

Case Study

Lendlease

Case Study Highlights or Headline Statement**Shared Parental Leave****Case Study Theme(s) Covered****Core Themes**

Bridging the Perceptions Gap
Cultural & Behavioral Change
Flexible Working

Underlying Good Practice Themes

Role Models & Change Champions
Measuring & Monitoring – data, targets, tracking
Retention & Development
Sharing Good Practice
Challenging Bias/Unconscious Bias
Flexible Working
Career Break Support

Case Study Background

Around 285,000 couples in the UK are eligible every year for shared parental leave, but take-up can be as low as 2%. At Lendlease, we think balancing work and family life is important and we offer enhanced parental leave (six months at full pay) irrespective of gender.

Description of Initiative(s)/Policy Review/Process Change/etc

We know taking family leave can be a big change for everyone involved. To make the transition as smooth as possible, Lendlease has introduced the Returners Guide, a booklet that provides step-by-step information about the process. The guide is available to anyone who is thinking of taking family leave or managing someone who is.

We have also reviewed our Shared Parental Leave policy to ensure that support and guidance is provided during any transition period to make flexible working work for the employee, their teams and the business.

We offer access to Parents @ Work, an online platform which can be accessed remotely by Lendlease employees and their partners, which provides webinars, podcasts, guidance and checklists for parents, carers and managers.

In the past year, 35 employees attended two work-life balance masterclasses. We've also introduced a buddy system which matches Lendlease employees with their peers prior to taking parental leave and for when they return.

Description of Outcome(s)/Benefits/Lessons Learned/Progress Check

Between June 2018 and June 2019, 34% of eligible fathers took shared parental leave. We continue to empower managers and employees to have discussions on parental leave and flexible working post and pre-parental leave while showcasing role-models internally and externally.
