



Guidance on supporting working

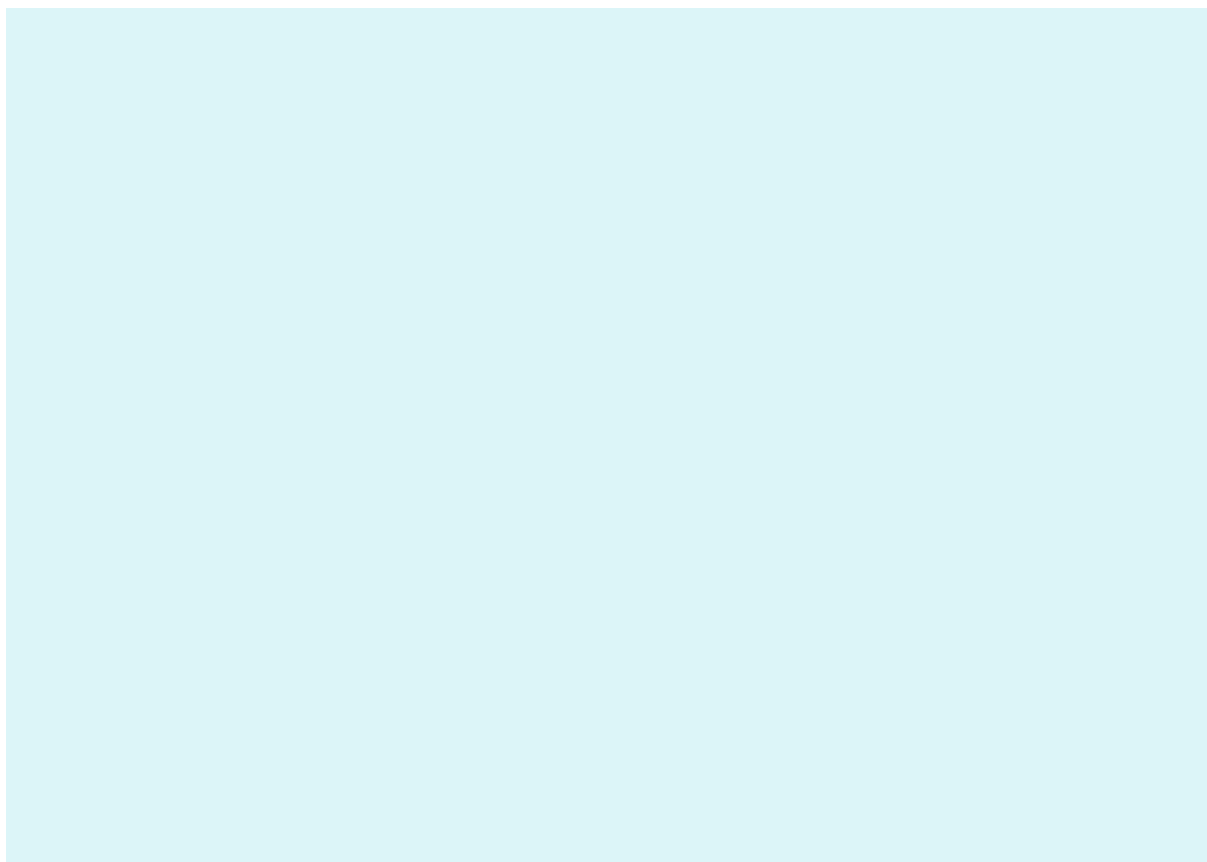
2 Supporting working parents and carers: guidance for managers

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Case Study 1 - Compressed hours

When I applied to work a compressed nine working day fortnight in April 2005, my daughter Daisy was 2 years old, and my son Will was 6. Trying to balance demanding working hours, domestic responsibilities, and the cost of childcare, gave me the impetus to really put my family first. I wanted to play a far more hands-on parental role at this formative stage of their lives.

6 Supporting working parents and carers: guidance for managers



7 Supporting working parents and carers: guidance for managers

Case Study 3 - Remote Working

I joined UCL in Aug 2007 working full time for the Life Sciences Faculty Office. I had my daughter Jasmine in Dec 2010 and returned to work full time when she was 11 months. Like any first time mum I wanted to be around her and spend a lot of time with her but I couldn't afford to give up work.

UCL is one of the best employers you can work for. I am allowed the flexibility to work from home when needed which works so well, actually enabling me to concentrate better on the complicated work tasks which a normal working day in the office wouldn't. Our IT systems which enable me to work remotely are fantastic to help balance work and domestic responsibilities. My line manger and the colleagues in the office have been very supportive, throughout my pregnancy and now in my parenting days. It creates a positive working environment and I so look forward to continue working full time when I have a second one!

Supneet Bajwa
Faculty Admissions Officer, Life Sciences

Case Study 4 - Caring for older relatives

My father died quite suddenly in October 2012. He had been caring for my mother Maisie who is relatively fit, despite being 93. Maisie has been able to stay in her own flat, in Cheltenham, with carers visiting daily, but is lonely and needs help with banking, shopping and so on. I was very grateful when my line manager John Tooke agreed that I could work my contracted hours Monday to Thursday to devote Fridays to visiting my mother and sometimes catching up on my own domestic chores.

Professor Mary Collins
Division of Infection and Immunity



UCL's Services

What managers can do to support staff with dependents

9 Supporting working parents and carers: guidance for managers

Case Study 6 - Dual academic career parents

I have been working in academia for well over 20 years, having had different positions at several European universities. At one of them I met my husband and now we both work at UCL. Working as a university lecturer is a tough job full of real responsibilities and very high expectations. Research is genuinely a continuous process occupying your mind far beyond "nine-to-five". However, it is portable - you can take it with you whilst waiting for your child to finish his tennis practice for example. It can also sometimes be paused whilst you go and pick up your child from school.

Our son is 7 years old. Somebody has to take him to school in the morning and pick him up from after-school club before it closes at 6pm. On days when we are both at UCL, my husband and I do "shifts". The one who picks him up from the after-school club leaves home very early in the morning in order to be back by 6pm, whilst the one who is taking him to school comes back late, but preferably in time for family dinner at 7pm. Early morning is time for homework, whilst 7-9pm is family time after which at least one of us is back at the computer working. We are lucky to be able to organise our shifts as my husband's teaching is in the morning, whilst mine is in the afternoon.

Case Study 7 - Part-time working

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