

RAEBURN CONSULTING

Raeburn Consulting Flexible Working Commitment

Raeburn Consulting's commitment to flexible, remote-first, accessible, and outcome-focused working.

LAST REVIEWED

June 2026

APPLIES TO

Employees, contractors, collaborators, clients, and future team members



Overview

Flexible Working Commitment

Raeburn Consulting supports flexible, remote-first, accessible, and outcome-focused working.

We believe good work should be built around clear outcomes, practical collaboration, accessibility, wellbeing, family responsibilities, caring responsibilities, and sustainable delivery rather than unnecessary presenteeism.

As a consultancy focused on AI automation, recruitment operations, and workflow improvement, we also believe that better systems should make work easier to manage, not more stressful or complicated.

Our Flexible Working Principles

Raeburn Consulting aims to follow these principles:

Remote-first delivery where practical

Flexible scheduling where possible

Clear expectations and outcomes

Respect for caring responsibilities

Respect for disability and long-term health needs

Accessible communication

Written follow-ups where helpful

No unnecessary meetings

Practical collaboration

Sustainable workloads

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Remote-First Working

Raeburn Consulting primarily operates remotely. This supports:

Accessibility

Flexibility

Reduced travel

Better use of time

Wider client reach

More sustainable consulting delivery

Remote Work May Include

Video calls

Phone calls

Email

Shared documents

CRM reviews

Online workshops

Written reports

Implementation support

Follow-up summaries

Flexible Scheduling

Where practical, Raeburn Consulting supports flexible scheduling for clients, collaborators, employees, contractors, and future team members. This may help people with:

Caring responsibilities

Disability

Long-term health conditions

Neurodivergence

Family responsibilities

Travel limitations

Energy management

Medical appointments

Accessible Communication

Raeburn Consulting aims to communicate clearly and accessibly. This may include:

Clear agendas

Written summaries

Plain-English documents

Follow-up notes

Shorter meetings where useful

Avoiding unnecessary jargon

Clear next steps

Flexible communication methods

Outcome-Focused Work

We believe work should be judged by quality, clarity, delivery, and outcomes rather than unnecessary visibility or presenteeism. This means focusing on:

What needs to be achieved

Who is responsible

What the deadline is

What support is needed

What the next step is

How success will be measured

Client-Facing Flexible Delivery

For clients, Raeburn Consulting aims to provide practical and flexible consulting delivery through:

Workflow audits

CRM reviews

AI automation assessments

Written recommendations

Strategy calls

Remote implementation support

Clear handover documentation

This helps clients access practical support without unnecessary disruption.

Wellbeing And Sustainable Work

Raeburn Consulting believes productivity should not come at the expense of wellbeing.

Good automation should reduce avoidable admin, improve visibility, reduce confusion, and help people focus on meaningful work.

Review

This commitment will be reviewed as the business grows, especially when Raeburn Consulting takes on employees, contractors, or regular collaborators.

Contact: consulting@theraeburngroup.com

REVIEW AND CONTACT

**This document will be reviewed
as Raeburn Consulting develops.**

For questions about this document or Raeburn Consulting's commitments, contact the consulting team.

CONTACT

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