



Workingmums.co.uk
Top Employer Awards

*Recognising employers for their commitment to
flexible working, work life balance and diversity.*

Awards Programme

Welcome to the Workingmums.co.uk

Top Employer Awards 2011

5 October 2011

Soho Hotel, London

I am very pleased to welcome you to Workingmums.co.uk's Top Employer Awards. This is our second year and since last year things have been moving fast in the field of flexible working. The Government, for instance, has been consulting on plans to open up the right to request flexible working to all employees and its Modern Workplaces proposals speak of the importance of spreading good practice about flexible working.

This is what the Awards were created for. While many organisations now offer flexible working, this is often done in a piecemeal way which does not allow them to take full advantage of the business benefits. Flexible or smart working allows organisations to attract and retain the best talent as well as ensuring their organisation is agile enough for the demands of a 24/7 global economy.

As survey after survey in HR magazines suggests, talent attraction is vital for the future health and competitive edge of organisations. It makes little sense to invest in women workers for years only to see them walk out the door after they have children because they are not given the support they need to balance work and family life, whether that is childcare support, mentoring programmes or the promotion of flexible working. The latter does not just mean offering part-time jobs. Flexible working covers a huge range of options and our annual survey shows that flexi-hours, being able, for instance, to start late or finish early, is the most favoured form of flexible working.

This year we have recognised the growing importance of outreach work aimed at targetting, recruiting and retaining the talent which working mums represent through the introduction of our new Talent Attraction award. Other new awards this year include the Working Mums Champion, which recognises the efforts and importance of individuals in promoting family friendly working, and the Childcare Award which embraces not just childcare vouchers and other support, but also the growing interest in emergency childcare.

Flexible working is not just for the big corporates. All employers – and their employees – can benefit from the advantages it delivers in terms of more motivated staff, reduced overheads, reduced sick leave and greater productivity, to list just a few. Our aim is to celebrate the best examples of innovative practice and to inspire others to follow their lead.

Gillian Nissim
Founder of Workingmums.co.uk

Programme

8.00–9.00am	Networking Breakfast
9.00–9.05am	Welcome Gillian Nissim, Founder, Workingmums.co.uk
9.05–9.20am	Alison Maitland, Business Author
9.20–10.00am	Awards Presentations
10.00–11.00am	Panel Q&A Session: Gillian Nissim, Founder Workingmums.co.uk Andy Lake, Editor, Flexibility.co.uk Jennifer Liston-Smith, Head of Coaching Development, My Family Care David Dunbar, Head of BT Flexible Working Services, BT Dr Caroline Gatrell, Senior Lecturer, Lancaster University Management School Fiona O'Hara, Human Capital & Diversity Lead, United Kingdom and Ireland, Accenture Alison Maitland, Business Author
11.00am	END

Judges



Gillian Nissim,
Founder
Workingmums.co.uk



Andy Lake, Editor
Flexibility.co.uk



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



David Dunbar,
Head of BT Flexible
Working Services
BT



Dr Caroline Gatrell,
Senior Lecturer
Lancaster University
Management School

Keynote Speaker

Alison Maitland

Alison Maitland is a business author, journalist and speaker who specialises in leadership, gender, and the changing world of work. She is co-author of Future Work, published in October 2011, and of the bestseller Why Women Mean Business. She regularly writes articles and columns for the Financial Times, The Conference Board Review and other media. Alison directs The Conference Board's Council for Diversity in Business and is a Senior Visiting Fellow in the Faculty of Management at Cass Business School, London. Based in the UK, her recent speaking engagements have taken her all over Europe and to North America. www.alisonmaitland.com



Guest Q&A Panellist

Fiona O'Hara Human Capital & Diversity Lead, United Kingdom and Ireland, Accenture

Fiona joined Accenture in 1995 and, as the UKI Human Capital & Diversity senior executive, is responsible for driving their human capital strategy and agenda across UKI. She also leads corporate citizenship activities, working with the people advocates to focus on employee engagement where possible—using their HCD programmes as a way to extend their footprint with their clients.



Awards Categories

Innovation in Flexible Working

This category is for organisations with specific policies and practices related to flexible working which are truly innovative and break new ground, whether that be in a particular industry or in general. Innovation can cover areas ranging from new forms of flexible working and making flexible working available and promoting it to all staff, including senior managers, to efforts to promote career progression for employees who work flexibly

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Shortlisted organisations: Accenture, Buckles Solicitors, Workplace Options

Employee Engagement

This category is for organisations which demonstrate commitment to and strategy for enabling employees at all levels to feedback views on policies such as flexible working, and a willingness to take this feedback on board.

Shortlisted organisations: John Lewis Partnership, Prudential

Talent Attraction

This category is for organisations who can demonstrate that their recruitment process openly promotes flexible working.

Shortlisted organisations: Hireserve Ltd, Linen at Home, Virtual Sales Ltd

Childcare

This category is for organisations who can demonstrate innovative policies and partnerships with childcare providers/employers which make it easier for employees to access childcare.

Shortlisted organisations: John Lewis Partnership, Workplace Options

Awards Categories

SME

This category is for organisations with fewer than 250 employees which demonstrate a real commitment to work life balance practices, including flexible working, support on return to work from maternity leave and career development for women and show how these are of benefit to the organisation. This year, we have split our SME awards into two sections to reflect the breadth of new initiatives taking place in both micro and bigger SMEs.

SME 1-25 employees

Shortlisted organisations: Clink Ltd, Hireserve Ltd, Square Mile Connections, Viva Live Music, Work Clever Recruitment

SME 26-250 employees

Shortlisted organisations: Buckles Solicitors, DUO, The Curve Group

Working Mums Champion

This Award is for stand-out individuals whose efforts have made a big difference to working mums in their workplace.

Shortlisted organisations: James Phipson, Clink Ltd; Karen Ovenden, Hireserve Ltd; Mia Drennan, Square Mile Connections

Overall Top Employer Award

This category is for employers who can demonstrate a commitment to supporting flexible working across the organisation, to providing a diverse and inclusive workplace for all employees, with an emphasis on parents, and at all levels, to enabling employees to develop and build their careers – whatever their working pattern and to offering innovative practices around building a work culture which recognises employees' need for work life balance. The winners of the different categories were all put forward for the overall Top Employer Award.

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Short-listed companies

Accenture



Linen at Home



Buckles Solicitors



Prudential



Clink Ltd



Square Mile Connections



The Curve Group



Virtual Sales Ltd



Duo



Viva Live Music



Hireserve Ltd



Work Clever Recruitment



John Lewis Partnership **John Lewis**

Workplace Options



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workingmums

Connecting mums and employers

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