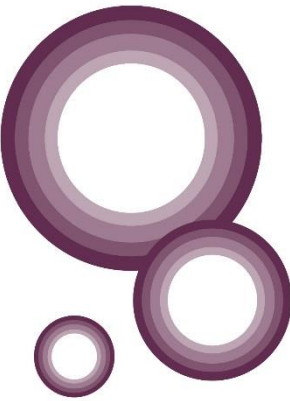
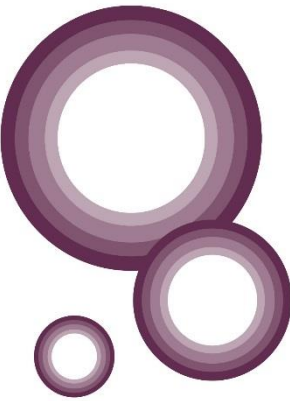


SOCIAL IMPACT REPORT

2019





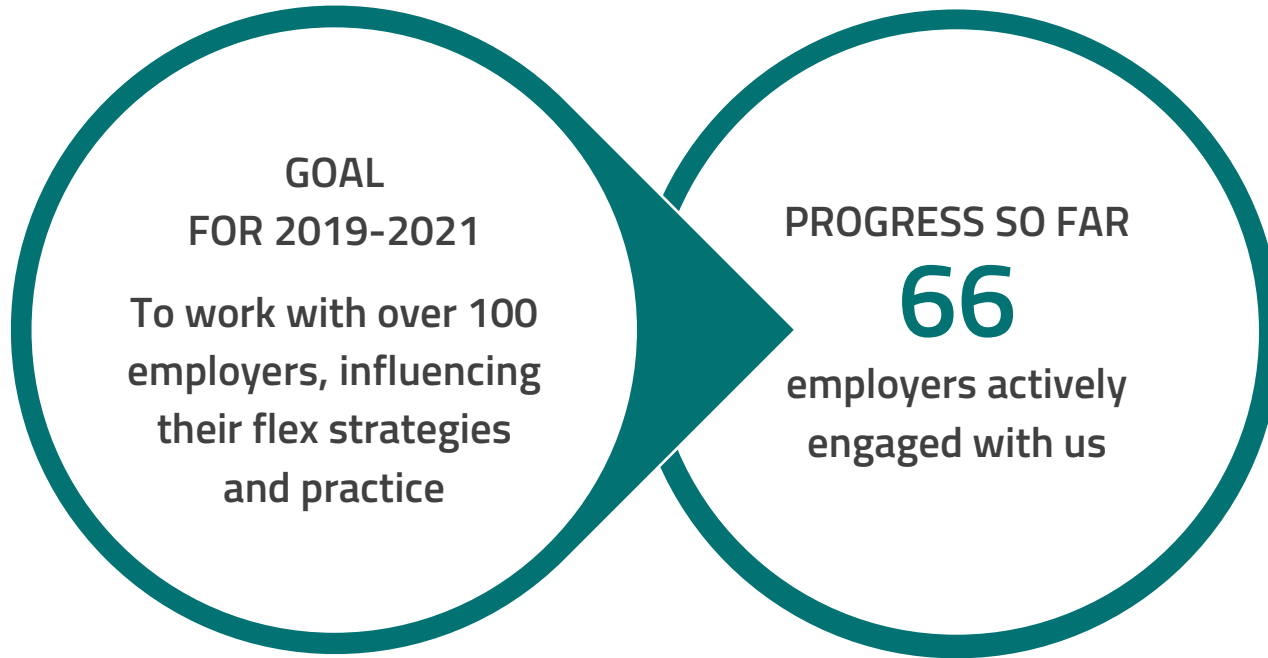
OUR VISION

A world where everyone can find the flexibility they need in their careers, without losing their value in the workplace.

HOW WE WILL GET THERE

1. By working with employers to drive actionable change in flexible working
2. By creating a positive impact on the lives of the employees of organisations we work with
3. By unlocking quality flexible jobs, advertised directly on our jobs board
4. By unlocking quality flexible jobs advertised in the wider UK market, through our influencing work
5. By helping candidates from low to middle income families get good flexible jobs

1. DRIVING ACTIONABLE CHANGE IN FLEXIBLE WORKING



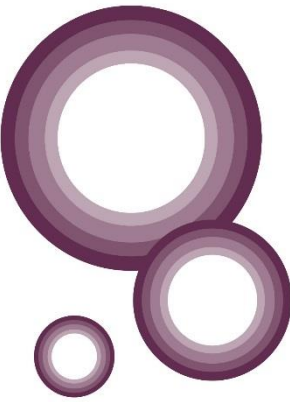
"Try to hire on terms that change the historic expectations" and seek "stronger encouragement of others to embrace flexible working... more focus on job design regarding part-time requests."

Client 's feedback on 'What will be done differently?' following a consultancy session.



93%

of participants at our workshops said they would change their flex practices



CASE STUDY: Driving change at Wessex Institute

Wessex Institute (WI) approached Timewise in 2019 with the aim of taking their well-established flexible working practice to the next level. They had carried out an internal survey which had highlighted two main barriers, management and culture, and sought our help to overcome them.

We began with an action planning session, helping WI leaders assess their strengths and weaknesses in five areas and identify their aims in terms of flexible working practice and culture. We then used the insights from this to create and facilitate a series of masterclasses for managers.



Our work with Timewise has upped the volume on flexible working within the Wessex Institute. From supporting the development of our strategic vision and action planning to designing the masterclasses, they have been a critical partner on our journey towards a more flexible organisation.

Dr Ruth Pullen, Assistant Director – Finance, People & Business Services

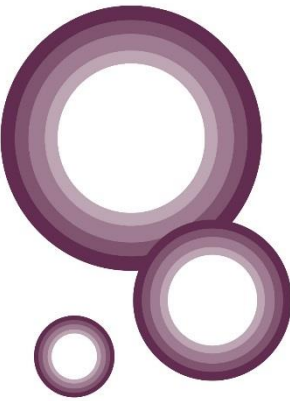


What was the outcome?

- WI leaders have worked with us to create a detailed, written action plan, following which they were awarded Timewise Accreditation.
- WI have trained their staff on the IT solutions available to support remote working, and take-up has substantially increased.
- WI have produced a well-received in-house booklet which promotes flexible working and shares stories of how people in the institute are working flexibly.

What was the impact?

- There has been a 65% increase in flexible working applications since the project began.
- 95.9% of staff are now working flexibly on a regular basis.
- 65% report they have no barriers to flex working (up from 23%).
- Only 2% now see senior management as a barrier to flex (down from 59.5%).
- 91% of staff know what is expected of them when working flexibly.



2. CREATING A POSITIVE IMPACT ON THE LIVES OF EMPLOYEES

GOAL
FOR 2019-2021

To positively impact
the lives of
1 million people

PROGRESS
SO FAR

762k

people work for
employers where we
have helped improve
access to flexibility

"We feel so fortunate to have come back from maternity leave, into a promotion, on a three-day week. It's the best of both worlds!" Louise Wykeham-Martin, a job share employee at Lloyds Banking Group

CASE STUDY: Flex gives Rob more time with his son

Rob Gray is a Research Manager in the Identification and Prioritisation team at Wessex Institute (WI). In June 2019, after taking adoption leave, he was keen to come back on a reduced hours contract so his son would spend less time in childcare.

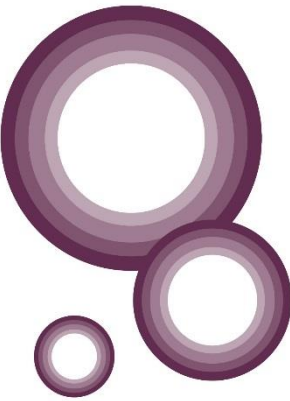
Through discussion with his managers, Rob has negotiated a 0.9 contract, spread across four days. He starts early, and takes a short lunch break, to fit in the extra working hours. He also works some of his week from home.



What impact has the Timewise project had on Rob's ability to work flexibly?

- Rob feels that the culture at WI is more supportive of part-time and remote working. In some teams, employees now have a formally agreed day each week working from home; in others, there is a sense that the concept of remote working is more acceptable.
- The focus on IT solutions has had an impact on the number of meetings that people are expected to attend. "I hear 'Why don't we just do this by Google meeting' a lot more than I used to." This again supports remote workers.
- Additionally, Rob's working pattern was directly inspired by the case studies in WI's in-house booklet on flexible working, created as part of the project.

I was originally planning to come back on an 80% contract. But after reading about other patterns I've chosen to work 90%, compressing my hours across four days. This means I can comfortably complete my work within my agreed hours, and enjoy a full day each week at home with my son.
Rob Gray, Research Manager, Wessex Institute



3. UNLOCKING FLEXIBLE JOBS ON OUR JOBS BOARD

GOAL
FOR 2019-2021

To grow the volume
of quality jobs on
Timewise Jobs,
posting 25,000 over
the 3 years to 2021

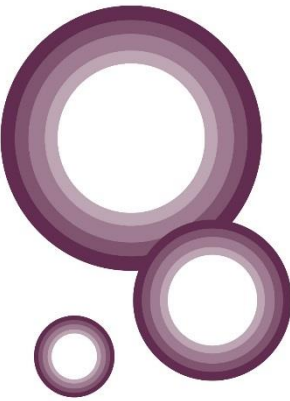
PROGRESS SO FAR

11,619

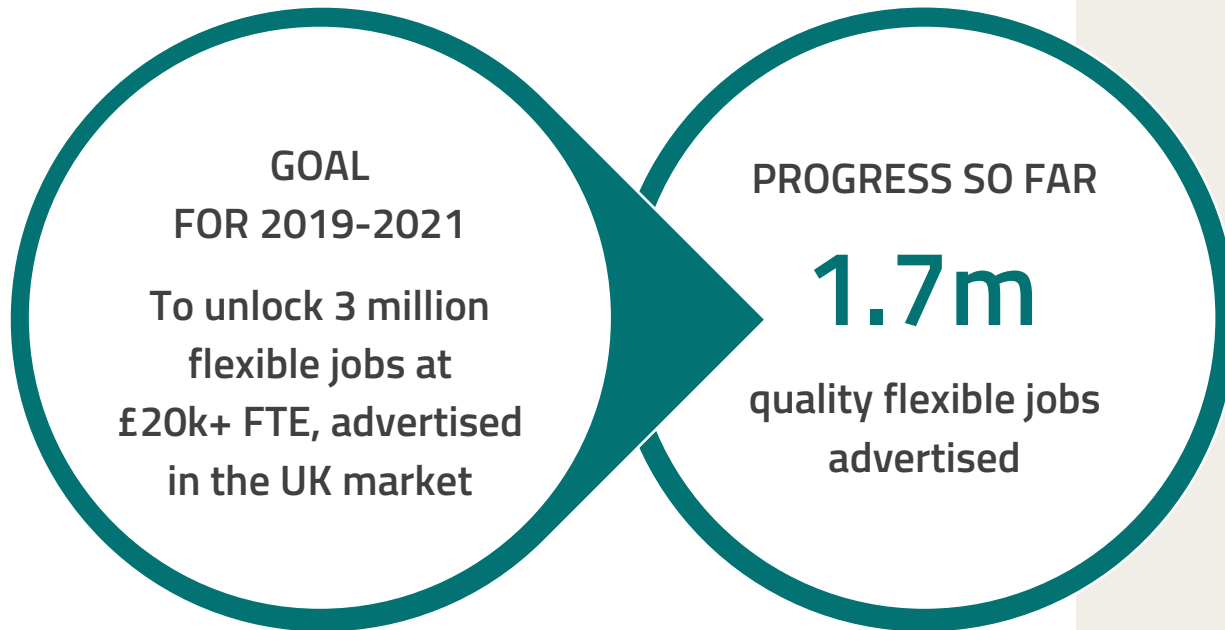
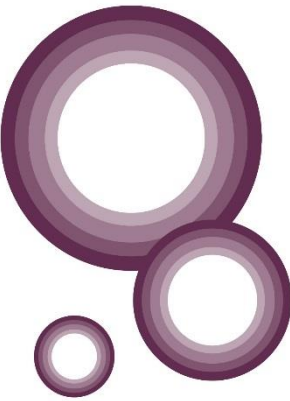
jobs advertised on
our site

22,709

new candidates registered
on Timewise Jobs



4. UNLOCKING FLEXIBLE JOBS IN THE WIDER MARKET THROUGH OUR INFLUENCING WORK



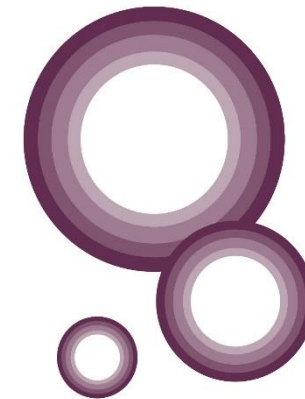
TOP INFLUENCING ACHIEVEMENTS IN 2019:

- Our Flexible Jobs Index attracted huge media interest, against a background of possible government action on flexible recruitment.
- In partnership with the CMI, we published research on the low incidence of proactive approaches to flexible career progression.
- Emma Stewart led a feasibility study for the Scottish government on how to build a fair flexible work change agent network.
- Karen Mattison was interviewed on Woman's Hour, giving advice to candidates looking for part-time and flexible jobs.

PROPORTION OF ALL JOB ADVERTS THAT OFFER FLEXIBLE WORKING:

9% IN 2015 → 15% IN 2019

5. HELPING CANDIDATES FROM LOW TO MIDDLE INCOME FAMILIES GET FLEXIBLE JOBS



GOAL
FOR 2019-2021

To place 3,500
candidates from low
to middle income
families into good
flexible work

PROGRESS SO FAR

1,227

low to middle income
candidates placed



"I like the fact that you promote more availability for 'all' to get
back into the work place"

Candidate survey comment

CASE STUDY: getting a job share through Timewise

The Honourable Society of Gray's Inn needed their reception desk to be covered between 8.30am and 6pm. So instead of seeking one person to work a long day, they advertised for a job share on Timewise Jobs.

The successful candidates, Malgorzata and Annie, found out about the role via our job alerts service. They didn't know each other previously, but are both delighted to have found an interesting, well-paid part-time role. Malgorzata works from 8.30am to 1.30pm, and Annie from 1pm to 6pm.

How has the role changed their lives?

- Finishing at lunchtime allows Malgorzata to collect her young son from school every day, and support a friend who is starting her own business. She is planning to study for a Master's degree when her son is a little older, again facilitated by her part-time arrangement.
- Annie uses some of her mornings to support community projects, such as The Lioness Circle, a wellbeing programme for survivors of Domestic Abuse and Sexual Violence (DASV), as a voluntary Treasurer. She previously worked on a contract basis and, as a single parent, relishes the financial security and generous holiday allocation that her permanent job provides.
- Both Annie and Malgorzata are clear that they would struggle with work-life balance if they were unable to work part-time.



“Using Timewise Jobs was a really positive experience. The articles gave me ideas about how to formulate my CV and prep for interviews, and the job alerts gave me a head start when new opportunities became available. The team also helped me through the process when I applied for the role at The Honourable Society of Gray's Inn.

Annie, Receptionist, The Honourable Society of Gray's Inn

