

# TIMEWISE ACCREDITATION: REAPING THE BENEFITS OF FLEXIBLE WORKING IN THE PUBLIC SECTOR

## ABOUT TIMEWISE

Timewise is the leading change agent for flexible working and flexible hiring in the UK. We help employers to attract, retain and progress great talent, and we provide the evidence and insight to make flexible working a commercial success.

Why?

Because whilst most employers in the UK have a flexible working policy, the reality is that 14 million UK workers don't have the flexibility they need, especially when looking to progress in their careers or return from a career break. Consequently, employers are missing out on the full benefits of flexibility to drive business performance, build inclusive workplaces and access the best possible talent. Our expertise in flexible job design and culture change enables us to provide strategic solutions that work for both employer and employee.

Timewise is an award-winning social enterprise which provides a range of innovative training, consultancy and recruitment services and has been recognised as a leader in the field by policy makers, business intermediaries and thought leaders such as DWP, Government Equalities Office, Resolution Foundation, Joseph Rowntree Foundation, and CIPD. Corporate clients include EY, JP Morgan, Diageo, Costa and Lloyds Banking Group.

## HOW TIMEWISE CAN HELP

We believe that offering flexibility to your existing workforce, and to new recruits, can help address some of today's key public sector challenges. These include:

- Attracting the best talent, particularly in difficult to attract professional roles
- Improving productivity and motivation of your current employees
- Addressing your diversity and inclusion needs
- Making best use of modern technology to give people more control over how, when and where they work, and reduce your office estate
- Creating a more agile and adaptable workforce.

We also work public sector organisations who are interested in developing and growing jobs in their community. Stimulating the local market to create more flexible and part time roles can help:

- Unblock career progression for low paid workers
- Tackle local labour market inequalities
- Deliver on economic regeneration priorities, such as inclusive growth.

## INTERESTED IN LEARNING MORE?

For more information about our public sector accreditation programme, partnerships, training and consultancy services, please email [Claire.campbell@timewisefoundation.org.uk](mailto:Claire.campbell@timewisefoundation.org.uk) or 0207 6334432.

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Company number: 5274371 VAT registration number: 190590594

## THE TIMEWISE ACCREDITATION PROGRAMME

Over the past two years, one of our core services has been The Timewise Accreditation programme, developed for Local Authorities and other public sector organisations. It is designed to help you to look at where flexible working could enhance your services and offer, and to help you put in place an effective programme of change to achieve this. We recognise that organisations each have their own priority issues, own approach to agile working and own workforce and local employment challenges, so rather than having an 'off the shelf' answer, we help you to develop your own plan. We do this by providing insight into best practice and advisory support to shape a tailored improvement plan designed to refresh your approach to flexibility.

We look in detail at 5 areas of your activity:

- **Leadership** – how well you are role modelling and communicating
- **Flexible working** – how you can use the full range of flexible working options to help design the jobs and services that you need to deliver
- **Flexible hiring** – using a message around flexible hiring to attract a wider range of candidates, particularly in hard to fill roles
- **Flexible labour market** – how can you influence local employers to open up more roles to flexibility, directly impacting inclusive growth
- **Flexible commissioning** – incentivising your suppliers and partners to open up more of their roles to flexible hiring.

Through a process of workshops, insight and challenge with your key teams, we help you put in place the activities which will change your approach and culture. We review your plan and once it is agreed by all parties, we will award you Timewise Council status.

## ONGOING SUPPORT

Firstly, you become **Timewise Accredited**. We will help highlight the positive work you've done and you'll be able to use a Timewise logo when you go out to recruit.

Secondly, you become a **Timewise Partner**. We value our Partners and support them as they continue their journeys by offering:

- Quarterly one-to-one insight and support meetings with a Timewise consultant to discuss your experiences of flexible working and your business needs for the future (where you want to get to).
- Up to 100 jobs to be posted on the Timewise Jobs board.
- Access to roundtables to gain insight into the experiences of employers across a range of industries, keep up with the latest research and hear inspiring speakers.
- An opportunity to be profiled on the Timewise website to promote your employer brand
- Access to our full suite of training and consultancy services at reduced partnership rates.
- Invitation to additional ad hoc events, seminars and presentations throughout the year.

## PRICING

Our full accreditation programme, including one year's Partnership and use of Timewise Jobs, costs £7000 plus VAT. We can also offer Partnership only packages from £3000, or you can choose from our individual workshop catalogue, from £1500.

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## BENEFITS

We regularly undertake evaluation of the actions our Partners have put into place, and are happy to share this with you. Benefits we have seen include:

- Maximising productivity and reducing costs, by extending the opening hours of key services whilst also eliminating the use of agency staff
- Reducing absenteeism and increasing retention, by increasing flexibility for social workers to enhance customer service & staff work/life balance
- Improved vacancy filling, by advertising jobs as open to flexibility by default, attracting a wider audience of candidates for roles.
- Giving a clear message of the importance of opening up flexible jobs to suppliers by changing procurement guidance and social value guidance.
- Innovative ideas to help local residents get into work, such as part time apprenticeships.

We aim to provide challenge, insight and innovation in the way we work with you, always focused on helping you better deliver on your public service commitments.

*“Timewise is part of our transformation process which is reshaping the Council’s priorities and approach to service delivery by harnessing new ways of working by staff and new technology solutions for working smarter. The perception is changing from one of accommodating flexibility to seeing that it is good for business.”*

*Leicestershire County Council*

*“Being Timewise allows us to recruit a more diverse workforce and help raise the standard of living for the families of those we employ.”*

*Lambeth Council*

## OUR TRACK RECORD

To date, 25 local authorities across the country have either received or are working towards accreditation and are now part of a growing Timewise Public Sector network.

We are also working with some of the multi borough Shared Services organisations, such as oneSource and Orbis, and with 8 of the local authorities in Nottinghamshire in a shared county wide project.

Our Timewise public sector Partners include:



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