

Weber Shandwick
Flexible Working Legislation
 SME Sample : 27th - 29th May 2014

Total	Gender		Age					Organisation size		Work industry												
	Male	Female	18-24	25-34	35-44	45-54	55+	Small	Medium	Manufacturing	Construction	Retail	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Finance and Accounting

BWF_q1. Were you aware of the changes to flexible working legislation in the UK on 30th June 2014 before taking this survey? (Please tick the option that BEST applies)

Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
Yes, and I knew exactly what the changes are going to be	17%	17%	16%	-	25%	16%	14%	17%	13%	31%	22%	5%	12%	13%	41%	17%	12%	19%	13%	26%	-	18%	17%
Yes, I had heard about them but didn't know the details	38%	39%	36%	-	24%	36%	34%	45%	38%	38%	39%	37%	36%	27%	34%	35%	44%	23%	29%	46%	47%	42%	50%
No, I hadn't heard about them	45%	44%	47%	100%	51%	49%	51%	38%	49%	31%	40%	58%	52%	60%	25%	48%	43%	58%	58%	28%	53%	41%	33%

BWF_q2a. To what extent do you support or oppose the changes to flexible working legislation that will come into force in the UK on 30th June 2014?

Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
Strongly support	13%	11%	17%	-	21%	18%	14%	8%	13%	14%	8%	13%	11%	9%	13%	23%	21%	-	21%	6%	5%	8%	13%
Support	31%	27%	40%	-	47%	38%	30%	24%	22%	38%	18%	24%	25%	26%	46%	38%	32%	42%	27%	9%	28%	36%	36%
Neither support nor oppose	31%	34%	22%	-	12%	25%	30%	38%	33%	23%	33%	35%	38%	47%	23%	17%	24%	37%	18%	21%	43%	37%	31%
Oppose	12%	13%	10%	-	9%	10%	11%	15%	12%	13%	24%	13%	15%	7%	5%	11%	5%	14%	3%	26%	14%	10%	14%
Strongly oppose	10%	12%	5%	-	3%	6%	12%	13%	10%	11%	16%	12%	10%	11%	9%	8%	5%	4%	11%	21%	20%	11%	7%
Don't know	3%	3%	5%	50%	9%	3%	3%	2%	4%	1%	1%	3%	1%	-	2%	3%	5%	13%	5%	-	9%	7%	-

BWF_q2b. Still thinking about the changes to flexible working legislation in the UK on 30th June 2014... Do you think the change to legislation will have a positive or negative effect on your business overall, or will it make no difference?

Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
I think the change to legislation will have a positive effect on my business	11%	12%	8%	-	21%	15%	10%	7%	10%	15%	8%	14%	11%	9%	14%	16%	12%	-	13%	11%	-	6%	14%
I think the change to legislation will have a negative effect on my business	21%	22%	17%	-	17%	16%	24%	22%	18%	32%	42%	26%	22%	14%	25%	20%	5%	4%	8%	41%	29%	15%	21%
I don't think that the change to legislation will make a difference to my business	64%	62%	69%	50%	51%	66%	61%	68%	67%	52%	49%	51%	66%	73%	59%	62%	83%	82%	79%	48%	61%	68%	62%
Don't know	4%	4%	5%	50%	11%	3%	5%	3%	5%	1%	1%	10%	1%	4%	2%	2%	-	13%	-	-	9%	11%	3%

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Company annual turnover						Where in Britain do you MAINLY work?												Region mainly work							
First year of trading	Less than £999,999 (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)	North	Midlands	East	London	South	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)

BWF_q1. Were you aware of the changes to flexible working legislation in the UK on 30th June 2014 before taking this survey? (Please tick the option that BEST applies)

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
Yes, and I knew exactly what the changes are going to be	-	15%	21%	28%	10%	7%	15%	19%	12%	15%	26%	10%	16%	14%	18%	17%	17%	24%	16%	22%	10%	16%	16%	17%	17%	24%
Yes, I had heard about them but didn't know the details	31%	37%	43%	34%	33%	41%	20%	32%	46%	29%	47%	48%	43%	34%	24%	40%	51%	30%	36%	39%	48%	43%	31%	40%	51%	30%
No, I hadn't heard about them	69%	48%	36%	38%	59%	52%	65%	48%	42%	56%	27%	42%	41%	51%	58%	43%	33%	46%	48%	39%	42%	41%	54%	43%	33%	46%

BWF_q2a. To what extent do you support or oppose the changes to flexible working legislation that will come into force in the UK on 30th June 2014?

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
Strongly support	7%	14%	13%	14%	12%	2%	22%	15%	14%	13%	11%	8%	13%	9%	11%	14%	22%	8%	15%	12%	8%	13%	10%	14%	22%	8%
Support	23%	30%	28%	44%	38%	25%	34%	37%	27%	32%	22%	34%	37%	26%	39%	23%	27%	8%	33%	28%	34%	37%	30%	23%	27%	8%
Neither support nor oppose	31%	32%	33%	20%	31%	32%	29%	18%	27%	32%	46%	42%	17%	36%	29%	40%	35%	16%	22%	41%	42%	17%	34%	40%	35%	16%
Oppose	16%	11%	15%	14%	7%	13%	7%	17%	12%	12%	10%	6%	19%	10%	8%	8%	38%	14%	11%	6%	19%	10%	8%	8%	38%	
Strongly oppose	8%	10%	11%	8%	5%	20%	8%	8%	13%	12%	5%	4%	11%	15%	9%	14%	8%	23%	10%	8%	4%	11%	13%	14%	8%	23%
Don't know	15%	3%	2%	-	7%	9%	-	6%	6%	-	5%	6%	3%	4%	1%	-	-	8%	5%	3%	6%	3%	-	-	8%	

BWF_q2b. Still thinking about the changes to flexible working legislation in the UK on 30th June 2014... Do you think the change to legislation will have a positive or negative effect on your business overall, or will it make no difference?

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
I think the change to legislation will have a positive effect on my business	-	8%	15%	19%	12%	5%	22%	16%	8%	12%	12%	6%	16%	6%	7%	14%	10%	-	14%	12%	6%	16%	7%	14%	10%	-
I think the change to legislation will have a negative effect on my business	16%	15%	31%	30%	7%	27%	15%	19%	19%	29%	18%	14%	26%	24%	20%	17%	18%	31%	18%	23%	14%	26%	22%	17%	18%	31%
I don't think that the change to legislation will make a difference to my business	77%	74%	53%	49%	65%	57%	49%	57%	69%	54%	64%	74%	54%	69%	68%	69%	70%	62%	60%	60%	74%	54%	69%	69%	70%	62%
Don't know	7%	3%	2%	2%	17%	11%	14%	8%	4%	5%	6%	6%	4%	1%	5%	-	2%	8%	7%	6%	6%	4%	2%	-	2%	8%

Approximately what percentage, if any, of your business' employees take advantage of (i.e. use) this policy on a regular basis (i.e. once a week or more)?									
100% - all employees	Between 91% and 99%	Between 51% and 90%	Between 10% and 50%	Less than 10%	0% - we have a flexible working policy, but no employees take advantage of it on a regular basis	Don't know	Not applicable - the business does not have a flexible working policy	The business has a flexible working policy	

BWF_q1. Were you aware of the changes to flexible working legislation in the UK on 30th June 2014 before taking this survey? (Please tick the option that BEST applies)

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
Yes, and I knew exactly what the changes are going to be	21%	52%	28%	25%	22%	20%	2%	10%	25%
Yes, I had heard about them but didn't know the details	39%	27%	43%	39%	39%	51%	41%	35%	41%
No, I hadn't heard about them	40%	21%	29%	37%	39%	29%	57%	54%	35%

BWF_q2a. To what extent do you support or oppose the changes to flexible working legislation that will come into force in the UK on 30th June 2014?

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
Strongly support	27%	11%	22%	11%	9%	10%	19%	9%	15%
Support	43%	68%	37%	43%	33%	34%	29%	22%	39%
Neither support nor oppose	24%	21%	22%	26%	31%	28%	38%	34%	26%
Oppose	3%	-	6%	19%	15%	8%	2%	16%	10%
Strongly oppose	1%	-	13%	2%	12%	20%	2%	14%	9%
Don't know	3%	-	-	-	-	-	10%	5%	1%

BWF_q2b. Still thinking about the changes to flexible working legislation in the UK on 30th June 2014... Do you think the change to legislation will have a positive or negative effect on your business overall, or will it make no difference?

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
I think the change to legislation will have a positive effect on my business	13%	27%	19%	21%	12%	8%	23%	5%	15%
I think the change to legislation will have a negative effect on my business	7%	31%	15%	31%	32%	24%	8%	21%	23%
I don't think that the change to legislation will make a difference to my business	79%	37%	67%	48%	53%	68%	49%	69%	61%
Don't know	1%	5%	-	-	2%	-	20%	5%	1%

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Total	Gender		Age					Organisation size		Work industry											
	Male	Female	18-24	25-34	35-44	45-54	55+	Small	Medium	Manufacturing	Construction	Retail	Hospitality and leisure	Legal	IT & telecoms	Media/marketing/advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

BWF_q3. Approximately what percentage, if any, of your business' employees take advantage of (i.e. use) this policy on a regular basis (i.e. once a week or more)?

Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
100% - all employees	11%	10%	12%	50%	9%	11%	8%	12%	13%	3%	3%	8%	10%	11%	2%	11%	18%	16%	23%	11%	10%	12%	10%
Between 91% and 99%	3%	3%	1%	-	12%	1%	2%	2%	5%	4%	4%	2%	1%	2%	7%	5%	2%	-	-	-	2%	3%	
Between 51% and 90%	7%	6%	9%	-	12%	9%	6%	5%	7%	7%	6%	3%	6%	2%	9%	15%	2%	10%	-	16%	5%	8%	8%
Between 10% and 50%	8%	9%	6%	-	6%	12%	9%	6%	6%	15%	6%	7%	6%	7%	16%	11%	7%	4%	-	17%	9%	8%	10%
Less than 10%	12%	12%	13%	-	13%	15%	12%	12%	10%	22%	24%	6%	10%	7%	23%	15%	9%	4%	5%	11%	4%	9%	17%
0% - we have a flexible working policy, but no employees take advantage of it on a regular basis	7%	6%	8%	-	-	8%	5%	9%	6%	8%	8%	9%	8%	2%	7%	5%	3%	5%	10%	11%	-	8%	10%
Don't know	7%	6%	8%	-	14%	4%	9%	5%	6%	10%	2%	15%	1%	13%	-	4%	7%	14%	13%	5%	-	7%	8%
Not applicable - the business does not have a flexible working policy	46%	47%	43%	50%	35%	40%	50%	49%	50%	31%	47%	50%	58%	56%	36%	35%	52%	41%	48%	30%	72%	46%	35%

BWF_q4. Which, if any, of the following do you think are benefits to a business having a flexible working policy? (Please tick all that apply. If you do not think that there are any benefits to a business having a flexible working policy, please tick the "Not applicable" option)

Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
Increased productivity (i.e. more work being completed)	22%	21%	25%	-	28%	25%	22%	20%	22%	25%	12%	22%	12%	24%	29%	32%	28%	14%	34%	32%	9%	19%	27%
Easier talent acquisition (i.e. helps to attract talented staff)	24%	22%	29%	50%	26%	31%	22%	21%	25%	21%	9%	20%	19%	22%	25%	37%	35%	27%	24%	21%	9%	26%	25%
Improved employee retention (i.e. employees are more likely to stay at the business)	44%	41%	53%	50%	51%	58%	42%	38%	44%	44%	35%	40%	31%	39%	50%	55%	60%	49%	53%	32%	46%	37%	49%
More positive work culture (i.e. higher morale in the workplace)	44%	42%	49%	50%	44%	58%	41%	39%	44%	43%	26%	27%	32%	46%	55%	58%	59%	41%	50%	43%	33%	47%	45%
Increased business agility (i.e. the ability to react to situations within the business or industry)	21%	20%	24%	50%	22%	21%	22%	20%	22%	18%	14%	20%	18%	17%	18%	25%	32%	28%	26%	21%	19%	17%	23%
Other	3%	2%	5%	-	4%	1%	2%	3%	2%	3%	1%	2%	3%	5%	2%	1%	5%	4%	5%	-	-	2%	3%
Don't know	10%	10%	11%	-	13%	12%	8%	10%	11%	5%	4%	13%	18%	13%	2%	11%	9%	13%	11%	22%	19%	9%	5%
Not applicable - I don't think that there are any benefits to a business having a flexible working policy	25%	27%	17%	50%	13%	12%	29%	30%	24%	25%	40%	30%	29%	27%	18%	16%	17%	28%	16%	25%	30%	28%	17%

Company annual turnover						Where in Britain do you MAINLY work?												Region mainly work							
First year of trading	Less than £999,999 (NET)	£1 million - £ 9.9 million (NET)	£ 10 million or more (NET)	Don't know	Prefer not to answer	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)	North	Midlands	East	London	South	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)

BWF_q3. Approximately what percentage, if any, of your business' employees take advantage of (i.e. use) this policy on a regular basis (i.e. once a week or more)?

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
100% - all employees	8%	17%	5%	2%	5%	7%	14%	12%	8%	5%	13%	12%	4%	12%	11%	14%	17%	8%	11%	10%	12%	4%	12%	14%	17%	8%
Between 91% and 99%	-	3%	4%	4%	-	-	-	1%	-	5%	3%	-	3%	3%	6%	3%	4%	-	1%	4%	-	3%	4%	3%	4%	-
Between 51% and 90%	-	7%	7%	5%	10%	7%	15%	5%	12%	-	7%	8%	11%	4%	6%	6%	7%	8%	9%	4%	8%	11%	5%	6%	7%	8%
Between 10% and 50%	-	4%	12%	22%	5%	2%	14%	14%	6%	10%	3%	12%	9%	6%	14%	2%	8%	11%	6%	12%	9%	6%	14%	2%	8%	
Less than 10%	8%	6%	21%	28%	9%	4%	-	13%	16%	12%	8%	15%	18%	14%	12%	6%	5%	8%	13%	10%	15%	18%	13%	6%	5%	8%
0% - we have a flexible working policy, but no employees take advantage of it on a regular basis	8%	6%	10%	5%	5%	9%	7%	8%	6%	7%	8%	2%	9%	8%	3%	-	8%	16%	7%	8%	2%	9%	6%	-	8%	16%
Don't know	23%	4%	5%	9%	24%	5%	7%	5%	6%	7%	8%	8%	10%	7%	6%	-	3%	8%	6%	8%	8%	10%	7%	-	3%	8%
Not applicable – the business does not have a flexible working policy	53%	53%	36%	26%	43%	66%	42%	41%	44%	54%	49%	42%	37%	46%	51%	57%	54%	46%	42%	51%	42%	37%	48%	57%	54%	46%

BWF_q4. Which, if any, of the following do you think are benefits to a business having a flexible working policy? (Please tick all that apply. If you do not think that there are any benefits to a business having a flexible working policy, please tick the "Not applicable" option)

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
Increased productivity (i.e. more work being completed)	31%	23%	22%	25%	19%	16%	36%	27%	23%	17%	22%	18%	25%	16%	19%	40%	29%	8%	26%	20%	18%	25%	17%	40%	29%	8%
Easier talent acquisition (i.e. helps to attract talented staff)	31%	24%	25%	26%	17%	18%	42%	23%	18%	17%	23%	28%	30%	21%	18%	34%	29%	8%	23%	21%	28%	30%	20%	34%	29%	8%
Improved employee retention (i.e. employees are more likely to stay at the business)	38%	46%	45%	57%	31%	25%	64%	48%	41%	37%	35%	44%	47%	41%	42%	51%	49%	46%	47%	36%	44%	47%	42%	51%	49%	46%
More positive work culture (i.e. higher morale in the workplace)	31%	46%	42%	44%	48%	30%	65%	49%	43%	27%	30%	50%	44%	44%	38%	40%	57%	46%	49%	29%	50%	44%	42%	40%	57%	46%
Increased business agility (i.e. the ability to react to situations within the business or industry)	16%	24%	18%	16%	14%	25%	43%	23%	10%	20%	13%	17%	21%	22%	15%	34%	32%	8%	21%	16%	17%	21%	19%	34%	32%	8%
Other	8%	3%	1%	1%	10%	-	7%	-	-	3%	-	-	3%	1%	9%	9%	2%	-	1%	1%	-	3%	4%	9%	2%	-
Don't know	15%	10%	9%	4%	21%	12%	7%	8%	17%	12%	16%	10%	8%	8%	12%	14%	6%	-	11%	15%	10%	8%	9%	14%	6%	-
Not applicable – I don't think that there are any benefits to a business having a flexible working policy	39%	24%	27%	21%	15%	34%	15%	23%	19%	29%	27%	24%	22%	29%	24%	26%	22%	38%	21%	28%	24%	22%	27%	26%	22%	38%

Approximately what percentage, if any, of your business' employees take advantage of (i.e. use) this policy on a regular basis (i.e. once a week or more)?								
100% - all employees	Between 91% and 99%	Between 51% and 90%	Between 10% and 50%	Less than 10%	0% - we have a flexible working policy, but no employees take advantage of it on a regular basis	Don't know	Not applicable – the business does not have a flexible working policy	The business has a flexible working policy

BWF_q3. Approximately what percentage, if any, of your business' employees take advantage of (i.e. use) this policy on a regular basis (i.e. once a week or more)?

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
100% - all employees	100%	-	-	-	-	-	-	-	22%
Between 91% and 99%	-	100%	-	-	-	-	-	-	6%
Between 51% and 90%	-	-	100%	-	-	-	-	-	15%
Between 10% and 50%	-	-	-	100%	-	-	-	-	17%
Less than 10%	-	-	-	-	100%	-	-	-	26%
0% - we have a flexible working policy, but no employees take advantage of it on a regular basis	-	-	-	-	-	100%	-	-	14%
Don't know	-	-	-	-	-	-	100%	-	-
Not applicable – the business does not have a flexible working policy	-	-	-	-	-	-	-	100%	-

BWF_q4. Which, if any, of the following do you think are benefits to a business having a flexible working policy? (Please tick all that apply. If you do not think that there are any benefits to a business having a flexible working policy, please tick the "Not applicable" option)

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
Increased productivity (i.e. more work being completed)	37%	37%	41%	34%	16%	12%	30%	16%	28%
Easier talent acquisition (i.e. helps to attract talented staff)	36%	36%	39%	39%	19%	10%	21%	19%	29%
Improved employee retention (i.e. employees are more likely to stay at the business)	57%	31%	56%	67%	54%	31%	42%	36%	52%
More positive work culture (i.e. higher morale in the workplace)	75%	42%	64%	56%	36%	39%	43%	34%	53%
Increased business agility (i.e. the ability to react to situations within the business or industry)	48%	53%	39%	25%	13%	17%	18%	13%	29%
Other	5%	-	-	-	2%	4%	2%	3%	2%
Don't know	5%	5%	2%	4%	8%	6%	20%	13%	5%
Not applicable – I don't think that there are any benefits to a business having a flexible working policy	3%	-	6%	7%	24%	26%	13%	39%	13%

Total	Gender		Age					Organisation size		Work industry												
Base	Male	Female	18-24	25-34	35-44	45-54	55+	Small	Medium	Manufacturing	Construction	Retail	Hospitality and leisure	Legal	IT & telecoms	Media/marketing/advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Finance and Accounting

BWF_q5. Which, if any, of the following do you think are barriers to your business offering more flexible working to its employees? (Please tick all that apply. If you do not think there are any barriers to your business offering more flexible working to its employees, please tick the "Not applicable" option)

	Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
	Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
Trust (i.e. the business doesn't think employees work as hard from home)	23%	23%	22%	-	38%	32%	22%	16%	20%	32%	27%	23%	19%	27%	25%	25%	23%	23%	16%	11%	38%	13%	29%	
Technology (i.e. the business does not have the correct technology in place for it)	11%	11%	11%	-	20%	11%	12%	9%	10%	17%	13%	10%	10%	13%	11%	12%	3%	-	11%	11%	9%	9%	23%	
Security (i.e. flexible working can expose sensitive business data more easily)	15%	15%	16%	-	16%	18%	13%	15%	13%	25%	16%	16%	18%	16%	14%	16%	5%	-	16%	26%	14%	15%	19%	
Knowledge (i.e. the business doesn't really know how to set up a flexible working policy)	7%	7%	4%	-	19%	10%	6%	3%	6%	10%	9%	7%	9%	4%	2%	7%	7%	4%	5%	5%	15%	6%	6%	
Culture change (i.e. existing employees and/or management would be resistant to it)	16%	17%	13%	-	28%	26%	11%	13%	12%	32%	25%	17%	13%	11%	23%	16%	9%	11%	26%	10%	10%	10%	18%	
Other	13%	13%	15%	-	10%	11%	15%	14%	13%	16%	26%	14%	16%	18%	16%	5%	7%	14%	5%	21%	15%	14%	6%	
Don't know	9%	11%	5%	-	11%	8%	10%	10%	11%	5%	9%	25%	15%	7%	2%	7%	2%	14%	8%	-	10%	13%	5%	
Not applicable – I don't think there are any barriers to the business offering more flexible working to its employees	40%	39%	43%	100%	16%	36%	39%	46%	45%	19%	23%	25%	33%	47%	45%	45%	61%	49%	55%	21%	42%	42%	35%	

BWF_q6. Which, if any, of the following possible security issues do you think an increase in flexible working could present to your business? (Please tick any that apply. If you do not think that an increase in flexible working could present any security issues to your business, please tick the "Not applicable" option)

	Unweighted base	713	529	184	2	69	137	190	315	568	145	84	60	68	45	44	92	57	22	38	19	21	91	72
	Base: SME decision makers	713	528	185	2	68	137	189	316	566	147	84	60	68	45	44	92	57	22	37	19	21	92	72
Unauthorised/ uncontrolled access to sensitive company information (e.g. employees working on or displaying confidential information in a public place)	21%	21%	22%	-	22%	25%	21%	20%	18%	35%	23%	25%	22%	11%	34%	19%	3%	23%	11%	37%	29%	13%	41%	
Data leakage or destruction of company data (e.g. through employees breaking or losing their work devices)	21%	21%	19%	-	13%	25%	20%	22%	19%	29%	15%	25%	15%	13%	35%	20%	12%	9%	14%	32%	37%	18%	37%	
Use of unauthorised work devices and tools means the business is increasing vulnerability to cyber-attacks (e.g. employees using personal PCs/ tablets or services to work on and send sensitive information)	23%	21%	26%	50%	20%	26%	22%	22%	20%	32%	24%	27%	18%	18%	23%	31%	10%	9%	11%	37%	24%	16%	39%	
Financial penalties as a result of data breaches (e.g. potential loss of custom or penalties under the Data Protection Act as a result of actions by employees)	14%	13%	14%	-	22%	16%	11%	13%	12%	18%	10%	13%	10%	7%	18%	17%	3%	18%	11%	16%	28%	10%	28%	
Other	4%	4%	3%	-	2%	4%	5%	3%	3%	6%	3%	5%	6%	5%	2%	4%	-	5%	-	21%	-	2%	4%	
Don't know	11%	11%	10%	-	16%	11%	8%	11%	12%	7%	12%	21%	16%	13%	-	7%	9%	18%	13%	-	15%	11%	5%	
Not applicable – I don't think that an increase in flexible working could present any security issues to the business	52%	52%	52%	50%	39%	47%	56%	54%	56%	37%	48%	39%	49%	64%	48%	47%	76%	54%	68%	37%	48%	63%	33%	

Company annual turnover						Where in Britain do you MAINLY work?													Region mainly work						
First year of trading	Less than £999,999 (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)	North	Midlands	East	London	South	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)

BWF_q5. Which, if any, of the following do you think are barriers to your business offering more flexible working to its employees? (Please tick all that apply. If you do not think there are any barriers to your business offering more flexible working to its employees, please tick the "Not applicable" option)

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
Trust (i.e. the business doesn't think employees work as hard from home)	23%	16%	34%	34%	12%	20%	43%	22%	35%	31%	10%	10%	41%	19%	10%	14%	20%	23%	28%	19%	10%	41%	16%	14%	20%	23%
Technology (i.e. the business does not have the correct technology in place for it)	-	8%	18%	19%	10%	3%	-	10%	6%	12%	10%	8%	16%	11%	10%	11%	16%	8%	7%	11%	8%	16%	11%	11%	16%	8%
Security (i.e. flexible working can expose sensitive business data more easily)	-	11%	20%	26%	10%	18%	29%	16%	15%	12%	8%	12%	27%	16%	7%	9%	12%	8%	17%	10%	12%	27%	13%	9%	12%	8%
Knowledge (i.e. the business doesn't really know how to set up a flexible working policy)	8%	4%	12%	9%	5%	5%	28%	11%	8%	7%	7%	6%	8%	5%	-	6%	5%	8%	12%	7%	6%	8%	3%	6%	5%	8%
Culture change (i.e. existing employees and/or management would be resistant to it)	8%	8%	25%	37%	14%	12%	7%	12%	23%	15%	19%	12%	24%	17%	9%	17%	11%	23%	15%	17%	12%	24%	14%	17%	11%	23%
Other	8%	11%	12%	16%	14%	23%	7%	11%	13%	15%	13%	10%	14%	15%	16%	14%	10%	8%	11%	14%	10%	14%	16%	14%	10%	8%
Don't know	22%	9%	6%	6%	19%	16%	7%	10%	10%	17%	15%	14%	9%	9%	8%	3%	5%	-	10%	16%	14%	9%	8%	3%	5%	-
Not applicable – I don't think there are any barriers to the business offering more flexible working to its employees	31%	53%	26%	20%	41%	32%	36%	41%	33%	25%	35%	50%	21%	38%	61%	57%	49%	54%	38%	31%	50%	21%	46%	57%	49%	54%

BWF_q6. Which, if any, of the following possible security issues do you think an increase in flexible working could present to your business? (Please tick any that apply. If you do not think that an increase in flexible working could present any security issues to your business, please tick the "Not applicable" option)

Unweighted base	13	337	179	86	42	56	14	74	48	41	60	50	112	139	67	35	60	13	136	101	50	112	206	35	60	13
Base: SME decision makers	13	339	175	87	42	57	14	74	48	41	59	51	112	138	67	35	60	13	136	100	51	112	206	35	60	13
Unauthorised/ uncontrolled access to sensitive company information (e.g. employees working on or displaying confidential information in a public place)	-	12%	29%	40%	21%	27%	22%	23%	19%	24%	18%	14%	32%	21%	18%	15%	20%	15%	21%	21%	14%	32%	20%	15%	20%	15%
Data leakage or destruction of company data (e.g. through employees breaking or losing their work devices)	-	14%	32%	29%	12%	27%	22%	19%	23%	19%	15%	8%	30%	25%	15%	15%	22%	23%	21%	17%	8%	30%	22%	15%	22%	23%
Use of unauthorised work devices and tools means the business is increasing vulnerability to cyber-attacks (e.g. employees using personal PCs/ tablets or services to work on and send sensitive information)	-	16%	33%	31%	19%	25%	14%	19%	19%	27%	23%	14%	35%	22%	16%	20%	25%	15%	19%	25%	14%	35%	20%	20%	25%	15%
Financial penalties as a result of data breaches (e.g. potential loss of custom or penalties under the Data Protection Act as a result of actions by employees)	-	9%	15%	27%	12%	20%	15%	11%	6%	19%	10%	6%	23%	16%	10%	9%	13%	8%	10%	14%	6%	23%	14%	9%	13%	8%
Other	8%	3%	3%	6%	2%	7%	7%	4%	7%	2%	3%	-	5%	5%	1%	6%	2%	-	5%	3%	-	5%	4%	6%	2%	-
Don't know	38%	10%	7%	7%	16%	21%	7%	12%	13%	19%	17%	14%	7%	11%	12%	3%	5%	8%	12%	18%	14%	7%	11%	3%	5%	8%
Not applicable – I don't think that an increase in flexible working could present any security issues to the business	54%	62%	42%	38%	46%	39%	56%	50%	50%	44%	47%	62%	39%	52%	63%	63%	55%	70%	50%	46%	62%	39%	56%	63%	55%	70%

Approximately what percentage, if any, of your business' employees take advantage of (i.e. use) this policy on a regular basis (i.e. once a week or more)?									
100% - all employees	Between 91% and 99%	Between 51% and 90%	Between 10% and 50%	Less than 10%	0% - we have a flexible working policy, but no employees take advantage of it on a regular basis	Don't know	Not applicable – the business does not have a flexible working policy	The business has a flexible working policy	

BWF_q5. Which, if any, of the following do you think are barriers to your business offering more flexible working to its employees? (Please tick all that apply. If you do not think there are any barriers to your business offering more flexible working to its employees, please tick the "Not applicable" option)

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
Trust (i.e. the business doesn't think employees work as hard from home)	17%	33%	32%	26%	30%	20%	17%	21%	26%
Technology (i.e. the business does not have the correct technology in place for it)	6%	26%	14%	11%	12%	8%	10%	12%	11%
Security (i.e. flexible working can expose sensitive business data more easily)	11%	21%	23%	33%	17%	15%	11%	12%	19%
Knowledge (i.e. the business doesn't really know how to set up a flexible working policy)	3%	27%	10%	7%	9%	2%	-	7%	7%
Culture change (i.e. existing employees and/or management would be resistant to it)	6%	5%	14%	18%	30%	10%	19%	16%	16%
Other	3%	-	10%	18%	18%	15%	8%	15%	12%
Don't know	5%	5%	-	-	9%	4%	41%	10%	4%
Not applicable – I don't think there are any barriers to the business offering more flexible working to its employees	64%	26%	37%	35%	24%	45%	17%	43%	40%

BWF_q6. Which, if any, of the following possible security issues do you think an increase in flexible working could present to your business? (Please tick any that apply. If you do not think that an increase in flexible working could present any security issues to your business, please tick the "Not applicable" option)

Unweighted base	75	19	49	57	89	49	48	327	338
Base: SME decision makers	75	19	49	57	88	49	48	328	337
Unauthorised/ uncontrolled access to sensitive company information (e.g. employees working on or displaying confidential information in a public place)	17%	26%	33%	36%	30%	13%	15%	18%	26%
Data leakage or destruction of company data (e.g. through employees breaking or losing their work devices)	16%	21%	22%	38%	29%	22%	17%	17%	25%
Use of unauthorised work devices and tools means the business is increasing vulnerability to cyber-attacks (e.g. employees using personal PCs/ tablets or services to work on and send sensitive information)	16%	16%	22%	35%	33%	27%	17%	20%	26%
Financial penalties as a result of data breaches (e.g. potential loss of custom or penalties under the Data Protection Act as a result of actions by employees)	8%	43%	17%	20%	19%	14%	11%	10%	17%
Other	1%	-	8%	9%	6%	2%	-	3%	5%
Don't know	7%	5%	-	5%	7%	10%	39%	12%	6%
Not applicable – I don't think that an increase in flexible working could present any security issues to the business	64%	21%	38%	44%	43%	51%	38%	59%	47%