



Delivering flexible working in an inclusive way

At E.ON, flexible working is a core part of the employee value proposition, E.ON Life, and seen as critical to creating an inclusive culture by supporting a diversity of backgrounds and lifestyles.

Benefits include:

- » helping parents and carers return to work, balance work with caring responsibilities and progress their career;
- » reducing the gender pay gap; and
- » enabling people with long term health conditions and disabilities stay in work.

E.ON has made sure flexibility is clearly available to employees before they start work, with all roles advertised as flexible, with part-time and job-share options. The right to request a flexible working pattern is available from day one of employment, six months before the statutory date.

Guides and policies

Once in role, flexible working is supported through simple, practical guides for colleagues and line managers on how to make it successful for everyone.

Job sharing: A guide to job-sharing – from asking your manager for a partner and recruiting a job-share, to establishing a successful partnership – was created last year and a podcast was recorded with a job-share partnership sharing lessons learned and secrets to success.

Becoming a parent: Flexibility is also offered when becoming a parent, whatever a person's journey. Following feedback from the Parent Network (an inclusion network), changes were made to the Foster to Adopt process, meaning that leave can be taken at very short notice, as children can be placed with families in short timescales. Paid time off for IVF appointments and maternity appointments is also available. Through a Special Leave policy, extra flexibility is available should the worst happen, such as for pregnancy loss before 24 weeks, where two weeks' paid leave is available for both parents, and up to two weeks' extra annual leave can be bought and taken at any time, if needed.

Hybrid working: Principles were launched in March to all office-based colleagues on combining home working and using the office as a resource to spend time with teams and colleagues. They focus on delivering the best outcomes for all. Whilst prioritising customers' needs, individual colleagues' choice remains vitally important, allowing people to find the best working patterns and make inclusive team decisions.





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Job sharing in action in a senior role

Job sharing has been demonstrated as a working pattern that enables those working part-time to continue to progress their careers and maintain senior positions. Other benefits include having two perspectives and diversity of thought within one role, removing barriers to progression for part-time workers and retention of talent.

Jane Powell and Laura Wildman talk about their experience of sharing the role of Head of Financial Planning at E.ON.

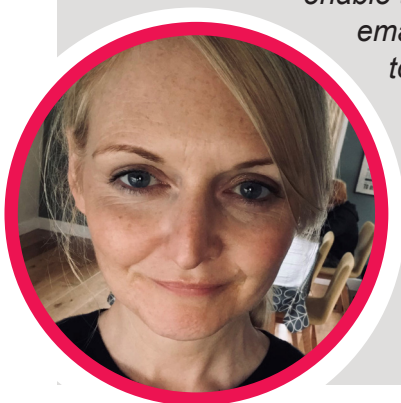


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“We’ve created our job share to enable us both to have a better balance. Having a successful career is supported to a great extent by being ‘well’ personally, being able to be your best in work, and being able to better support your teams to succeed. Having a job share partner also provides you with someone to share ideas and challenges.”

“There aren’t too many examples of job shares within senior and middle management in the energy industry. So what really helped was talking to people with job share experience about how they made their job share successful, what they gained from it, and how they made it work in practical terms.”

“There are some parts of our job share role that we have been able to allocate to one of us, such as project activities, and other aspects that span the week across both of us. To enable this, we need effective handovers in person on Wednesday and via email on Friday. We have support from digital experts to explore how digital tools can support this.”



“Ahead of embarking on the job share we spent time working through some of the practicalities and created a job-share agreement. We have shared this with our line manager and team. We also plan to get regular feedback from our stakeholders and team as we work to embed the job-share arrangement.”