

Vilo Sky's Employer Subscription Packages



www.vilosky.com

Email: info@vilosky.com

Engage with Vilo Sky via our annual Employer Subscription Packages



PACKAGES	Bespoke	Bronze	Bronze Plus	Silver	Gold
Working Parent Forums		✓	✓	✓	✓
Working Carer Forums		✓	✓	✓	✓
Individual Coaching: 15 sessions		✓			
Unlimited			✓	✓	✓
Group Coaching/Training: x1				✓	
x2					✓
Dedicated Webinar: x1				✓	
x2					✓
Consultancy					✓
Support with initiatives / trials					✓
TOTAL COST (exc VAT)	Per unit rates	£7,750	£10,500	£13,000	£18,500

Working Parent/Carer Forums – £750 per forum

Individual Coaching – £275 per session

Usually 3-6 sessions required per individual

Group Coaching/Training Session – £2,250

2hrs - online or in person

D&I themed, topic agreed by colleague / network feedback (e.g. leading diverse teams, managing flexible working, support for working dads)

Dedicated Webinar – £1,250

1hr - online. Theme chosen by employer

Speakers, panel and facilitation organised by Vilo Sky

Consultation and feedback – cost dependent on requirements

Support with initiatives/trials (e.g. Job Share) – cost dependent on requirements

Working Parent Forums:

Intro



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What are forums for?



The work we do as parents is undervalued and under-recognised

It is stressful and exhausting balancing family commitments and work

Gender stereotypes and the devaluation of 'feminised' work means that even when we try to avoid it, women are disproportionately impacted at work and barriers are placed on men wanting to spend more time at home

Working Parent Forums are a place to air these issues, to discuss the impacts on our lives and to work on finding the solutions, together

"Having these sessions and chats are really useful because it reminds me that it's not just me suffering. It's a reality check in"

"It's such a relief to know it's not just me"

"No matter what work level/type of industry you are in we all face similar issues"

"There is no 'one size fits all' solution, we have to find what works best for us and get to a place where we can find peace within our routines"

"Thanks for such a great session. The discussion on stress resonated so much"

"It's quite easy to just try to conquer the world, but in reality something needs to give"

What we do in forums?



Talk



Listen



Learn

Think about what really matters



Share ideas and resources



Support one another



Change mindsets

Design the workplaces we want to be in



Typical Agenda



1. Introductions
 - What do you want to get from today's forum?
2. Round table discussion
 - Key themes
 - Sharing experiences, challenges and successes
3. Actions and commitments
4. Wrap up and close

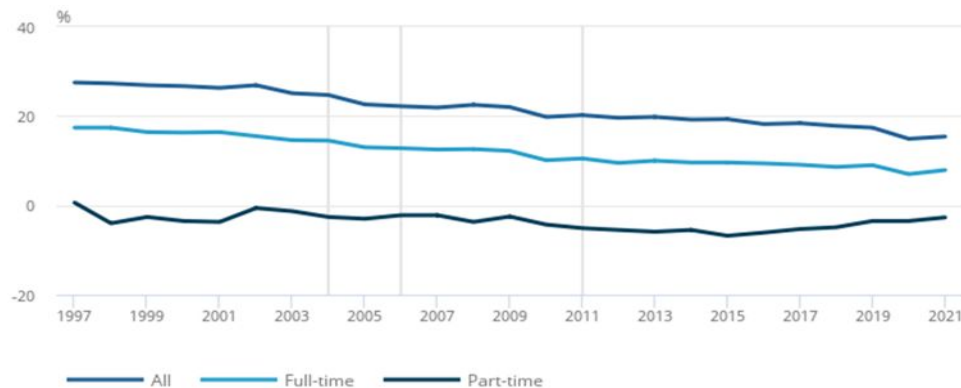
Stats & Facts



Where we were in 2022



UK Gender Pay Gap for median gross hourly earnings, 1997 to 2021

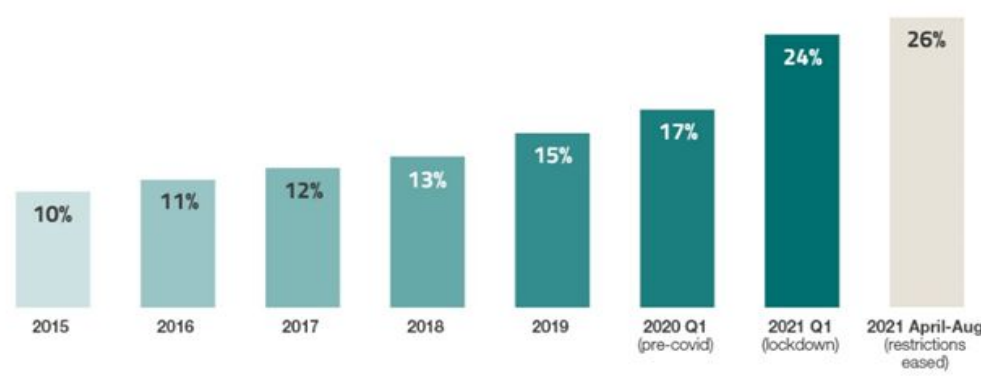


Hourly pay excluding overtime, median, April 2018 (Share of employees)	Men	Women	Pay gap
Full-time	£14.81 (85% of men)	£13.54 (58% of women)	+8.6% $\{(14.81-13.54)/14.81\}$
Part-time	£9.07 (15% of men)	£9.47 (42% of women)	-4.4% $\{(9.07-9.47)/9.07\}$
All	£14.00 (100% of men)	£11.50 (100% of women)	+17.9% $\{(14.00-11.50)/14.00\}$

Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

- Gender pay gap has been declining slowly over time, falling approximately a quarter over the last decade to **15.4%**.
- Baillie Gifford’s gender pay gap is currently **16.0%** (2021 report).

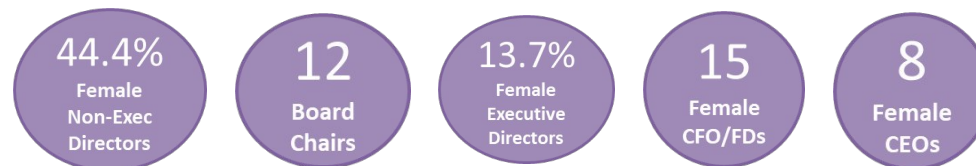
Proportion of job adverts that offer flexible working



The proportion of jobs offering flexible working rose to 24% at the start of 2021, and to 26% in the period since lockdown ended in April, helped by the increase in home-working during the pandemic. However, the availability of flexible jobs still lags far behind demand – 9 in 10 people want to work flexibly.

Source: The Timewise Flexible Jobs Index 2021

FTSE 100 – Female Directors/Execs



Source: The Female FTSE Board Report 2021, Cranfield University

Where we are in 2023



Choice, sacrifice and systemic barriers:

- Normalised working patterns based on the notion that one size fits all
- What do we see? What images are we shown? What are the behaviours and displayed values of those in the most senior roles?
- Lived reality vs public discourse

What's changed in the last 10 years?

- Lots! Attitudes, awareness, acknowledgement, publicity
- Legislation (Equality Act 2010, Gender Pay Gap Reporting). Public campaigns (#MeToo , #HeForShe, 'This is What a Feminist Looks Like')
- Articulated, verbalised corporate desire to deliver sustainable change, with evidenced action

What's not changed?

- Embedded sexism
- Gendered assumptions about childcare and work
- The presence of glass cliffs, ceilings and walls

“*The lack of female representation in executive roles was particularly striking, especially when the presence of women in senior positions, critically the role of CEO and Chairperson, was noted to be a strong and influential driver. Interestingly, the report raises the valid question – ‘the progress in executive roles is actually far more of an important metric than the number of women on boards as a whole’*”

Alison Kay
The Female FTSE Board Report 2021

Career Progression and Working Part time



Benefits of working less than a 40 hour week:

- Greater ability to manage work, home, passion projects etc
- Enhances mental health – reduces risk of burn out and supports work life balance
- Retention and employee loyalty

Barriers when working part-time:

- Fewer opportunities to showcase skills and raise profile
- Limited access to training
- Workload does not always reflect hours worked
- Perception that not as committed, or do not work as hard

Perception of senior level roles and partnerships:

- Require more hours and more stress
- Only accessible for a particular demographic
- Part-time work must be sacrificed to progress
- Forces a choice between family and career

Possible Next Steps:

• Job Share/Part-time Case Studies

- Showcase existing job share/part-time roles
- Trial job share at senior level

• Review analysis on 4-day working week

• Engagement with government ministers/external organisations on part-time initiatives:

- Richard Lochhead – Minister for Just Transition, Employment and Fair Work
- Flexibility Works
- Timewise
- WIBF



The Workplace Post Pandemic



Hybrid working:

- Clear messaging on expectations
- Who benefits, who loses out
- Conditions at home – Who’s working where? What’s ok? What’s not?
- How to make sure everyone stays heard remotely
- Maintaining balance and good mental health



• Possible Next Steps:

- **Continued focus groups with carers and parents (shadow decision making group?)**
- **Alignment of internal and external messaging via job ads, internal comms etc**
- **Fairness assessment when decisions are made re hybrid working or office return – who is impacted and how will this affect their work?**

Example Job Ads:

“This opportunity will excite those who thrive amongst innovation and are able to pivot quickly in a small organisation. You may also be pleased to hear that we have fully embraced the new working from home culture and we are able to consider applications from anywhere in the UK as the business successfully operates on a remote basis with periodic meetings held in London for those essential collaboration sessions.”

“At Baillie Gifford we are committed to fostering an inclusive and respectful culture in which each of our colleagues can thrive and develop. We believe that our clients are best served by a diverse workforce with the experiences, ideas and perspectives that this brings.”

“The COVID-19 pandemic has meant that we have had to limit access to our offices. The majority of our colleagues are currently working remotely from home. Once it is safe to do so we look forward to welcoming everyone back and collaborating in new and exciting ways. This would include you, should your application be successful. So it is important that you live within a commutable distance to our office as we plan to have a hybrid model in the future - with colleagues splitting their time between office and home working.

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their age, disability, race, religion/belief, gender, sexual orientation or gender identity.”

Line Managers & Role Models



Reverse Mentoring schemes:

- Has this been implemented and how did it work?
- What changed for the senior leaders involved – what did they learn?
- What has happened since? What are the next steps?

Q&A's / Insight Sessions with Senior Partners:

- Promoting these. Involvement from all partners and members of the Board.
- Remembering to:
 - Recognise and acknowledge differing backgrounds, circumstances and conditions
 - Reveal vulnerabilities and authenticities
 - Commit to actions and tangible change

Continuing to educate:

- Maintaining focus – the job is not yet done
- Trans/Feminism/Intersectionality
- Sexism at work
- Manage diverse, flexible teams

Possible Next Steps

- Review how fairness, equality and inclusion is considered across all products and services
- Raising awareness of embedded bias – sharing real life stories
- “How I Messed Up!” – social night/story sharing events
- Inclusion across all teams – what is being measured and where/how is this communicated?
- Education/awareness sessions





About Vilo Sky

Vilo Sky is a social enterprise dedicated to creating inclusive workplace cultures via our coaching, training and consultancy services.

Since forming in February 2018, our work has focused on helping talented, inspirational, driven women to manage their careers during maternity. However we soon realised that a woman's abilities are not the problem. Bias structures and gender stereotypes not only prevent women from progressing at work as they should, they also prevent men from playing a greater role at home. This results in parental and workplace gender inequality.

Our [Working Parent Forums](#) and [Maternity Group Coaching Programmes](#) are designed to educate and support employers and employees during the journey through parenthood. We include dads because everyone benefits when dads have as many options to balance family and career as mums. Children thrive from having close male role models. Men and women become better able to manage their mental health. Women gain the support necessary to progress their careers. And organisations profit from having an engaged, valued and productive workforce.

Managing Director, **Vicky Zuiderent**, is an ILM Level 7 qualified executive coach, mentor and facilitator with an MSc in Applied Gender Studies. Her corporate career has spanned over 20 years in financial services where, as a senior risk leader, she experienced first-hand the challenges faced when trying to balance family and a successful career.