

Show exactly what flexibility a role offers

Most employers offer more flexibility than their adverts say. A role flex code describes it in four numbers, so applicants can see at once whether a role could work for them.

Fewer than 1 in 3

UK job adverts state any flexibility at all¹

Around 30%

more applicants when adverts offered flexibility, in a UK trial²

1.1 million

UK employees left a job in a year over lack of flexibility³

How it works

- 1 Answer four questions about a role**
When, how much and where the work happens, and the notice staff get.
- 2 Get its role flex code**
Four numbers showing what the role can offer.
- 3 Add it to your advert**
Applicants compare it with their personal flex code and see at once whether it fits.

What you get

- ✓ Reach applicants who would otherwise scroll past
- ✓ See which constraint is costing you applicants
- ✓ Free to use on adverts, no account or licence

The four parts

Part	What it covers, from 1 to 4
 Pattern	When work happens Fixed pattern to individually controlled
 Hours	How far hours can be reduced Full-time only to very low hours
 Location	Scope to reduce on-site time Fully on-site to no routine attendance
 Schedule	Notice and control over the pattern Limited notice to individually controlled

Example role flex code

3	4	4	3
 Pattern	 Hours	 Location	 Schedule

Ready for the new rules. Flexible working changes under the Employment Rights Act 2025 are expected in 2027. Employers will need to show that refusing a request is reasonable. A role flex code gives you a consistent record of what each role can offer.

Create a free role flex code

Takes a few minutes. No account needed.

flexcodes.co.uk/employers



Sources: 1. Timewise, Flexible Jobs Index 2023. 2. Behavioural Insights Team, Government Equalities Office and Indeed, *Encouraging employers to advertise jobs as flexible* (randomised trial, 55,000 employers); the authors note the figure may be an overestimate. 3. CIPD, *Flexible and hybrid working practices in 2025*. Full sources at flexcodes.co.uk/evidence.

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