



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

LSE 2030 - Developing LSE for everyone

HR Strategic Plan – Ways of Working

“...a more strategically flexible and collaborative working environment which enables a greater sharing of skills, a better work-life balance for staff and improved spaces for collaborative and independent working.”

Blended Working Policy

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Policy Leads

HR



Supporting our LSE 2030 commitment



Healthy LSE

Promote an improved sense of wellbeing (physical, mental and other) by empowering a better work-life balance among the staff community.



Inclusive LSE

Support all staff to find ways of working that balance their work commitments with their individual circumstances, e.g. disability, caring responsibilities, religious practices.



Empowered LSE

Continually developing the culture in which staff are trusted to choose how, when and where they work.



Sustainable LSE

Promote a more efficient use of office space and sustainable energy consumption by reducing the need for commuting for roles where this can be supported operationally.

Support ways of working by:



Embedding Blended Working Policy

Supporting new staff and hiring managers to effectively onboard in a blended environment



Continuing working with and supporting staff and managers

Support managers and leaders to manage in a blended environment, considering both team and individual needs

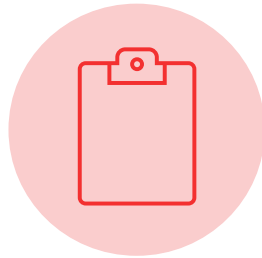


Empowering staff and managers
with guidance, toolkits and a comprehensive suite of training



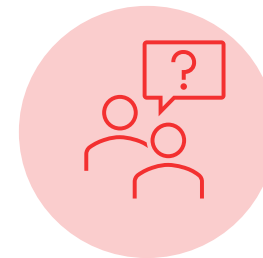
Embedding blended and flexible working expectations
in all aspects of the employee lifecycle, e.g. recruitment adverts/campaigns, induction, performance management and sample exit interviews

Support further developments by:



Seeking staff feedback and engagement

regarding ways of working & the staff experience – principally through staff engagement, pulse and full staff surveys - & taking necessary actions



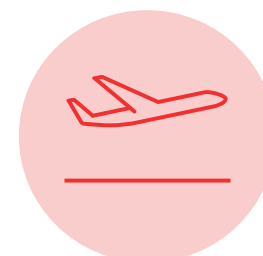
Reviewing and updating relevant HR policies

in line with implementation and experience of blended working



Contributing to ongoing development of staff resources pages

that inform a safe and engaged campus and remote community, including any additional tailored support for those who need it, identified through risk assessments



Piloting further enhanced working practices

that may further support staff work-life balance and development, promoting LSE as an employer of choice - e.g. 4 day working week