

Working it out – Task 1

Source Document



A survey on flexible working

Children are more likely to benefit when both parents are able to have a part in bringing them up. Parents who are able to work flexibly are more able to spend quality time with their children and give them the best start in life. This survey shows what working parents think about flexible working, and the benefits it can bring for their families.

Worker benefits

Around half of the working parents consulted feel their relationship with their children would improve if they could work flexibly. Two-thirds of working parents agree it would be helpful to work flexibly as their children get older.

Around half of working parents of children aged 11-16 years said they would 'help with homework' if they had more time. More than half of working parents with children under the age of six said 'read to them' when asked what they would do more of, if they had more time.

Many working fathers feel they are missing out on key times of their children's day. A third of working fathers said they miss out on and would like to be there for breakfast with their children and just under a fifth would like to be there for bedtime.

Other benefits

It has been proved that flexible working not only benefits children and families but also helps to create dynamic workplaces that can help to strengthen our economy in the future. Businesses can draw on the talents of a wider group of people and therefore get the best. Also they can employ not just those who can work nine-to-five.

Around three in five working parents think that flexible working would improve staff morale. Two in five working mothers who took part in the survey think flexible working would reduce absence.

Barriers to flexible working

Many working parents can identify barriers to requesting to work flexibly, which might stop them asking their employer. Just under a third thought it would mark them out as uncommitted to their job.

Where parents have asked to work flexibly, the majority did not seek advice on how to do it prior to asking.

Question 1. State **two** ways in which flexible working could benefit children.

2 marks available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept any two from:	2	122	0
<ul style="list-style-type: none"> • Parents are more able to spend quality time with them • They will have a better start in life • Both parents will have a part in bringing them up • Parents' relationship with their children will improve • Children would be helped with their homework • Children would be read to more <p><i>Accept similar wording</i></p>			

Learner responses

Learner A:

Parents would have more time off. ❌

0 marks awarded

Learner B:

Children will have a better start in life ✓

1 mark awarded

Learner C:

The parents could help them with the homework. ✓

The parents spend more time with their children and that improves their relationships. ✓

2 marks awarded

Examiner comment:

Learner A gave a completely incorrect answer. Learner B gave one out of two requested responses. Learner C gave a full response and gained both the available marks for this question.

Question 2. Who, as well as parents and children, benefits from people working flexibly?

1 mark available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept one of:	1	121	F
<ul style="list-style-type: none"> • Businesses • Employers • Workplaces 			

Learner responses

Learner A:

It helps to create dynamic work places ✗

The economy ✗

0 marks awarded

Learner B:

Businesses. ✓

1 mark awarded

Learner C:

Employers. ✓

1 mark awarded

Examiner comment:

Learner A gave a completely incorrect answer. Learners B and C both gave correct responses and gained the mark available for this question.

Question 3. Give two proven reasons why they benefit.

2 marks available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept:	2	122	F
<ul style="list-style-type: none"> Businesses can draw on the talents of a wider group of people and therefore get the best 	1		
<ul style="list-style-type: none"> Also they can employ not just those who can work nine-to-five 	1		
<i>Accept similar wording</i>			

Learner responses

Learner A:

They all benefit because it makes the work place better and makes a better relationship. X

0 marks awarded

Learner B:

The employees are less tired and because of that they work harder. The employees are happy so that creates a dynamic workplace. X

0 marks awarded

Learner C:

They can take on people who don't just want to work nine to five ✓

1 mark awarded

Learner D:

They can employ a variety of workers, not just those who work 9-5. ✓

They can draw on a wider pool of people and therefore get the best ✓

2 marks awarded

Examiner comment:

Learners A and B gave completely incorrect answers. Learner C gave one out of two requested responses. Learner D gave a full response and gained both the available marks for this question.

Question 4. What would parents of 11-16 year olds do if they had more time?

1 mark available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept:	1	121	F
<ul style="list-style-type: none"> Help with homework 			

Learner responses

Learner A:

spend more time with them ✘

0 marks awarded

Learner B:

Do their homework ✘

0 marks awarded

Learner C:

Help with homework. ✔

1 mark awarded

Examiner comment:

Learners A and B gave completely incorrect answers. Learner C gave the correct answer and gained the available mark for this question.

Question 5. Who would read more to their children if they had more time?

1 mark available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept:	1	121	F
<ul style="list-style-type: none"> Working parents with children under the age of six 			

Learner responses

Learner A:

Parents with children aged 11-16 ✘

0 marks awarded

Learner B:

Parents with children under six ✘

0 marks awarded

Learner C:

Working parents with children under six. ✔

1 mark awarded

Examiner comment:

Learner A gave a completely incorrect answer. Learner B's answer wasn't quite right. Learner C added the word 'working' so gained the available mark for this question.

Question 6. What proportion of fathers would like to be there for their children's bedtime?

1 mark available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept:	1	121	F
<ul style="list-style-type: none"> Just under a fifth. Or a fifth 			

Learner responses

Learner A:

A third of working fathers ✘

0 marks awarded

Learner B:

3 in 5 ✘

0 marks awarded

Learner C:

A fifth of working fathers ✔

1 mark awarded

Examiner comment:

Learners A and B gave completely incorrect answers. Learner C gave the correct response and gained the available mark for this question.

Question 7. A friend wants to ask for flexible working. How could they convince an employer that this is a good idea?

2 marks available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept any two from:	2	123	0
<ul style="list-style-type: none"> • They could reassure the employer that they are committed to their work • They could explain that staff morale would be better • They could explain that staff absence would be reduced <p><i>Accept similar wording</i></p>			

Learner responses

Learner A:

They could tell their boss that people will just leave if they don't get what they want **X**

0 marks awarded

Learner B:

They can work extra hours to show that they are committed to their work. **X**

0 marks awarded

Learner C:

They could explain that because they worked flexibly they wouldn't have to ask for time off to go to events at their child's school ✓

1 mark awarded

Learner D:

They could make sure that the boss knows they really like their job and value it so much that they want things to be even better. A way to make this happen would be if they worked flexibly they would be able to be flexible at home too - so no need to take time off if they have to take a child to the doctor for example. ✓ ✓

2 marks awarded

Examiner comment:

Learners A and B gave completely incorrect answers. Learner C gave one out of two requested responses. Learner D gave a full response and gained both the available marks for this question.

Question 8. Why might working parents not ask to work flexibly?

1 mark available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept:	1	122	F
<ul style="list-style-type: none"> They might be seen as being uncommitted to their job. <p><i>Accept similar wording</i></p>			

Learner responses

Learner A:

Many working parents can identify barriers to requesting to work flexibly which might stop them from asking their employer ✘

0 marks awarded

Learner B:

They may not know how to go about asking their boss ✘

0 marks awarded

Learner C:

Employers might think they are uncommitted ✔

1 mark awarded

Examiner comment:

Learners A and B gave completely incorrect answers. Learner C gave the correct response and gained the available mark for this question.

Question 9. Give two reasons why flexible working might improve staff morale.

2 marks available

Mark scheme used by examiners:

Reading	Marks	Coverage & Range	Fixed or Open
Accept any two from:	2	123	0
<ul style="list-style-type: none"> Workers could take time off to work around family commitments. Working hours that suit the individual would make people happier. Staff would not feel bad about taking time off for appointments or their children's events because they are already working flexibly. Staff would feel that they are spending quality time with their children as well as keeping up with the demands of their job, so they would feel good about both of these things. <p>Accept any functional responses based on information given in Document</p>			

Learner responses

Learner A:

People could go on holiday whenever they liked **X**

0 marks awarded

Learner B:

Staff would like the bosses more **X**

0 marks awarded

Learner C:

You can be happy knowing that you're having some quality time with your children that fits around the work you do. ✓

1 mark awarded

Learner D:

If you can work hours to fit around your family life, everyone would be happier ✓

1 mark awarded

Learner E:

If you can work around the things you have to do at home without having to ask the boss for time off, you feel good. You get to spend quality time with your children as well as holding down a job. ✓ ✓

2 marks awarded

Examiner comment:

Learners A and B gave completely incorrect answers so were awarded 0 marks. Learners C and D both gave one out of two requested responses and gained one mark each. Learner E gave a full response and gained both the available marks for this question.

Chief Examiner reading exam tips:

Pay attention to the wording of the question. If learners are asked to explain or describe something, the examiners are looking for more than just a simple list.

It's a test of your reading skills - learners must make sure the answer is taken from the documents rather than from your own ideas or experience.

Look at how many marks are allocated to a question. For questions with more than one mark, learners should provide sufficient detail. Learners can prepare for this by working on practice materials that require detailed answers.