

Championing employers who **make a difference**



Historic England

Case study Laura Hampden and Greater London Archaeology Advisory Service

I have been working with Historic England at the Greater London Archaeology Advisory Service (GLAAS) since 2016. I joined as a Historic Environment Record Officer and now work as a Historic Environment Record Project Officer. There are many reasons why I enjoy my role, but there are particular areas of support that Historic England offers that I really value and would like to share in this case study.

Flexible working

I have three young children, aged 4, 10 and 12. Historic England offers all employees flexible working arrangements including flexi-time around their core working hours. This is especially useful and helpful for employees to be able to enjoy a healthy work/life balance. It is particularly useful for me as I have one child with a range of additional needs that are ASD-related, and another with complex medical needs. While I can manage the majority of the time, occasionally I have to spend a night in hospital, attend appointments, or leave work for emergencies. Having flexible working arrangements in place means that I can make alternative arrangements to fulfil my professional role when someone gets sick, or if we have appointments to attend. This gives me incredible peace of mind, reduces potential anxiety or stress and improves my own mental health and wellbeing.

Diversity and professional development

My employer allows me to factor in additional work in ClfA's Equality and Diversity Group. I have been involved in this Group since 2016. We are very active and being part of the committee requires time to take part in meetings, for planning and attending conference or training sessions run by the Group, and for contributing to various schemes or discussions across the sector. I am passionate about improving representation and inclusion within the profession and am glad that Historic England sees the value in supporting my involvement in this.

Line management support and team working

My line manager and team leader are particularly supportive of my equality and diversity work. We have feedback sessions, periodic personal development reviews and attend regular team meetings. At our team meetings we share our work, discuss our priorities as a team and talk about personal and team development. I think this makes a huge difference as we are supported to fulfil both our specific job requirements and to factor in personal development, which adds to job satisfaction.



Family weekend walk at Silchester. Credit: Laura Hampden



Cannon Bridge Roof Gardens. Credit: Laura Hampden