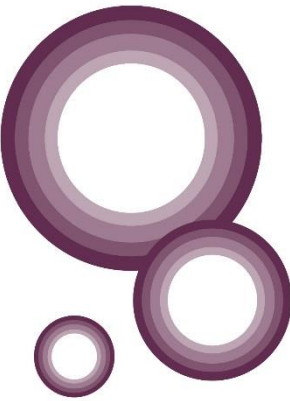


SOCIAL IMPACT REPORT

2021

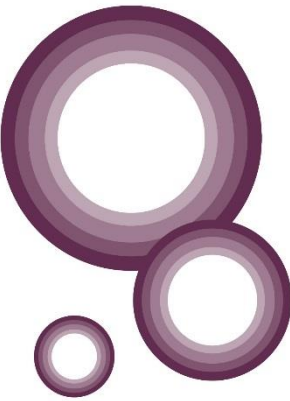


OUR VISION

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

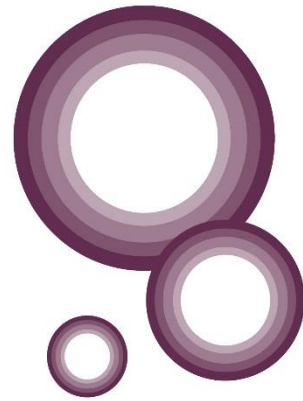


THE FINAL YEAR OF OUR THREE YEAR PLAN

2021 was the third and final year of our three year plan. We are delighted to be able to report that we exceeded all our goals, delivering positive impact on the lives of many thousands of employees.

There have been huge improvements in flexible working practice over the last three years, partially fuelled by the move to hybrid working as a result of the pandemic. But there are still many problem areas that need to be addressed, not least the two-tier system that is emerging, with office workers having easier access to flexibility, while those on the frontline are being left behind.

Timewise will continue to champion the need for fair flexible working for all workers, and next year will see us unveiling our new long-term plan.



1. DRIVING ACTIONABLE CHANGE IN FLEXIBLE WORKING



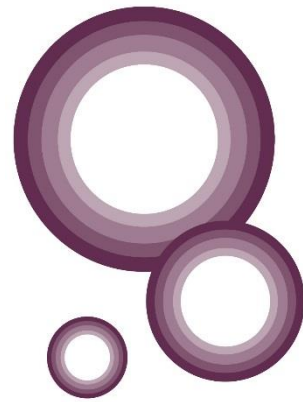
83% of participants at our workshops said they would change their flexible working practices

“

I will encourage managers to trial different options and not be afraid of it not working.

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

”



CASE STUDY: Government of Jersey

Government of Jersey were seeking to improve diversity, recruitment and retention by developing a systemic approach to flex. We supported them to achieve this through our Flex Positive Programme, as well as designing and delivering flexible working pilots within four departments.

The programme included an organisation-wide diagnostic to assess the status quo and identify opportunities for change, and workshops to support the development of an organisational vision. These fed into the creation of a flex action plan, followed by skills development workshops focusing on job design and creating a culture of flexibility.

Outcomes and Impact

Following the successful completion of the programme, Government of Jersey now proactively promote all jobs as being open to flexibility, both internally and to potential applicants. They are implementing their flex action plan, have delivered training to managers, and developed toolkits and guidance.

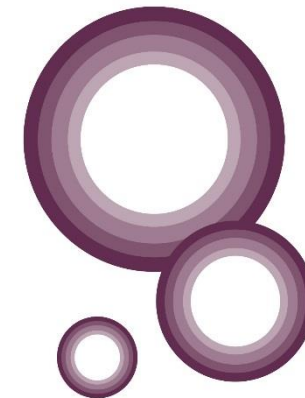
Through the pilots, they have been able to develop case studies and showcase what is possible to other teams, and are rolling out further pilots across other departments.

The feedback we received from pilot participants speaks for itself. On average:

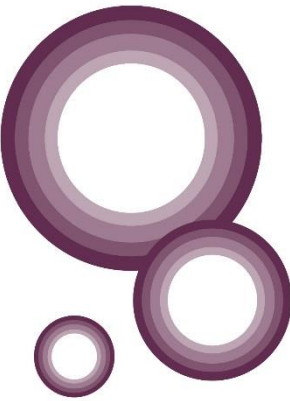
- ❖ 61.5% of manager respondents felt that team cohesion improved during the pilot
- ❖ 63.5% of manager respondents felt that team communication improved
- ❖ 79% of employees felt that their wellbeing has improved
- ❖ 65% of employees felt that productivity and efficiency has improved

I would highly recommend working with Timewise. They brought a breadth and depth of experience which was invaluable. They truly operated as a trusted partner and were always there for us - we never felt left to get on with it. They were as committed, passionate and connected to the outcome as we are.

Programme Director – Team Jersey



2. CREATING A POSITIVE IMPACT ON THE LIVES OF EMPLOYEES



GOAL
FOR 2019-2021

To positively impact
the lives of
1 million people

ACHIEVED

1.7 million

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



“

The Senior Leadership Team is so supportive and clear now – “come and talk to us”. So I did, and am much happier and better able to manage my workload.

Teacher involved in our Teaching Pioneers Programme

”

CASE STUDY:

Vickie Buckley, Employment Adviser, Government of Jersey

Government of Jersey took part in our Flex Positive Programme, including flexible working pilots in four different teams. Vickie is one of 40 members of the 'Back to Work' team who benefited from the programme.

A new culture based on trust

Vickie loves the change that has come about in the organisation. As long as the business needs are met, staff can now choose when and where to do their work. Senior management place complete trust in their team, and measure performance on outcomes.

"A really, really positive impact on the whole team"

Vickie says the whole team is happier and more motivated as a result. The work can often be emotionally draining, as many clients have challenging backgrounds with complex problems. The ability to take time out, and the comfort of being able to fit work around personal appointments and commitments, has made a huge difference to people's stress levels.

They also feel more valued by the management team, because of the trust placed in them. And they have become more supportive of each other as a team, working together to ensure there is always cover for clients and to make sure that goals are met.

The impact for Vickie personally

The biggest difference for Vicky has been 'the end of guilty feelings'.

For travel reasons, it has always suited Vicky to get to the office at 8am, half an hour before her contracted start time. And sometimes the evenings are the only times when clients are available to talk, so there was overtime there too. In the past, the office culture meant you had to ask permission to take time off in lieu, which made you feel guilty about it. You felt you needed to justify yourself, and it all contributed to the stress of the job.

Vicky now works full-time with flexible hours, and occasionally works from home too. There are no questions asked, she simply works in the way that suits her best. It's all so much easier and more efficient.



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

ACHIEVED

42,198

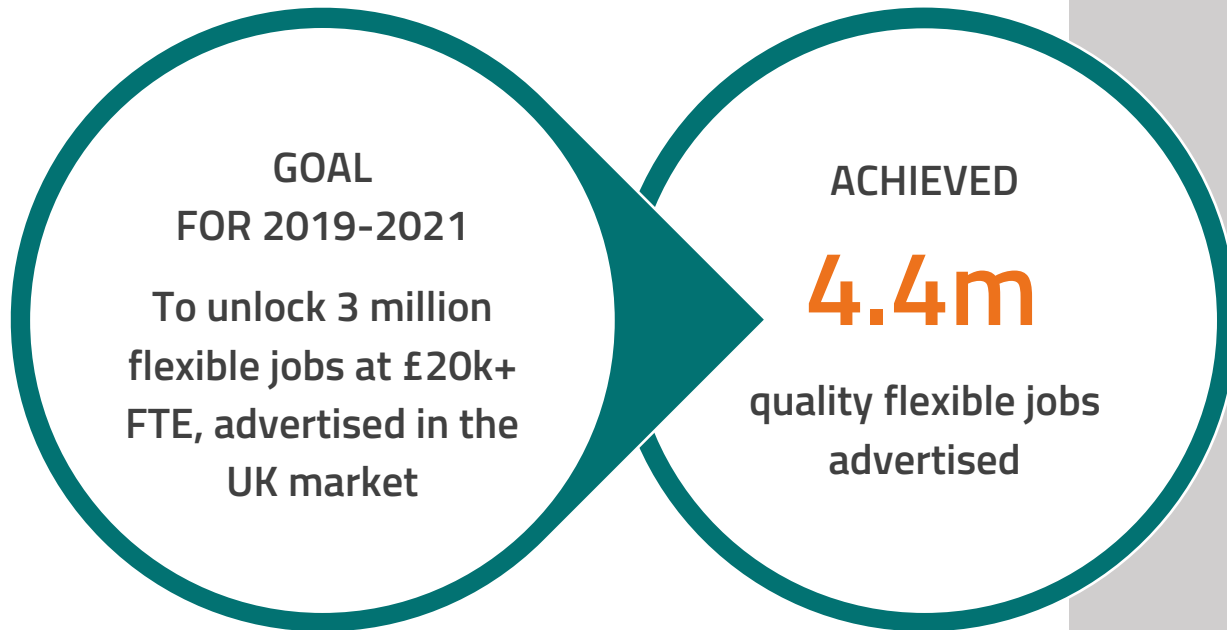
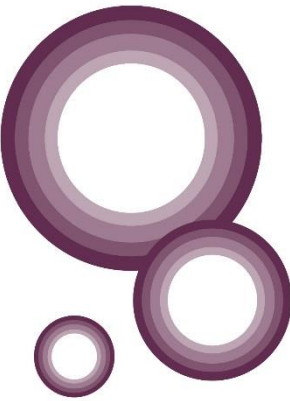
jobs advertised
on Timewise Jobs

51,703

new candidates registered
on Timewise Jobs



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



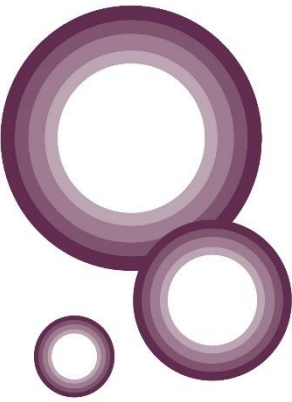
PROPORTION OF ALL JOB ADVERTS THAT OFFER FLEXIBLE WORKING:

9% IN 2015 → 26% IN 2021

TOP INFLUENCING ACHIEVEMENTS IN 2021:

- ❖ We launched our Fair Flex Futures campaign, to combat the emerging two-tier system of flexible haves (office workers) and have-nots (frontline workers). Our [first report looked at the data](#), while our second showcased [Voices from the Pandemic](#).
- ❖ Our [construction pioneer programme](#) demonstrated that flexible working IS possible for frontline site workers, despite the huge operational barriers in the sector.
- ❖ [Gaining an Edge in the Fight for Talent](#), published by Timewise Jobs, showed that many candidates bypass job adverts that don't offer flexible options, highlighting the problem to employers facing staff shortages.

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

ACHIEVED

3,815

low to middle income
candidates into
flexible jobs



CANDIDATE FEEDBACK ABOUT TIMEWISE JOBS

“Timewise was my go to job search tool when I was first returning to work. It still is. As a single parent, having a site that focuses on returners and flexible working patterns allows one to see what is possible.”

“When I discovered Timewise Jobs it was a huge boost for me, to learn about the work you were doing and see the jobs available. I signed up for alerts and before long I was successful in interviewing for a job.”

“The only site I have found that offers part-time roles/roles with genuine flexibility - many others say 'open to...' but still have full time, standard working week expectations.”

“I love what you do, and wasn't actually aware of your advocacy work. Makes me love you more.”

“I've found many of the articles on your website really helpful.”

“Keep on doing what you do. I found my dream part-time job through you a few years back. I'm looking again now, and there are some great opportunities.”

