



## WORKPLACE OFFER- WHAT IT MEANS FOR YOU

The world of work has changed. We are continually working to understand what works best for our colleagues, both current and future. We embrace this new way of working.

Our Offer is built around three areas:

1. People - based on trust, flexibility, and transparency
2. Technology - investment in modern and appropriate hardware and software that enables interaction and collaboration in a virtual environment.
3. Space – ensuring you have safe and effective places to perform your role. This may mean working at one of our stores, services, at home, at one of our Collaboration Hubs or any combination of these.

We understand our Offer means different things to different people, and we encourage you to engage in conversations with your teams and managers.

Our colleagues uphold the Barnardo's Basis and Values in their work, which we support through our policies.

## OBJECTIVE

We want to be bold and progressive in our desire to be An Employer Of Choice. Our Workplace Offer is a key enabler to support us in redesigning the way we work for the better. This Offer recognises the balance between the needs of the Charity and our colleagues.

The aim of our Workplace Offer is to widen opportunities to carry out roles and services in effective and efficient ways, whilst at the same time aiding physical and mental health. Through this new approach we are shifting the emphasis from where colleagues work, to focussing on what colleagues are required to deliver within their role and teams, opening opportunities to do this differently.

## PEOPLE

We recognise that the workplace is not just a place to deliver outcomes, but also a place of community, learning, and development. Our Workplace Offer has been created through taking a holistic view of what our colleagues want and need,

and progressing complementary programmes of enablement to deliver this, supported by technology, learning resources, guidance, and team exercises to reframe our working experience for the better. This has been and will continue to be crucial in establishing the new way of working that encourages and enables collaboration, teamwork, and engagement in a flexible, positive setting. We will also be looking at how we can support the delivery of sustainability priorities.

Furthermore, we offer a reward package which is more than just pay. We proudly offer a lifestyle flexible package, with family friendly benefits also at its heart. We are committed to identifying and empowering career development, and offering structured learning, to enable our colleague's advancement and be recognised for it. You will hold a role with purpose, delivering important and rewarding work. This is all fundamental to creating an environment for colleagues that is flexible, supportive and progressive.

Mental health and wellbeing is always a top priority, and we know that colleagues need the right support to continue delivering the high quality and vital work on behalf of children, young people, and families. We have a range of support available for our colleague's needs so that they can bring their best selves to work every day and feel they can be open about their wellbeing and mental health and ask for help if they need it. The support Barnardo's offers can be found [here](#).

## TECHNOLOGY

Over the last 18 months we have made a lot of progress in modernising our technology. We still have some way to go, but our technology enables 'hybrid working'. Our modern way of working utilises user-friendly software and hardware to supports the Workplace Offer. Software such as Microsoft Office 365, and Teams underpin our abilities to collaborate and work in a virtual world.

Our investment in our technology continues and the soon to be implemented Microsoft Dynamics 365 software will enhance the way we interact with finance and HR processes. Travel perk is our travel management portal to book hotels, trains and flights and you can look for and book flexible space on YAROOMS.

Technology kit is available through FirstPoint and we encourage local decision making on how best to enable colleagues. All colleagues are issued with a laptop by default.

## SPACE

Our Workplace Offer became a reality with the opening of the first Collaboration Hubs and flexible desks in September 2021. We provide several Collaboration

Hubs for colleagues to come together in a physical space to work together and connect. Due to the wide geographical spread of our colleagues across the UK, we also offer other flexible spaces. You can find up to date information on Inside Barnardo's with spaces available to book on [YAROOMS](#).

A key consideration will always be the accessibility of the location and the space within it so that it is inclusive. We are committed to accessibility audits and making adjustments where possible. We are also keen to deliver our environmental promises in both designing our spaces and supporting our ways of working.

Our Workplace Offer enables colleagues to have a healthy work life balance. This will look different for different colleagues and roles across the charity. Depending on your role this could mean:

Definitions	Examples of types of work
<i>LOCATION BASED is a specific place such as retail shop or children's service building</i>	<p>Working together, at a specific location, in person.</p> <p>Working in person at a Barnardo's locations face to face with staff, volunteers, customers, and service users</p>
<i>LOCALITY BASED is a region or area such a county</i>	<p>Working together, within a specific geographical boundary, in person.</p> <p>Working alongside other Barnardo's colleagues accessing collaboration hubs/flexible desk spaces as required</p>
<i>HYBRID can be a mixture of location, locality or homebased</i>	<p>Working together, in a virtual environment, and in person.</p> <p>Collaborating with your team virtually whilst in your own space with the ability to access collaboration hubs/flexible desk spaces as required</p>
<i>HOME BASED working in your own space</i>	<p>Working together in a virtual environment.</p> <p>Focusing on workload in your own space with access to tools to enable virtual collaboration</p>

Further guidance and additional information on all things Workplace Offer can be found [here](#).