



CIPD Report Explores the Impact of Flexible and Hybrid Working in 2025

More than a year after the implementation of the Employment Relations (Flexible Working) Act 2023, the CIPD has published a new research report examining how flexible and hybrid working practices are shaping UK workplaces. Drawing on insights from both employers and employees, the report explores how these evolving work models are influencing performance, engagement, and wellbeing.

Our Key Insights from the Report:

- **Availability of flexible working and use:** 91% of employers say they offer some kind of flexible working arrangements. 50% of employees are most likely to make use of working from home in normal working hours.
- **Flexible Working to attract talent:** 61% of employers believe it is important to include flexible working as an option when recruiting. Around 1.1 million employees reported leaving a job in the past year due to a lack of flexible working options. This underscores the importance of flexibility in attracting and retaining talent.
- **The 2023 Act** has already influenced organisational behaviour, with one in five employers more likely to approve flexible working requests. However 30% of employees wouldn't feel comfortable requesting formal flexible working.
- **Access to flexible working is not equal:** Two-fifths of employers say that just some (28%) or only a few employees are able to work flexibly.

- **Hybrid Working and impact:** Approximately three-quarters of organisations now offer some form of hybrid working which is slightly lower than in 2023. Employers cite benefits such as improved financial wellbeing, access to a more diverse talent pool, recruitment and the environment. The negatives cited are the ability to lead teams effectively, connection and organisation culture.
- **Wellbeing and impact on quality of life and career prospects:** The report highlights a clear positive correlation between flexible working, quality of life and a third of employees believe working flexibly has a positive impact on their career prospects
- **Performance:** 41% of employers report that an increase in flexible and hybrid working has either maintained or improved productivity. However 16% believe it has decreased productivity/efficiency.
- **Mandatory workplace attendance** 65% of organisations require employees to be in the workplace for a specified time during the working week and some employers are planning to introduce or increase mandatory days within the workplace.

Read the full report: [CIPD – Flexible and Hybrid Working Practices in 2025 \(PDF\)](#)

Our top tips for ensuring flexible working works successfully for both businesses and individuals:

- Set clear guidelines with an effective flexible working policy which includes well-defined rules and expectations.
- Manage remote teams effectively with good communication and collaboration and set clear productivity expectations.
- Evaluate the needs of the business and determine which roles and functions can be adapted to flexible arrangements and consider the type of flexibility.

In conclusion, the CIPD findings suggest that flexible working is key to attraction, retention and employee satisfaction. The upcoming Employment Rights Bill aims strengthen employees' rights to request flexible working from day one and therefore businesses should get used to being more open-minded about how requests could be accommodated.