

Essex Family-Friendly Employers Charter



By signing up to the charter, you will receive the charter mark and will be referred to on our website at:

www.essex.gov.uk/family-friendly-charter

As a signatory to the charter, we will invite you to regular roundtables to discuss family-friendly practices and ask you to provide case studies to share experiences for marketing and communications purposes, such as social media, newsletters, blog posts and other mediums.

Please send your completed application form to Essex.Partners@essex.gov.uk

Name of employer:

Sector or industry:

Number of employees in Essex:

Number of sites in Essex and locations:

Key contact details:



Integration to organisational strategy and culture

Please provide examples to show how you as an employer meet, or intend to meet, each principle.

Promote a positive culture and attitude to those who work flexibly or differently:

Support managers and employees to talk about different working arrangements:

During induction, provide information about the opportunities and process to make a flexible working request:

Make information around family-friendly practices and workplace benefits for families easy to access:

Make roles open to part-time and flexi-time where possible, including senior positions:

Where possible, provide support for employees such as mentoring, resilience and aspiration building and peer support networks:

Provide part-time staff with equal access to training, development and opportunities to progress:



Flexible working

Please provide examples to show how you as an employer meet, or intend to meet, each principle.

Offer a range of flexible working options such as flexible working hours, working from outside the main office, condensed hours, extended lunch breaks and acceptable breaks for family commitments:

Advertise jobs as flexible (where flexible working options are possible):

Start from a position of “yes” when it comes to flexible working requests:

Provide advance notice of shift patterns:



Annual Leave and supporting parents outside of term time

Please provide examples to show how you as an employer meet, or intend to meet, each principle.

Provide a range of leave options to support parents such as dependent leave, unpaid leave, emergency care leave and options to buy extra leave:

Ensure information about leave options to meet family commitments is easy to access:

Consider which employees may need leave, flexible hours or flexible workplaces during holidays for childcare purposes:

Should an employee contact Essex County Council stating that they do not think their employer meets the criteria of the charter, we will advise them to exhaust their employer's internal procedures. If this does not resolve the matter, Essex County Council may get in touch with the designated contact and if necessary, remove accreditation.