

## flexible working arrangements

At Wigan, work is seen as an activity not a location and we actively promote and encourage new and innovative ways of working such as working from different work bases and from home and working closely with other partners.

We support applications for flexible working and also have specialist schemes in place such as maternity and paternity leave, adoption leave and shared parental leave.

We are a Fostering Friendly employer and offer a range of rewards and benefits for staff who are foster carers.

Many of our services operate a flexi time scheme and applications for flexible working patterns such as annualised or condensed hours are welcomed.

