor programmes to fit local norms and cultural preferences while maintaining fidelity; creating and using universal gateways to provide parenting support; as well as ensuring you know what evidence you need to collect.

More information: <http://www.parentinguk.org/events/annual-conference-parenting-support-ensuring-best-fit-for-local-communities-identification-implementation-and-evaluation/2012-11-08/>

December 2012

Cranfield School of Management Female FTSE Board Report

November / December 2012

Since 1999, the annual Female FTSE benchmarking report has provided a regular measure of the number of women executive directors on the corporate boards of the UK's top 100 companies.

The Female FTSE Index is announced each year in November, and attracts considerable press attention in the UK and internationally. The study was hosted at the Chancellor of the Exchequer's offices at No. 11 Downing Street in 200, and reports are available from 2001 onwards.

More information: <http://www.som.cranfield.ac.uk/som/ftse>

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