

Title of Report	Future workplace and ways of working update
For Consideration By	Corporate Committee
Meeting Date	7 June 2023
Classification	Open
Ward(s) Affected	N/A
Group Director	Ian Williams, Acting Chief Executive

1. **Introduction**

- 1.1. The Covid pandemic and lockdowns have seen significant changes in working styles in all organisations. People have become familiar with remote working and collaboration technologies, and expectations about working arrangements have changed dramatically. This presents significant opportunities for the Council to modernise how our services work and how we use our workspace.
- 1.2. Our goal is to support the Council's staff in being able to work effectively and efficiently, whatever their role and wherever they are working.
- 1.3. Our approach has drawn on the learning and feedback from across services, including discussions with teams from across all services and staff inclusion groups, and feedback that received from staff during the pilot of new furniture options during autumn 2021.
- 1.4. The Council's Organisational Development team have been leading the 'Right for Hackney, Right for You' initiative, which is supporting services in designing their future ways of working (see further details in Appendix 1).
- 1.5. The future workplace team has also continued work to provide modern, well designed space that supports effective, flexible and collaborative working across the Council's services, and enables efficiencies across the Council's office estate (reducing our office buildings and realising financial benefits).
- 1.6. Our priority objectives are:
 - Providing a welcoming environment that promotes staff wellbeing and Hackney's ambition to be an employer of choice.
 - Enabling productive and collaborative working across the Council's services and partners, supported by modern technology and workspace that supports different working styles.

- Supporting integrated working across a hybrid working style, enabling collaboration between office, remote and home based workers.
- Making efficient use of the Council's workspaces, releasing assets for alternative use / income generation.

1.7. This work aligns with the Council's longer term strategic principles for future ways of working and links with the wider support that has been provided for managers and staff.

2. **Recommendations**

2.1. **There are no official recommendations contained in this report. This report is for information purposes to update Corporate Committee on the arrangements that the Council has made with its future workplace and ways of working.**

3. **Reason(s) for decision**

3.1. No decision required - update provided for information / feedback.

4. **Background**

Policy Context

4.1. This is an update to the Corporate Committee for information, no decision is required.

4.2. The future workplace and future ways of working developments are being progressed in line with the Council's existing policies, including the Accommodation Strategy, flexible working policy and equalities and cohesion policy.

Equality impact assessment

4.3. N/A - this is an update to Corporate Committee for information, no decision is required.

4.4. The future workplace and future ways of working developments are aligned with the Council's policies and processes, and include provision for reasonable adjustments where required. Extensive engagement has taken place across the Council's services and with staff inclusion groups to ensure that all needs have been considered in the work.

Sustainability and climate change

4.5. The future workplace arrangements are enabling further consolidation of the Council's office estate, therefore reducing the environmental impact of the Council's workspaces.

4.6. Introduction of modern, cloud based workspace technology has also enabled the Council to reduce energy consumption and benefit from technology providers' commitments to shift to low carbon / zero carbon power.

Consultations

- 4.7. Extensive engagement has taken place across the Council's services and with staff inclusion groups to ensure that all needs have been considered in the work.

Risk assessment

- 4.8. N/A - this is an update to the Corporate Committee for information, no decision is required.
- 4.9. Risks are considered through the Council's risk management process and are recorded on the corporate risk register where required.

5. Comments of the Group Director of Finance and Corporate Resources.

- 5.1. There are no financial implications arising from the recommendation of this report.
- 5.2. Lead officers will continue to seek to optimise the use of office space and this work is progressed in the context of the need to deliver financial benefits to contribute to closing the budget gap set out in the medium term financial plan (MTFP).

6. Comments of the Director of Legal, Democratic and Electoral Services

- 6.1. This report is to update the Corporate Committee on the arrangements that the Council has made with its future workplace and ways of working.
- 6.2. There are no legal implications arising from this report.

Appendices

Appendix 1 - Future Workplace and Future Ways of Working report

Background documents

(None)

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