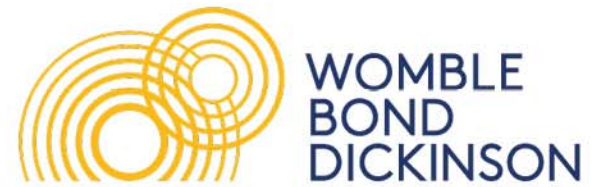


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Agile working

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11 November 2020



**MOBILE
WORKING**

**REMOTE
WORKER**

RESULTS ORIENTATED WORKING

AGILE WORKING

**OUTCOME
FOCUSED
WORKING**

FLEXIBLE WORKING

**HOME
WORKING**



What is agile working?

“Agile working is about bringing people, processes, connectivity and technology, time and place together to find the most appropriate and effective way of working to carry out a particular task. It is working within guidelines (of the task) but without boundaries (of how you achieve it).* ”

Paul Allsopp
Founder of The Agile Organisation.

** The Agile Organisation definition of agile working has been extensively used by other organisations in publications and glossaries as “the” definition of agile working- including NHS England, the NHS Employers Organisation, the Science Council, and the Employers Network for Equality and Inclusion.*



Set up at home – health and safety essentials

Remote risk assessments

- Workstation checklist
- Equipment
- Lighting
- Chair
- Display screen equipment
- Reporting of accidents
- Lone working



Disability issues

Obligations under the
Equality Act 2010

Mental health and hidden
disabilities

The challenges of working
remotely



Childcare challenges

- Childcare challenges can affect men and women
- Direct discrimination risks
- Indirect discrimination risks



Childcare challenges

- Agree flexibility – change start times/agile agreement
- Flexible working requests
- Time off unpaid to care for dependants



Monitoring data protection and cyber security

- Extent to which you can monitor employees
 - Email content and traffic
 - Internet use
 - Telephone use
- Data protection
 - Handling of confidential data
 - Disposal of hard copy
 - Impact assessments
- Cyber security
 - Security of remote access
 - Home network security
 - Increased possibility of exposure to malicious software



Questions

11.10.20

