

Have your say: Acas consultation on flexible working

Acas has launched a consultation on its draft updated Code of Practice on requests for flexible working, with responses invited until **11.59 pm on 17 December 2026**.

Flexible working can include changes to working hours, start and finish times, or where someone works. Arrangements such as part-time hours, job sharing, compressed hours and hybrid working can help people balance employment with caring responsibilities, disability and other personal circumstances.

The draft Code reflects changes to the law expected to take effect in **Autumn 2027**. These aim to strengthen how employers consider flexible working requests and explain their decisions. The main changes include:

- **A new reasonableness test:** employers will still be able to refuse requests for recognised statutory business reasons, but they will also need to explain why refusal is reasonable.
- **Mandatory consultation steps:** employers will need to follow a consultation process with the employee where they cannot accept a request in full.
- **Updated practical guidance:** the draft covers requests that may involve reasonable adjustments for disabled employees, alongside managing multiple requests within a team.

Acas encourages employers and employees to have constructive discussions, consider relevant evidence and explore possible solutions. The consultation asks whether the draft guidance is clear, practical and suitable for organisations of different sizes.

EQuIP encourages individuals and organisations to share their views, particularly those with experience of barriers to flexible working. Your feedback can help shape guidance that supports fairer decisions and more inclusive workplaces.

The current Code remains in force until the updated Code and legal changes take effect.

Read the draft code here: [Acas consultation: draft Code of Practice on requests for flexible working | Acas](#)

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