

Delivering flexible working in an inclusive way



E.ON is challenging the stereotypes around flexible working to fit its employees' diverse lives.

Flexible working has benefits for everyone. It helps parents and carers return to work, through balancing caring responsibilities and maintaining career progression. It also enables people with long term health conditions and disabilities to stay in work. Flexibility is there for E.ON colleagues right from the application stage, with all roles advertised as flexible, with part-time and job-share options. And everyone can request flexible working from their first day working at E.ON.

In addition to these flexible working principles, E.ON wanted to go further to support gender equality and all families. In January 2023, E.ON introduced Equal Parent Leave to allow both parents, regardless of their gender, to play equal roles in their child's life through matched paid leave. The policies are fully inclusive of all types of families whether a mum and a dad, two dads, two mums or extended family with parental responsibility.

Equal Parent Leave

Equal Parent Leave can be taken flexibly throughout the first year of becoming a parent. So, whether someone wants time at the start or to support when their partner returns to work, this time can be booked just like annual leave.

E.ON plans to extend this gender-neutral approach further this year through different fertility journeys.



Positive feedback

Over 130 new dads at E.ON have used Equal Parent Leave so far this year. Working dads have fed back how much they appreciate the flexibility of doing the school runs and supporting with more household tasks, something that the constraints of the office prevented in the past.

Working mums at E.ON say it's great that the company is doing more to enable them to be in work and continue striving for a career that may previously have been stunted.

Key to success is the trust that E.ON has in all colleagues to work flexibly and to choose the most appropriate environment or arrangement to maximise their performance.

>130

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“At E.ON, we believe in helping working parents to find that all important work-life balance, and as a working dad to three young children myself, I know only too well how challenging it can sometimes be. We’re proud to be an employer that offers flexible working, supports with the cost of childcare, and offers equal parent leave for both parents.”

Chris Norbury, CEO, E.ON UK



“As executive sponsor of our Parent Network and someone who works flexibly, I am very much an advocate of the benefits flexible working and Equal Parent Leave brings to both colleagues and the business. I believe that flexible working empowers our people to be at their best.”

Sarah Farmer
Director of Residential Solutions
E.ON UK

“I have really enjoyed spending all this quality time with my son and it has allowed me to be there for his first milestones and watch him blossom into the happy chappy he is today.

“Work life balance has always been so important to me and E.ON have allowed me to have the best of both worlds, with supporting me in raising our son and being able to be there for Jess.

“In addition to this, E.ON have also adapted their working approach to allow me to still work towards promotion within having my Equal Parent Leave and I’m proud to say I have recently been promoted to a Sales Team Leader within E.ON Next.

“I am beyond proud to work for and represent E.ON and appreciate everything they have done for me and our family.”

Lewis Milward, Sales Team Leader, E.ON Next

