

# Balancing Work and Family Responsibilities Policy

## Section 1 - Purpose

(1) This Policy outlines Charles Sturt University's commitment to providing a flexible, supportive and accessible work environment for staff with family responsibilities.

(2) Charles Sturt University (the University) acknowledges that:

- a. most staff members will have family responsibilities at some point in their working life, whether caring for children, elderly relatives or family members with a disability or critical illness;
- b. family responsibilities affect both men and women and can impact on all aspects of an individual's life, including work and study;
- c. families can be structured in diverse ways and definitions of the family need to be inclusive to accommodate different kinds of family relationships;
- d. providing flexibility to accommodate the sometimes competing demands of work and family life benefits both the University and its staff; and
- e. managers and supervisors have a critical role in promoting a work culture that is responsive to the interplay of work and family life.

### Scope

(3) This Policy applies to all University employees.

## Section 2 - Glossary

(4) For the purpose of this Policy:

- a. the definition of 'family' used by the University includes same sex and de facto partners.
- b. recognising that family obligations differ across cultures and that some cultures have broad kinship and family networks, the University will be sensitive to cultural issues in the administration of family friendly policies and practices.

## Section 3 - Policy

### Part A - Statement of Commitment

(5) In recognition of the interdependency between work and family obligations, the University aims to:

- a. foster a culture that is supportive and accommodating of the responsibilities of staff with dependants;
- b. enhance the quality of working life and retain skilled and experienced staff by providing flexibility in employment practices and work arrangements;
- c. maximise the contribution of staff to the University by assisting them to balance the demands of work and

family; and

d. attract the widest pool of qualified applicants by gaining a reputation as a family friendly employer.

(6) The University will continue to include in its employment conditions leave arrangements and flexible work options that enhance compatibility between work and family responsibilities.

(7) The University recognises that availability of childcare impacts significantly on staff who are planning to start a family or who have young children, and regards the provision of on-campus childcare for staff and students as a core activity.

## **Part B - Responsibilities**

(8) The University expects supervisors and managers to give reasonable consideration to requests for flexible arrangements to accommodate family responsibilities.

## **Section 4 - Procedures**

(9) Nil.

## **Section 5 - Guidelines**

(10) Nil.

## Status and Details

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