



# Changing the way we **live and work**

Working Families is the UK's work-life balance charity. For 40 years, we have helped working parents and carers – and their employers – find a better balance between responsibilities at home and in the workplace.

We provide free legal advice to parents and carers on their rights at work. We give employers the tools they need to support their employees while creating a flexible, high-performing workforce. And we advocate on behalf of the UK's 13 million working parents, influencing policy through campaigns informed by ground-breaking research.

# Where we've been

Over the last 40 years, we have empowered working parents and carers to take control of their time ...



1982

We began advising employers on flexible working. Today, we have over 120 employer members.



1999

We opened a free legal advice helpline for parents and carers. Today, over 2,000 people use this service each year.



2014

We were instrumental in Shared Parental Leave becoming law.



2018

We joined the Government's Flexible Working Task Force.

1979

We started as a small group of mothers determined to achieve a better balance between working and caring for their children.



1995

We launched our 'Waving not drowning' network to support parents of disabled children.



2002

Our recommendations to Government led to the Right to Request Flexible Working.



2014

We established Family Friendly Working Scotland with the support of the Scottish Government.



**... and choose the balance that is right for themselves and their loved ones.**



## Where we are

**Today, we are renewing our commitment to changing the world of work by focusing on four key objectives:**

### **To improve access to legal advice on employment rights**

We give advice on employment rights to over 2,000 parents and carers each year, most of whom are on a low income. We are committed to increasing the reach of our legal advice service so we can arm even more people with the knowledge and expertise they need to balance work and caring for loved ones.

### **To improve the flexible and family-friendly working practices of employers – both large and small**

We know that flexible working is good for business. And we have worked with hundreds of employers to

introduce and embed flexible and family-friendly policy and practice. We are investing in new resources that will enable employers of all sizes to provide better support for parents and carers whilst improving organisational performance.

### **To advocate for the rights of working parents and carers, and anyone else who wants to work flexibly**

We will continue to fight for policy change on behalf of parents and carers across the UK. We are calling for jobs to be advertised flexibly; more accessible Shared Parental Leave; longer and better-paid leave for fathers; a level playing field on parental rights for all employees, workers and the self-employed; and a commitment to maintaining family-friendly employment rights after the UK leaves the European Union.

### **To grow as one strong, sustainable and effective organisation**

Our small, passionate and talented staff team makes a big difference to working parents and carers across the UK. As we continue to grow, we will use our new business plan as a roadmap to define our priorities, set our programme of work and ensure we're making the biggest impact possible.

# Where we're going

**In the next 40 years, we have the potential to transform millions of working lives. But we can't do it without your help.**

## Individuals

Our work would be impossible without the support of our generous donors. When you set up a regular gift for at least £25/month, you become a Changemaker, part of an exclusive group committed to changing the world of work for good. If you are interested in becoming a Changemaker, please visit [workingfamilies.org.uk/changemaker](http://workingfamilies.org.uk/changemaker) or e-mail [office@workingfamilies.org.uk](mailto:office@workingfamilies.org.uk).

## Employers

Your company can become a member – or access our training and resources – to develop an agile, flexible approach that maximises staff engagement, wellbeing and high performance. You can also enter our Best Practice Awards to showcase your achievements. We have a number of sponsorship opportunities that will give your organisation the

chance to demonstrate your commitment to work-life balance whilst reaching and influencing public audiences and business decision-makers. For more information, please contact [employers@workingfamilies.org.uk](mailto:employers@workingfamilies.org.uk).

## Lawyers

Lawyers can support our Legal Advice Service through donations and pro bono expertise, helping us to deliver advice, training sessions and more. If you are interested, please contact [advice@workingfamilies.org.uk](mailto:advice@workingfamilies.org.uk).



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