

Q1 Are you currently in paid employment, or on maternity, paternity, adoption/fostering or other form of parental leave?	
Cell content: Column% Chi2 level(W):2.5	
Total	1411
No. of cases	1411
I am currently in paid employment - SKIP TO Q3	57 %
I am in paid employment but am currently on some form of parental leave - SKIP TO Q3	9 %
I am self-employed or the owner of a business - SKIP TO Q3	6 %
No, I am not in paid employment or on some form of parental leave	26 %
No answer	1 %
Filter: those not in paid employment and answered Share of total: 26%	
Q2 If you are NOT currently in paid employment or on some form of parental leave, can you tell us which of these is the most significant reason?	
Cell content: Column% Chi2 level(W):5	
Total	363
No. of cases	363
I've chosen to be a stay-at-home parent	33 %
I'd like to have paid work but childcare costs mean it's not worth it	17 %
I'd like to have paid work but cannot find a job that allows me to work flexibly	12 %
I'd like to have paid work but I'm over-qualified for the jobs that would work around my family	2 %
I've chosen to leave paid work as a direct result of poor treatment received by my employer or colleagues during pregnancy	5 %
I choose to volunteer instead of doing paid work	1 %
I'm starting my own business	1 %
I choose not to do paid work for other reasons	2 %
I have health concerns that make it difficult for me to work	13 %
I've been applying for work but have been unsuccessful	2 %
Other (please specify)	10 %

Q3 All to answer: Have you ever experienced any of the following whilst being pregnant in the workplace or after returning to work following maternity leave? Tick all which apply																							
Cell content: Column% Chi2 level(W):2.5	Total	Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into.						Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.					What is your level of seniority within your organisation?						What is your gross annual full-time equivalent (FTE) salary?				
		Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/department head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/project or team leader	Non-management (intermediate) employee & Executive/office r & Permanent graduate role/trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+	
No. of cases	1411	91	128	66	145	80	132	162	177	216	349	133	132	230	286	79	108	133	198	345	233	120	
Experienced negative attitudes from colleagues due to different working patterns	30 %	37 %	40 %	36 %	35 %	29 %	27 %	20 %	34 %	30 %	39 %	29 %	34 %	34 %	33 %	29 %	32 %	23 %	31 %	34 %	33 %	33 %	
Not receiving any specific support relating to returning to work after a gap	27 %	31 %	34 %	39 %	28 %	31 %	17 %	27 %	30 %	34 %	30 %	25 %	35 %	35 %	27 %	28 %	17 %	18 %	21 %	27 %	40 %	34 %	
Found that job was exactly as it was before pregnancy/ breaks for children	25 %	24 %	27 %	24 %	28 %	30 %	20 %	31 %	23 %	29 %	33 %	32 %	30 %	33 %	30 %	24 %	24 %	18 %	24 %	31 %	35 %	32 %	
Found your job had been changed and/or responsibilities reduced	24 %	30 %	34 %	27 %	23 %	26 %	21 %	22 %	28 %	28 %	26 %	23 %	27 %	28 %	24 %	24 %	26 %	22 %	26 %	26 %	26 %	26 %	
Not receiving any specific support relating to working whilst pregnant	24 %	16 %	21 %	35 %	28 %	21 %	19 %	19 %	29 %	20 %	25 %	20 %	23 %	26 %	26 %	20 %	17 %	15 %	20 %	25 %	29 %	19 %	
Had some responsibilities given to other staff & not returned	18 %	22 %	20 %	17 %	19 %	16 %	12 %	16 %	25 %	20 %	18 %	16 %	19 %	24 %	17 %	9 %	19 %	12 %	16 %	20 %	20 %	24 %	
Subjected to derogatory comments about leaving child (ren) to go to work	17 %	16 %	23 %	20 %	23 %	20 %	14 %	10 %	18 %	19 %	21 %	25 %	23 %	18 %	17 %	5 %	15 %	9 %	15 %	19 %	18 %	25 %	
Had abilities questioned by colleagues or senior staff (when they hadn't been before children/ pregnancy)	15 %	18 %	17 %	18 %	16 %	14 %	12 %	9 %	19 %	15 %	17 %	14 %	14 %	17 %	16 %	15 %	13 %	13 %	12 %	17 %	18 %	13 %	
Not receiving an expected promotion or pay rise	14 %	10 %	10 %	26 %	10 %	16 %	11 %	12 %	16 %	14 %	15 %	14 %	16 %	18 %	12 %	15 %	10 %	9 %	15 %	16 %	12 %	18 %	
NA: Not returned to same job after paternity/ maternity/ gap for children break/ not worked whilst being pregnant	21 %	15 %	12 %	11 %	14 %	18 %	35 %	22 %	14 %	16 %	11 %	23 %	11 %	7 %	13 %	29 %	31 %	35 %	27 %	13 %	9 %	11 %	

Q4 To what extent would you agree or disagree with the following statements? Please tick one response in each row.	
Cell content: Column% Chi2 level(W):2.5	
Total	1411
No. of cases	1411
Having children has made it harder to progress in my career	
Net agree	73 %
Net disagree	11 %
Strongly agree	38 %
Tend to agree	36 %
Neither agree nor disagree	9 %
Tend to disagree	8 %
Strongly disagree	4 %
Not applicable	5 %
Don't know	1 %

Since having children I feel less employable	
Net agree	62 %
Net disagree	24 %
Strongly agree	28 %
Tend to agree	34 %
Neither agree nor disagree	12 %
Tend to disagree	16 %
Strongly disagree	9 %
Not applicable	1 %
Don't know	1 %
I feel that my colleagues who aren't parents resent requests for flexible working/family friendly policies	
Net agree	53 %
Net disagree	18 %
Strongly agree	19 %
Tend to agree	34 %
Neither agree nor disagree	14 %
Tend to disagree	13 %
Strongly disagree	4 %
Not applicable	12 %
Don't know	4 %
Women in highly skilled jobs are more negatively affected when returning to the workplace than those in less highly skilled roles	
Net agree	48 %
Net disagree	13 %
Strongly agree	15 %
Tend to agree	33 %
Neither agree nor disagree	22 %
Tend to disagree	10 %
Strongly disagree	3 %
Not applicable	2 %
Don't know	15 %
Since we had children, my career and/or earning potential has suffered more than my spouse/partner's	
Net agree	70 %
Net disagree	13 %
Strongly agree	46 %
Tend to agree	24 %
Neither agree nor disagree	8 %
Tend to disagree	7 %
Strongly disagree	6 %
Not applicable	7 %
Don't know	1 %
Filter: those answering Share of total: 94%	
Q4 To what extent would you agree or disagree with the following statements? Please tick one response in each row. [based on those answering for each one]	
Cell content:	
Column%	
Chi2 level(W):2.5	
	Total
No. of cases	1324
Having children has made it harder to progress in my career	
Net agree	78 %
Net disagree	12 %
Strongly agree	40 %
Tend to agree	38 %
Neither agree nor disagree	10 %
Tend to disagree	8 %
Strongly disagree	4 %
No. of cases	1383
Since having children I feel less employable	
Net agree	63 %
Net disagree	25 %
Strongly agree	28 %
Tend to agree	35 %
Neither agree nor disagree	12 %
Tend to disagree	16 %
Strongly disagree	9 %
No. of cases	1193
I feel that my colleagues who aren't parents resent requests for flexible working/family friendly policies	
Net agree	63 %
Net disagree	21 %
Strongly agree	22 %
Tend to agree	40 %
Neither agree nor disagree	17 %
Tend to disagree	16 %
Strongly disagree	5 %
No. of cases	1171
Women in highly skilled jobs are more negatively affected when returning to the workplace than those in less highly skilled roles	
Net agree	58 %
Net disagree	16 %
Strongly agree	18 %

Tend to agree	40 %
Neither agree nor disagree	26 %
Tend to disagree	12 %
Strongly disagree	4 %
No. of cases	1289

Since we had children, my career and/or earning potential has suffered more than my spouse/partner's

Net agree	77 %
Net disagree	15 %
Strongly agree	51 %
Tend to agree	26 %
Neither agree nor disagree	9 %
Tend to disagree	8 %
Strongly disagree	7 %

Q5 Which statement best reflects your view of the rate of Statutory Maternity Pay in the UK - first 6 weeks: 90% of average weekly earnings (AWE). The remaining 33 weeks: £140.98 or 90% of their AWE (whichever is lower).

Cell content:	
Column%	
Chi2 level(W):2.5	
Total	
No. of cases	1411
It's fine/ fair enough	13 %
It's manageable for most people but could be more generous	38 %
It's so low it's unmanageable for most people	43 %
No opinion/ No Answer	4 %
N/A (outside the UK)	1 %

Filter: those answering
Share of total: 73%

Q6 Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into. If your company seems to fall into more than one category, please pick the one that you think fits best.

Cell content:	
Column%	
Chi2 level(W):2.5	
Total	
No. of cases	1035
Academic	5 %
Aerospace and defence	0 %
Agriculture, food and farming	0 %
Charities	5 %
Non-governmental and non-profit organisations	4 %
Civil service, public administration and government	10 %
Construction and real estate	2 %
Creative industries	2 %
Education	18 %
Healthcare	13 %
Social work	2 %
Electricity, gas and water	0 %
Engineering	1 %
Science and Mathematics	0 %
Finance	5 %
Professional services	3 %
Hospitality, hotels and restaurants	2 %
Law	3 %
Manufacturing	1 %
Media	3 %
Medicine	1 %
Mining	0 %
Pharmaceuticals	1 %
Technology & digital media	3 %
Transport, storage and logistics	1 %
Travel and tourism	1 %
Retail and wholesale	5 %
Other: informal	0 %
Other: self-employed	2 %
Other (please specify)	4 %

Filter: those answering
Share of total: 73%

Q7 Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.

Cell content:	
Column%	
Chi2 level(W):2.5	
Total	
No. of cases	1036
[1] I am a sole trader/the only employee	6 %
[5-9] Under 10	6 %
[30] Between 10 and 50	16 %
[150] Between 50 and 250	17 %

[375] Between 250 and 500	7 %
[1250] Between 500 and 2000	14 %
[15000] 2000+	34 %
Average	5281.1

Filter: those answering
Share of total: 73%

Q8 What is your level of seniority within your organisation? If your role fits into more than one of these categories, please choose the one that's highest up the list; if your role doesn't directly correspond to any of these, please choose the one that

Cell content:	
Column%	
Chi2 level(W):2.5	
Total	
No. of cases	1031
Owner/CEO/Partner/Managing Director/Chair	6 %
Senior management/director/department head/consultant	7 %
Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	13 %
Middle or junior management/project or team leader	22 %
Non-management (intermediate) employee	23 %
Executive/officer	3 %
Permanent graduate role/ trainee	1 %
Customer Service function (retail sales, call centre, waiting staff, etc.)	8 %
Clerical/Administrative/Secretarial	10 %
Manual (warehouse staff, cleaner, etc.)	2 %
Junior/trainee	0 %
Fixed-term placement as part of course of study	0 %
Intern	0 %
Other (please specify)	4 %

Filter: those answering
Share of total: 73%

Q9 What is your gross annual full-time equivalent (FTE) salary? (NB: we're after your individual salary here please, not your combined household income) If your salary is paid in Euros, please convert into sterling: 1 euro = 0.85 British pounds.)

Cell content:	
Column%	
Chi2 level(W):2.5	
Total	
No. of cases	1029
[2500] Less than £5,000	4 %
[7500] £5,000 - £10,000	9 %
[15000.5] £10,001 - £20,000	19 %
[27500.5] £20,001 - £35,000	34 %
[42500.5] £35,000 - £50,000	23 %
[62500.5] £50,001 - £75,000	8 %
[87500.5] £75,001 - £100,000	3 %
[150000] £100,001+	1 %
Average	31535.9

Filter: all answering
Share of total: 73%

Q10 Do you work full time (35+ hours per week)?

Cell content:	
Column%	
Chi2 level(W):2.5	
Total	
No. of cases	1032
Yes, I work full time	38 %
No, I work less than 35 hours per week	62 %

Filter: those answering
Share of total: 73%

Q11 Please tell us which of the following non-statutory benefits your employer offers, and whether they are (or would be, eg if you were pregnant or put in a request for flexible working) offered to you in your current role.

Cell content: Column% Chi2 level(W):2.5	Total	Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into.						Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.					What is your level of seniority within your organisation?					What is your gross annual full-time equivalent (FTE) salary?				
		Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/department head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/project or team leader	Non-management (intermediate) employee & Executive/officer & Permanent graduate role/trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+
No. of cases	1035	91	128	65	144	79	128	161	177	214	347	131	132	227	286	78	108	131	196	343	233	119
Enhanced (better than statutory minimums) maternity leave, paternity leave, adoption/fostering leave or parental leave pay and conditions																						
My employer offers this to me	39 %	34 %	50 %	34 %	50 %	29 %	5 %	16 %	32 %	53 %	56 %	28 %	53 %	53 %	40 %	22 %	32 %	10 %	18 %	43 %	58 %	56 %
I would qualify for this if I asked/ requested it/ needed it	9 %	10 %	13 %	3 %	9 %	11 %	3 %	7 %	6 %	9 %	12 %	5 %	10 %	9 %	10 %	12 %	7 %	8 %	8 %	10 %	7 %	10 %
My employer offers this to some employees, but not to me/not to employees at my level	4 %	7 %	5 %	2 %	1 %	6 %	2 %	4 %	5 %	6 %	3 %	2 %	2 %	4 %	3 %	5 %	8 %	7 %	5 %	4 %	3 %	1 %

My employer does not offer this to anyone	25%	30%	13%	40%	20%	23%	27%	45%	35%	18%	15%	22%	20%	26%	27%	29%	22%	24%	32%	27%	21%	21%
Don't know	14%	16%	8%	6%	15%	11%	13%	20%	18%	11%	11%	4%	14%	7%	14%	26%	21%	25%	24%	11%	7%	7%
Not applicable for my job/ my function	10%	3%	2%	15%	4%	19%	51%	7%	5%	3%	2%	39%	2%	1%	5%	6%	3%	8%	26%	14%	5%	4%
No. of cases	1035	91	127	66	144	79	129	161	177	214	347	131	132	228	286	78	108	131	197	344	233	118
Paid emergency leave (eg for illness of a dependent or family member, or disruption of care arrangements)																						
My employer offers this to me	27%	33%	36%	23%	33%	20%	9%	25%	26%	28%	35%	24%	30%	36%	27%	17%	25%	14%	14%	32%	33%	40%
I would qualify for this if I asked/ requested it/ needed it	20%	19%	28%	17%	25%	14%	9%	20%	18%	22%	24%	11%	20%	24%	24%	12%	21%	11%	18%	25%	23%	14%
My employer offers this to some employees, but not to me/not to employees at my level	5%	2%	6%	3%	1%	3%	2%	2%	7%	5%	5%	1%	4%	2%	5%	12%	6%	7%	6%	5%	3%	2%
My employer does not offer this to anyone	22%	23%	14%	26%	23%	19%	15%	27%	28%	24%	18%	16%	26%	20%	21%	33%	25%	25%	29%	18%	18%	25%
Don't know	17%	20%	14%	17%	15%	24%	12%	22%	16%	19%	17%	9%	17%	16%	20%	22%	16%	18%	19%	16%	20%	14%
Not applicable for my job/ my function	9%	3%	2%	15%	3%	20%	52%	3%	5%	2%	1%	39%	3%	2%	3%	5%	2%	7%	25%	13%	3%	4%
No. of cases	1032	91	128	66	142	79	128	160	176	214	347	131	132	227	285	78	108	131	197	340	233	120
A genuinely constructive and welcoming attitude towards requests for regular flexible working																						
My employer offers this to me	35%	54%	50%	32%	34%	44%	34%	33%	26%	41%	38%	40%	41%	37%	35%	29%	37%	24%	27%	40%	39%	39%
I would qualify for this if I asked/ requested it/ needed it	23%	24%	20%	18%	28%	27%	10%	24%	27%	26%	24%	10%	26%	29%	25%	22%	22%	21%	19%	28%	23%	23%
My employer offers this to some employees, but not to me/not to employees at my level	9%	9%	15%	8%	10%	1%	2%	3%	10%	9%	14%	1%	9%	9%	10%	6%	13%	7%	13%	9%	8%	6%
My employer does not offer this to anyone	13%	8%	9%	15%	14%	6%	4%	16%	20%	13%	12%	10%	11%	13%	15%	15%	10%	11%	14%	11%	15%	18%
Don't know	10%	3%	4%	14%	11%	8%	3%	18%	7%	9%	10%	5%	9%	8%	11%	22%	8%	11%	13%	9%	8%	8%
Not applicable for my job/ my function	10%	2%	2%	14%	3%	14%	48%	6%	10%	2%	2%	35%	4%	4%	4%	5%	2%	9%	25%	14%	4%	6%
No. of cases	1032	89	128	65	144	79	129	160	176	213	347	132	132	227	284	78	108	131	196	342	233	118
A genuinely constructive and welcoming attitude towards requests for ad hoc flexible working (eg for school sports days, childcare crises, child illness)																						
My employer offers this to me	37%	58%	54%	42%	31%	46%	34%	41%	32%	42%	37%	33%	44%	43%	36%	26%	44%	26%	27%	41%	39%	48%
I would qualify for this if I asked/ requested it/ needed it	27%	17%	22%	17%	33%	28%	9%	33%	29%	25%	30%	15%	30%	29%	27%	31%	29%	21%	27%	27%	32%	23%
My employer offers this to some employees, but not to me/not to employees at my level	7%	8%	11%	6%	10%	1%	2%	4%	7%	9%	10%	1%	9%	8%	8%	9%	7%	8%	7%	9%	6%	3%
My employer does not offer this to anyone	13%	9%	7%	12%	14%	4%	5%	9%	19%	15%	13%	8%	11%	13%	18%	12%	7%	12%	12%	11%	15%	14%
Don't know	7%	6%	5%	8%	6%	9%	2%	9%	8%	7%	7%	4%	6%	5%	6%	17%	6%	10%	11%	7%	3%	3%
Not applicable for my job/ my function	9%	2%	2%	15%	7%	13%	48%	4%	5%	2%	4%	39%	4%	2%	5%	6%	6%	12%	13%	5%	5%	9%
No. of cases	1033	91	128	66	143	79	129	160	174	215	348	132	132	227	285	78	108	130	196	343	232	120
Sympathetic, well-informed approach from line managers to requests for flexibility																						
My employer offers this to me	38%	55%	55%	33%	34%	43%	33%	38%	29%	45%	41%	35%	41%	45%	38%	23%	45%	25%	30%	45%	38%	46%
I would qualify for this if I asked/ requested it/ needed it	26%	23%	26%	23%	31%	28%	9%	31%	25%	25%	32%	11%	36%	26%	38%	22%	38%	23%	26%	25%	30%	26%
My employer offers this to some employees, but not to me/not to employees at my level	8%	9%	9%	5%	10%	5%	1%	4%	11%	11%	9%	2%	8%	11%	9%	8%	6%	5%	7%	9%	9%	8%
My employer does not offer this to anyone	11%	4%	7%	12%	10%	4%	3%	11%	17%	10%	11%	8%	8%	8%	12%	14%	12%	11%	13%	9%	10%	13%
Don't know	8%	5%	2%	12%	11%	4%	3%	12%	11%	8%	7%	5%	7%	7%	8%	13%	8%	7%	12%	11%	8%	7%
Not applicable for my job/ my function	9%	3%	2%	17%	3%	16%	52%	4%	6%	2%	1%	39%	2%	2%	5%	4%	6%	24%	14%	4%	5%	5%
No. of cases	1036	91	128	66	144	79	129	160	177	215	348	132	132	229	285	78	108	131	197	344	232	120
Keeping-in-touch days when on extended maternity or parental leave																						
My employer offers this to me	41%	44%	45%	32%	49%	34%	14%	32%	41%	51%	50%	33%	55%	54%	44%	26%	29%	18%	25%	47%	57%	50%
I would qualify for this if I asked/ requested it/ needed it	21%	22%	29%	24%	19%	18%	5%	24%	20%	23%	24%	11%	18%	23%	24%	18%	23%	18%	13%	23%	21%	22%
My employer offers this to some employees, but not to me/not to employees at my level	4%	3%	4%	3%	1%	4%	3%	2%	7%	4%	3%	1%	3%	4%	4%	5%	5%	6%	3%	3%	6%	1%
My employer does not offer this to anyone	8%	12%	5%	12%	9%	4%	6%	12%	11%	6%	6%	6%	6%	6%	9%	12%	9%	7%	9%	9%	5%	8%
Don't know	15%	16%	13%	12%	18%	20%	12%	25%	15%	12%	15%	8%	14%	7%	16%	27%	19%	24%	24%	14%	8%	11%
Not applicable for my job/ my function	11%	2%	4%	17%	4%	20%	60%	5%	7%	4%	2%	41%	4%	4%	4%	13%	10%	32%	16%	5%	3%	8%
No. of cases	1033	91	127	66	144	79	129	161	175	214	347	132	132	228	284	77	108	131	196	343	232	119
A great return-to-work programme after extended maternity or parental leave (could include: HR one-to-one or senior management input, thoughtful line management, gradual return to work, mentoring, or maternity coaching)																						
My employer offers this to me	10%	10%	9%	11%	13%	8%	5%	8%	7%	12%	13%	6%	16%	11%	10%	5%	14%	7%	7%	11%	13%	10%
I would qualify for this if I asked/ requested it/ needed it	16%	19%	20%	12%	17%	11%	7%	17%	14%	13%	21%	14%	19%	14%	17%	17%	16%	10%	16%	17%	13%	20%
My employer offers this to some employees, but not to me/not to employees at my level	5%	7%	6%	5%	9%	3%	1%	5%	6%	9%	2%	4%	7%	5%	5%	9%	5%	5%	5%	6%	6%	4%
My employer does not offer this to anyone	34%	34%	37%	33%	35%	33%	18%	34%	49%	41%	30%	30%	36%	43%	34%	30%	27%	21%	26%	37%	44%	40%
Don't know	24%	27%	27%	21%	21%	28%	11%	32%	21%	26%	25%	8%	22%	22%	28%	32%	25%	29%	29%	24%	20%	18%
Not applicable for my job/ my function	11%	3%	2%	18%	5%	18%	58%	9%	6%	2%	2%	40%	3%	3%	8%	10%	9%	29%	18%	5%	4%	7%
No. of cases	1035	89	128	66	144	79	129	161	175	215	348	131	132	228	286	78	108	131	197	344	232	119
Openness on the part of your line manager/HR department to non-standard working patterns (eg flexitime, compressed weeks, long and short working days, holding meetings in core hours only, working from home on agreed days on a regular basis, working differ)																						
My employer offers this to me	33%	51%	54%	36%	31%	38%	27%	28%	26%	40%	37%	31%	42%	36%	34%	22%	41%	18%	23%	39%	35%	45%
I would qualify for this if I asked/ requested it/ needed it	19%	27%	24%	27%	19%	19%	4%	21%	17%	23%	22%	8%	25%	24%	21%	14%	19%	8%	16%	25%	20%	17%
My employer offers this to some employees, but not to me/not to employees at my level	9%	7%	12%	6%	13%	5%	2%	5%	8%	9%	14%	5%	15%	10%	8%	9%	6%	10%	8%	8%	14%	5%
My employer does not offer this to anyone	15%	10%	5%	11%	17%	11%	6%	17%	23%	14%	12%	9%	7%	14%	20%	21%	7%	15%	18%	14%	14%	14%
Don't know	9%	3%	3%	5%	10%	9%	4%	9%	10%	8%	9%	5%	5%	7%	6%	18%	17%	12%	15%	6%	4%	11%
Not applicable for my job/ my function	16%	2%	2%	15%	11%	18%	57%	19%	15%	6%	5%	43%	5%	10%	10%	17%	10%	37%	21%	9%	13%	8%
No. of cases	1035	91	128	66	143	79	129	160	177	215	347	132	132	229	284	78	108	131	197	343	232	120
Sabbaticals, extended unpaid leave or being able to 'buy' extra holiday from your salary																						
My employer offers this to me	20%	20%	33%	21%	21%	24%	9%	9%	11%	27%	30%	13%	25%	25%	18%	19%	24%	8%	14%	22%	19%	38%
I would qualify for this if I asked/ requested it/ needed it	20%	20%	27%	21%	24%	14%	10%	16%	16%	18%	28%	15%	26%	22%	21%	15%	16%	11%	13%	22%	27%	20%
My employer offers this to some employees, but not to me/not to employees at my level	7%	5%	8%	5%	6%	5%	2%	4%	10%	9%	7%	1%	5%	6%	8%	8%	8%	8%	6%	7%	8%	6%

My employer does not offer this to anyone	22%	23%	11%	23%	20%	16%	14%	34%	33%	25%	13%	22%	19%	26%	26%	17%	17%	18%	27%	22%	22%	23%
Don't know	19%	26%	15%	12%	23%	22%	12%	25%	20%	18%	18%	11%	20%	16%	19%	27%	22%	24%	22%	17%	17%	8%
Not applicable for my job/ my function	13%	5%	6%	18%	5%	19%	54%	13%	10%	3%	4%	39%	5%	4%	7%	14%	13%	32%	28%	7%	7%	6%
No. of cases	1027	89	128	65	144	78	126	158	177	212	347	131	132	226	284	77	107	128	195	342	231	119
Phased retirement																						
My employer offers this to me	9%	2%	12%	6%	13%	5%	2%	4%	7%	9%	14%	8%	14%	8%	8%	4%	13%	2%	3%	12%	10%	13%
I would qualify for this if I asked/ requested it/ needed it	10%	8%	16%	6%	13%	6%	4%	9%	9%	10%	14%	8%	16%	13%	8%	12%	10%	5%	8%	21%	14%	13%
My employer offers this to some employees, but not to me/not to employees at my level	4%	6%	9%	2%	3%	1%	2%	2%	4%	6%	4%	2%	4%	5%	4%	1%	4%	5%	3%	3%	4%	5%
My employer does not offer this to anyone	12%	13%	12%	14%	12%	14%	12%	15%	13%	11%	18%	11%	12%	14%	8%	9%	8%	11%	13%	11%	20%	9%
Don't know	53%	65%	48%	52%	53%	51%	24%	62%	56%	55%	26%	49%	58%	59%	66%	53%	48%	61%	54%	53%	41%	8%
Not applicable for my job/ my function	12%	8%	2%	20%	6%	22%	56%	11%	8%	4%	40%	6%	5%	7%	9%	4%	10%	31%	15%	7%	8%	8%
No. of cases	1033	91	127	66	144	79	128	160	176	215	347	131	132	227	285	78	108	131	196	343	231	120
In-house childcare or creche, or emergency childcare provision																						
My employer offers this to me	5%	2%	4%	3%	6%	4%	4%	5%	3%	6%	7%	5%	6%	6%	6%	1%	6%	6%	3%	5%	7%	8%
I would qualify for this if I asked/ requested it/ needed it	2%	1%	2%	2%	1%	3%	2%	1%	2%	1%	3%	0%	5%	2%	2%	3%	1%	5%	4%	3%	2%	1%
My employer offers this to some employees, but not to me/not to employees at my level	3%	3%	6%	2%	3%	0%	1%	3%	3%	3%	4%	2%	5%	4%	3%	4%	2%	5%	2%	3%	3%	3%
My employer does not offer this to anyone	69%	81%	76%	68%	72%	71%	30%	72%	74%	80%	74%	51%	70%	80%	75%	72%	60%	37%	66%	77%	76%	76%
Don't know	5%	3%	4%	6%	8%	4%	3%	4%	6%	4%	6%	1%	6%	4%	3%	6%	11%	10%	7%	4%	4%	2%
Not applicable for my job/ my function	15%	9%	9%	20%	8%	19%	59%	15%	13%	6%	6%	42%	9%	5%	11%	14%	17%	39%	20%	9%	9%	8%
No. of cases	1032	89	128	66	143	79	129	160	174	215	347	131	131	228	284	78	108	131	196	342	231	120
Childcare vouchers or monetary contributions to childcare costs																						
My employer offers this to me	46%	53%	62%	41%	49%	46%	5%	29%	46%	58%	61%	32%	69%	60%	46%	24%	38%	10%	22%	52%	70%	62%
I would qualify for this if I asked/ requested it/ needed it	15%	4%	19%	18%	20%	11%	2%	13%	15%	18%	20%	7%	11%	14%	18%	28%	21%	9%	20%	18%	13%	8%
My employer offers this to some employees, but not to me/not to employees at my level	2%	7%	1%	0%	0%	1%	3%	3%	3%	1%	0%	0%	1%	3%	2%	1%	2%	5%	3%	1%	1%	1%
My employer does not offer this to anyone	15%	21%	9%	17%	17%	13%	25%	32%	13%	10%	6%	17%	8%	14%	16%	15%	12%	18%	21%	13%	8%	16%
Don't know	13%	11%	6%	8%	10%	10%	6%	18%	18%	11%	11%	4%	9%	8%	14%	22%	17%	26%	19%	12%	5%	4%
Not applicable for my job/ my function	10%	3%	4%	17%	3%	19%	59%	6%	5%	2%	1%	40%	2%	2%	4%	9%	10%	31%	15%	3%	3%	9%
No. of cases	1035	91	128	66	144	78	129	161	176	214	347	131	132	227	286	78	108	131	197	343	232	119
Remote working facilities (eg Skype-enabled laptops, webcams and mics; contributions towards broadband costs; conference call facilities that can be accessed from home; use of Google hangouts or Skype-type software to hold meetings)																						
My employer offers this to me	23%	35%	30%	41%	17%	41%	20%	19%	14%	30%	28%	30%	41%	31%	20%	3%	12%	5%	7%	24%	31%	53%
I would qualify for this if I asked/ requested it/ needed it	8%	12%	13%	5%	3%	13%	7%	7%	10%	10%	7%	8%	9%	11%	8%	3%	9%	4%	7%	10%	9%	9%
My employer offers this to some employees, but not to me/not to employees at my level	15%	20%	28%	11%	18%	12%	2%	6%	15%	23%	20%	5%	17%	15%	17%	21%	20%	8%	18%	21%	13%	8%
My employer does not offer this to anyone	21%	14%	14%	21%	26%	8%	9%	30%	28%	20%	18%	15%	14%	21%	24%	26%	21%	21%	24%	20%	21%	13%
Don't know	6%	5%	4%	6%	3%	8%	2%	8%	9%	7%	5%	1%	5%	7%	4%	8%	13%	7%	9%	6%	4%	4%
Not applicable for my job/ my function	26%	13%	11%	17%	33%	21%	61%	30%	24%	10%	23%	42%	14%	15%	27%	41%	24%	55%	35%	19%	22%	12%
Filter: those answering																						
Share of total: 73%																						

Q12 Looking at the list below, which of the things that your employer offers makes the MOST difference to you in terms of being able to fulfil your caring responsibilities better?

Cell content: Column# Ch2 level(W):2.5	Total	Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into.						Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.					What is your level of seniority within your organisation?					What is your gross annual full-time equivalent (FTE) salary?				
		Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/partner/head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/jr object or team leader	Non-management (intermediate) employee & Executive/office r & Permanent graduate role/ trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+
No. of cases	1031	91	128	65	143	78	126	160	177	214	346	130	130	228	284	78	108	130	197	343	229	119
A genuinely constructive and welcoming attitude towards requests for ad hoc flexible working (eg for school sports days).	27%	29%	27%	25%	25%	21%	29%	32%	30%	21%	25%	17%	28%	25%	33%	34%	30%	27%	25%	28%	24%	
Openness on the part of your line manager/HR department to non-standard or flexible working patterns (eg flexitime, comp	19%	31%	34%	17%	17%	33%	14%	16%	16%	28%	19%	20%	25%	21%	20%	19%	6%	14%	24%	21%	27%	
Enhanced maternity leave, paternity leave, adoption/fostering leave or parental leave pay and conditions	12%	7%	9%	15%	20%	8%	3%	6%	10%	13%	19%	7%	15%	12%	13%	9%	5%	9%	15%	14%	13%	
Paid emergency leave (eg for illness of a dependent or family member, or disruption of care arrangements)	8%	8%	4%	3%	11%	3%	2%	9%	15%	5%	9%	6%	3%	10%	8%	6%	10%	9%	7%	11%	3%	
Childcare vouchers or monetary contributions to childcare costs	7%	12%	6%	8%	4%	6%	3%	9%	9%	8%	7%	6%	9%	8%	4%	6%	2%	5%	9%	12%	4%	
Remote working facilities (eg Skype-enabled laptops, webcams and mics; contributions towards broadband costs; conference	6%	4%	5%	15%	1%	14%	6%	5%	3%	8%	5%	8%	8%	7%	4%	6%	3%	5%	5%	5%	14%	
A great return-to-work programme after extended maternity or parental leave (could include: HR one-to-one or senior mana	2%	0%	0%	3%	3%	3%	1%	4%	1%	1%	1%	3%	2%	0%	1%	2%	4%	1%	1%	2%	1%	
In-house childcare or creche, or emergency childcare provision	2%	0%	0%	2%	3%	0%	3%	3%	1%	2%	2%	3%	1%	2%	3%	0%	6%	2%	1%	0%	4%	
Keeping-in-touch days when on extended maternity or parental leave	1%	1%	0%	0%	0%	0%	2%	0%	4%	0%	1%	1%	0%	2%	0%	1%	2%	2%	1%	1%	1%	
Sabbaticals, extended unpaid leave or being able to 'buy' extra holiday from your salary	1%	2%	2%	2%	1%	1%	1%	1%	1%	2%	2%	0%	1%	2%	3%	2%	0%	2%	2%	1%	1%	
Phased retirement	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
None of these	15%	7%	11%	11%	14%	12%	36%	16%	11%	11%	10%	29%	5%	8%	12%	19%	15%	33%	26%	9%	5%	8%
Filter: those answering																						
Share of total: 73%																						

Q13 And again, looking at the list below, which of the following that your employer does NOT offer would make the MOST difference to you in terms of being able to fulfil your caring responsibilities better?

Cell content: Column# Ch2 level(W):2.5	Total	Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into.						Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.					What is your level of seniority within your organisation?					What is your gross annual full-time equivalent (FTE) salary?				
		Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/partner/head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/jr object or team leader	Non-management (intermediate) employee & Executive/office r & Permanent graduate role/ trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+
No. of cases	1031	91	128	65	143	78	126	160	177	214	346	130	130	228	284	78	108	130	197	343	229	119

Cell content: Column% Chi2 level(W):2.5	Total	Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative Industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/department head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/project or team leader	Non-management (intermediate) employee & Executive/office r & Permanent graduate role/trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+
No. of cases	1031	91	128	65	143	78	126	161	177	215	345	129	130	229	285	78	108	130	197	344	230	119
In-house childcare or creche, or emergency childcare provision	16%	15%	23%	18%	15%	12%	6%	16%	15%	16%	21%	6%	19%	16%	19%	17%	22%	8%	15%	19%	20%	14%
Openness on the part of your line manager/HR department to non-standard or flexible working patterns (eg flexitime, comp	11%	8%	10%	8%	16%	4%	6%	12%	12%	11%	12%	9%	13%	8%	13%	13%	8%	5%	13%	10%	13%	14%
Paid emergency leave (eg for illness of a dependent or family member, or disruption of care arrangements)	10%	14%	7%	9%	10%	6%	11%	14%	11%	9%	9%	5%	8%	8%	11%	18%	16%	17%	18%	8%	7%	7%
A genuinely constructive and welcoming attitude towards requests for ad hoc flexible working (eg for school sports days)	9%	9%	6%	5%	10%	4%	2%	9%	11%	12%	10%	4%	7%	10%	13%	10%	5%	13%	10%	8%	10%	7%
Remote working facilities (eg Skype-enabled laptops, webcams and mics; contributions towards broadband costs; conference	8%	9%	16%	8%	11%	12%	4%	4%	9%	10%	11%	9%	9%	10%	8%	5%	7%	5%	7%	10%	9%	9%
Enhanced maternity leave, paternity leave, adoption/fostering leave or parental leave pay and conditions	7%	11%	5%	11%	3%	9%	7%	14%	8%	6%	5%	7%	5%	11%	6%	8%	8%	5%	8%	9%	6%	6%
A great return-to-work programme after extended maternity or parental leave (could include: HR one-to-one or senior mana	6%	5%	8%	5%	9%	9%	1%	2%	5%	10%	8%	5%	9%	8%	5%	4%	6%	2%	3%	7%	8%	8%
Sabbaticals, extended unpaid leave or being able to 'buy' extra holiday from your salary	6%	4%	4%	6%	5%	14%	5%	6%	8%	6%	4%	8%	3%	7%	5%	4%	4%	3%	4%	6%	7%	10%
Childcare vouchers or monetary contributions to childcare costs	4%	9%	2%	6%	3%	6%	10%	10%	3%	1%	3%	7%	2%	2%	6%	5%	3%	8%	6%	5%	1%	3%
Keeping-in-touch days when on extended maternity or parental leave	2%	2%	0%	3%	1%	0%	2%	1%	3%	2%	1%	2%	2%	2%	1%	0%	3%	1%	1%	2%	2%	2%
Phased retirement	2%	0%	2%	3%	2%	3%	2%	1%	3%	1%	2%	3%	2%	2%	2%	1%	2%	2%	2%	1%	1%	5%
None of these	18%	13%	16%	18%	15%	22%	46%	12%	12%	16%	15%	36%	22%	15%	11%	15%	17%	32%	15%	17%	16%	14%

Filter: those answering
Share of total: 63%

Q14 As far as you are aware, have any members of senior management in your organisation taken extended (more than six weeks) parental or adoption leave?

Cell content: Column% Chi2 level(W):5	Total	Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into.						Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.					What is your level of seniority within your organisation?					What is your gross annual full-time equivalent (FTE) salary?				
		Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative Industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/department head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/project or team leader	Non-management (intermediate) employee & Executive/office r & Permanent graduate role/trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+
No. of cases	882	79	116	55	132	67	54	140	161	204	317	79	119	212	268	63	89	87	157	310	212	109
Yes, I know of mothers in senior management who have taken extended parental or adoption leave	26%	20%	26%	31%	31%	27%	17%	21%	24%	27%	31%	28%	29%	29%	29%	10%	19%	8%	20%	30%	31%	30%
Yes, I know of fathers in senior management who have taken extended parental or adoption leave	2%	1%	3%	2%	0%	0%	4%	2%	1%	0%	2%	1%	4%	2%	1%	0%	0%	6%	1%	1%	2%	3%
Yes, I know of mothers and fathers in senior management who have taken extended parental or adoption leave	6%	3%	9%	5%	9%	9%	0%	4%	4%	5%	9%	8%	8%	6%	6%	3%	4%	5%	4%	6%	6%	8%
No, I don't know of anyone in senior management who has taken parental or adoption leave	66%	76%	61%	62%	60%	64%	80%	73%	71%	67%	58%	63%	59%	62%	64%	87%	76%	82%	75%	63%	61%	59%
N/A	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Filter: those answering
Share of total: 68%

Q15 Overall, how would you rate your employer for family friendliness?(or yourself as an employer if possible to answer)

Cell content: Column% Chi2 level(W):5	Total	Thinking about your current employment: please say which of the following industrial/economic sectors your company falls into.						Roughly how many staff does your company/work employ, in total? This should include any offices and workplaces outside the UK.					What is your level of seniority within your organisation?					What is your gross annual full-time equivalent (FTE) salary?				
		Charities & Non-governmental and non-profit organisations	Social work & Civil service, public administration and government	Law & Professional services	Medicine & Healthcare	Technology & digital media & Creative Industries & Media	Sole trader or Under 10 employees	Between 10 and 50	Between 50 and 250	Between 250 and 2000	2000+	Owner/CEO/Partner/Managing Director/Chair & Senior management/director/department head/consultant	Professional Support or specialist (in-house lawyer, accountant, engineer, IT specialist)	Middle or junior management/project or team leader	Non-management (intermediate) employee & Executive/office r & Permanent graduate role/trainee	Customer Service function (retail sales, call centre, waiting staff, etc.)	Clerical/Administrative/Secretarial	£10,000 or less	£10,001 - £20,000	£20,001 - £35,000	£35,000 - £50,000	£50,001+
No. of cases	962	87	126	60	137	69	73	157	172	213	343	90	129	224	279	76	104	106	177	335	225	111
BRONZE – the company meets all statutory requirements and is making some efforts to make life easier for staff, client	38%	28%	23%	42%	44%	36%	26%	44%	49%	39%	31%	36%	31%	41%	40%	49%	28%	40%	41%	36%	39%	36%
SILVER – the company offers enhancements to the statutory minimums where possible and actively promotes family friendl	40%	48%	51%	32%	39%	39%	36%	35%	36%	39%	45%	39%	52%	39%	40%	33%	38%	33%	33%	42%	42%	45%
GOLD – the company has innovative policies, including enhanced benefits, and practical approaches to ensure policies a	16%	22%	21%	23%	12%	17%	25%	13%	9%	14%	19%	22%	15%	16%	15%	11%	21%	12%	14%	17%	16%	17%
Don't know	6%	2%	5%	3%	6%	7%	14%	8%	6%	7%	4%	3%	2%	4%	5%	13%	15%	12%	4%	2%	2%	

Q17 ALL TO ANSWER: We'd like you to think about what you have seen, read, heard about or experienced with regard to company employment policies and practices in the UK today - which of the following best describes how you perceive them to be?

Cell content: Column% Chi2 level(W):2.5	Total
No. of cases	1411
Companies in the UK are very family friendly and could not do more	1%
Companies in the UK are quite family friendly but improvements could be made	22%

