Working from anywhere FAQs

## Barnardo House

Q: What options are you considering for Barnardo House?

We are considering a number of options and it is right that we currently consider all options available to us. This is a significant, and difficult, decision for the charity. However, we are determined to maintain a presence on the site given our long-standing relationship with the local community and the history of our charity. As our plans develop we will provide updates to colleagues, and other stakeholders.

Q: How much will not reopening Barnardo House save the charity?

This is a significant programme of work that has many elements to it. The closing of the five regional properties we have already identified will save us c£0.9m per annum in property and associated costs. At the moment it is difficult to be precise on the total savings we will recognise from this programme of work given the complexity of the elements and the current economic situation. We carried-out a comprehensive cost benefit analysis during the summer of 2020 and this identified significant financial benefits to closing the office.

However, through the analysis that we have carried-out we are confident that we will be able to reduce our operating costs to help ensure that we maintain a fit for purpose operating model that can continue to support children, young people and their families in the future.

We also want to note that this is not solely a financial decision. We are also aware of the recruitment market and the move away from recruiting to a single location that new ways of working are enabling. We anticipate fewer roles being recruited to one office location in the future which would further reduce occupancy levels. On occasion we have also struggled to recruit to BH when competing with the local central-London market and the Work from Anywhere approach now allows us to recruit from across the four Nations for some roles.

Q: Barnardo House is only eight years old and the charity spent £12m building it. Is repurposing it the best option for Barnardo’s?

We are confident that reviewing our future use of Barnardo House is the right thing to do. Given the tough financial environment and the increasing demand for our services we need to make sure we are deploying all of our resources as effectively as possible, no matter how difficult a decision it may be.

Q: I use specialised equipment to carry out my role that is in Barnardo House to carry out particular tasks, how can I carry out these tasks?

Until a decision has been made regarding a local Hub, you should continue to use the processes that are currently in place.

Q: When will the Barnardo House consultation be?

We understand that the uncertainty of not knowing when the consultation will happen is frustrating. At this time we aren’t able to give you a definitive timeframe of when this would happen. The options around Barnardo House continue to be explored, until this part of the project has moved forward, it would be unfair to predict the right time to begin a consultation.

Q: I live near Barnardo’s House and don’t want to travel too far to do my job, what options do I have?

We are currently exploring the options for Collaboration Hubs. In the meantime, if your role permits, you can work remotely as outlined in the framework. During consultation each individual will have the opportunity to discuss their circumstances and the options will be explored further, on an individual basis.

Q: Will Barnardo House be replaced with a nearby Hub?

The intention is to have at a minimum a collaboration hub for each region, the background work for where each of these could be is currently underway. We will update you as soon as decisions and opportunities for hubs are made.

Q: What will happen to all the corporate paperwork stored in Barnardo House?

We are currently exploring the best ways to approach the vast amount of documentation at Barnardo House. At the relevant time we will liaise with each department to ensure all documents are sorted appropriately.