



FLEXIBLE WORKING

Reinforcing with leaders that it's commitment to inclusive behaviour in the everyday that will drive systemic change



INCLUSIVE BEHAVIOUR IN THE EVERYDAY

SSE has learned that one of the key enablers to increase diversity is the ability to work flexibly and, moreover, to encourage this at every level in the organisation. This is why the number of job adverts that promote “happy to talk flexible working” is now a statistic that is tracked quarterly by SSE leadership teams – reinforcing with leaders that it’s commitment to inclusive behaviour in the everyday that will drive systemic change.

Much work has been done to encourage more uptake of agile working practices. This has required investment in the work environment to create more collaborative working areas; the introduction of Skype so you feel like you are in the room with people without the need to travel; and the introduction of a clear set of guidelines on what working differently can mean, covering different start and end times, working from home and compressed hours.

SSE is seeing a year on year increase in the number of people who are working differently. Liz Tanner, SSE’s General Counsel and one of SSE’s most senior women, enjoys the benefits of working differently and is a role model of how this is possible at the most senior level.

Alistair Phillips-Davies, SSE CEO, supports the move to working in a more agile way:

“We know that the engagement level of the 44% of employees who take the opportunity to work differently is 16% higher than those that don’t. What leader would not want to increase engagement in their team by that amount?”



“The ability to work flexibly is of real value to me and has materially influenced not only my decision to progress my career with SSE but positively impacts my ability to deliver some of the challenges in my current role.”

**Liz Tanner,
General Counsel**

