

## **McKinsey & Co - Why diversity matters. A Report**

[https://www.mckinsey.com/~/\\_media/mckinsey/business%20functions/organization/our%20insights/why%20diversity%20matters/diversity%20matters.ashx](https://www.mckinsey.com/~/_media/mckinsey/business%20functions/organization/our%20insights/why%20diversity%20matters/diversity%20matters.ashx)

## **Womens' Business Council**

**Balance the System - How to increase gender diversity to accelerate business growth**

[https://www.womensbusinesscouncil.co.uk/wp-content/uploads/2018/07/STEM\\_Brochure\\_Interactive\\_Spreads.pdf](https://www.womensbusinesscouncil.co.uk/wp-content/uploads/2018/07/STEM_Brochure_Interactive_Spreads.pdf)

## **Men as Change Agents**

<https://www.womensbusinesscouncil.co.uk/maca/>

[https://www.womensbusinesscouncil.co.uk/wp-content/uploads/2018/04/MACA\\_Achieving\\_gender\\_balance\\_in\\_business\\_leadership\\_and\\_closing\\_the\\_gender\\_pay\\_gap\\_April\\_2018.pdf](https://www.womensbusinesscouncil.co.uk/wp-content/uploads/2018/04/MACA_Achieving_gender_balance_in_business_leadership_and_closing_the_gender_pay_gap_April_2018.pdf)

## **Returners: A Toolkit for Employers**

<https://www.womensbusinesscouncil.co.uk/wp-content/uploads/2018/03/toolkit-Women-in-businessv.7.pdf>

## **Returner Programmes: Best Practice Guidance for Employers**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/685064/Returner\\_Programmes\\_-\\_Best\\_Practice\\_Guidance\\_for\\_Employers.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/685064/Returner_Programmes_-_Best_Practice_Guidance_for_Employers.pdf)

**The Pipeline Effect - A toolkit for enabling gender parity beyond middle management**

<https://www.womensbusinesscouncil.co.uk/wp-content/uploads/2017/08/GEO-The-Pipeline-Effect-Report-REV-2.pdf>

## **Parents**

**Shared Parental Leave**

Eligible employees have a statutory entitlement to shared parental leave and pay if they are expecting a baby or if they have a child placed with them for adoption.

<https://www.gov.uk/shared-parental-leave-and-pay-employer-guide>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/417505/bis-14-1329-Employers-technical-guide-to-shared-parental-leave-and-pay-1.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/417505/bis-14-1329-Employers-technical-guide-to-shared-parental-leave-and-pay-1.pdf)

## **Flexible Working**

**Timewise** use the term 'flexible working' to cover any kind of job that offers flexibility in where, when or in how much time the work is done. They believe that flexible roles should be quality, permanent ones which benefit employers and employees alike. So we don't include zero hours or temping contracts.

<https://timewise.co.uk/>

**Working Families** have developed Happy to Talk Flexible Working as a practical strapline for advertising your commitment to flexible working

<https://www.workingfamilies.org.uk/campaigns/happy-to-talk-flexible-working/>

## **Disability Confident**

The Disability Confident scheme supports employers to make the most of the talents disabled people can bring to your workplace.

<https://disabilityconfident.campaign.gov.uk/>