

Guidance for Placement Providers - Agile Working

1. Students of health, social care or sports disciplines are all required to complete at least one period of placement learning during their Sheffield Hallam University (SHU) programme.
2. Increasingly, these placements are taking place within organisations that expect some or all staff to work according to 'agile working' principles. ([CIPD, 2014](#)). A key principle of Agile working is it allows organisations to be more flexible and responsive to their service users/customers, and changing socio-economic environments.
3. Agile working incorporates flexible work location, workspaces and working hours, amongst other principles. The flexibility of location, workspace and working hours are the three aspects likely to have the greatest implications for SHU students on placement. This is because Agile Working may include very limited time spent at a base/hub within the organisation, with the employee working from home or at the service user's/client's home or elsewhere remotely from the employing organisation.
4. Employees' homes will normally be risk assessed in relation to the individual employee's work, but it will not be suitable for a student on placement to work alongside their mentor/supervisor/practice educator in the mentor/supervisor/practice educator's private residence. Nor will it be appropriate for the student to enter the service user/client's home independently of their mentor/supervisor/practice educator.
5. SHU will need to advise students to abide by the placement provider's Agile Working policy. To this end, SHU will need to negotiate inclusion of specific guidance for placement students to be included in organisational Agile Working policy and guidance, with placement providers.
6. Introduction and explanation to students as part of placement induction; this should include advising students of the necessity to have in place appropriate car insurance if students are expected to use their own vehicle.
7. NB [SHU Policies](#) already include guidance on **Lone Working** and **Equality and Diversity**.