



## Request for flexible working

### Flexible working application form

#### *Note to the employee*

York Childcare (YC) requires you to complete and submit the following form in order to make an application to work flexibly under the right provided in law to eligible employees. Before completing this form, please read the guidance on the right to request flexible working on GOV.UK, and check that you are eligible to make a request.

<https://www.gov.uk/flexible-working>

You should note that under the right it may take up to 3 months for your YC to consider a request and possibly longer where a longer decision period has been agreed. You should therefore ensure that you submit your application to Head Office well in advance of the date you wish the request to take effect.

It will help YC to consider your request if you provide as much information as you can about your desired working pattern. It is important that you complete all the questions as otherwise your application may not be valid. When completing sections 3 and 4, think about what effect your change in working pattern will have both on the work that you do and on your colleagues.

Once you have completed the form, you should immediately forward it to your Head Office (you might want to keep a copy for your own records). If the request is granted, this will be a permanent change to your terms and conditions unless otherwise agreed.

#### **Note to the employer**

This is a formal application made under the legal right to apply for flexible working and the duty on YC to consider applications in a reasonable manner. YC has three months after the day the request is received in which to decide whether to grant the request. This period can be extended if a longer deadline is agreed with the employee; any such agreement must be made either within period in which the decision is to be made or in the three months immediately following the end of that deadline.

YC will confirm receipt of this application using the attached confirmation page.



**1. Personal Details**

Name: \_\_\_\_\_ Staff or payroll number: \_\_\_\_\_

Manager: \_\_\_\_\_ National Insurance No: \_\_\_\_\_

**To York Childcare**

I would like to apply to work a flexible working pattern that is different to my current working pattern under my right provided under section 80F of the Employment Rights Act 1996. I confirm I meet each of the eligibility criteria as follows:

- I have worked continuously as an employee of the York Childcare for the last 26 weeks.
- I have not made a request to work flexibly under this right during the past 12 months.

Date of any previous request to work flexibly under this right:

If you are not sure whether you meet any of the criteria, information can be found on Gov.UK.

If you are unable to tick all of the relevant boxes then you do not qualify to make a request to work flexibly under the statutory procedure. This does not mean that your request may not be considered, but you will have to explore this separately with your employer. Many employers offer flexible working to their staff as best practice.

**2a. Describe your current working pattern (days/hours/times worked):**

**2b. Describe the working pattern you would like to work in future (days/hours/times worked):**



**2c. I would like this working pattern to commence from:**

Date:

**2d. The reason for my request is:**

**3. Impact of the new working pattern**

I think this change in my working pattern will affect my York Childcare and colleagues as follows:

**4. Accommodating the new working pattern**

I think the effect on my York Childcare and colleagues can be dealt with as follows:

Name:

Date:



**Submit this application to Head Office**

This page must be returned to the employee in order to confirm your receipt of their application

**York Childcare's Confirmation of Receipt** (to be completed and returned to employee)

Dear:

I confirm that I received your request to change your work pattern on:

**Date:**

I shall notify you of my decision on this application within three months of this date, unless we agree a longer deadline for this decision.

**Signed:**