

# Companies Leading the Change

## Leading by Example

### Meeting the demand for flexibility



In October 2016 Lloyds Banking Group launched a new agile hiring initiative, to help our colleagues

and leaders to think more creatively to ensure agility is considered at the point of hire. With new technology, changing customer demands and demographic shifts, employers need to embrace agility in order to remain competitive.

However, analysis of the UK jobs market highlights that candidates seeking agile working opportunities struggle to find them outside of low-paid roles, with only 8.7% of jobs with salaries above £20k advertised as agile. This is a barrier to job mobility and career progression for all genders but as primary care-givers, the situation can be a particularly pertinent issue for women.

To address this challenge, we have built agile working options into the Group's careers site. This requires hiring managers to consider how specific agile working arrangements - such as job sharing, reduced hours or multi-site locations - can be considered as core to a role.

As a result, 94% of roles at Lloyds Banking Group are now advertised as agile, with currently c.27,000 colleagues working in an agile way. This includes advertising 50% of roles at the highest salary bracket (80k and above) as agile, significantly higher than the national average of 5%. And as of today, 40% of our female Executives work in an agile way, compared to 32% of men.

*"Our workforce agility strategy sits at the heart of our plan to create an inclusive environment for all of our colleagues. This forms part of our ambition to becoming the best bank for our customers, colleagues, shareholders and the communities in which we operate, and part of our wider commitment to Helping Britain Prosper. Our recent activities have seen us recruit job-shares right up to director level, and I am delighted that in 2017 we were recognised by Working Families as the Best Company for Flexible Hiring."*

**Fiona Cannon**, Group Director, Responsible Business and Inclusion

Source: Hampton-Alexander Review – November 2017 Report

## Hampton-Alexander Review

FTSE Women Leaders

[www.ftsewomenleaders.com](http://www.ftsewomenleaders.com)

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