

What are the different flexible working practices in your workplace?

- Part- time working
- A staggered school day
- PPA offsite
- Job share
- Flexible and part time working in their job adverts
- Parental leave
- Special Leave (up to five days a year for family reasons for every member of staff)

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Organisation Name: Aspire Alternative Provision

Organisation type: Alternative Provision

Location: Buckinghamshire

Summary of practice

Everybody in the Trust has the chance to review their contract annually, giving them the opportunity to request flexible working. We adapt our working practices to meet the needs of the team, for example, one teacher has one day a week off for house renovations and, until recently, we retained an 80 year-old teacher by organising for him to teach 4 mornings a week. We plan our schedule of meetings a year in advance so people can arrange childcare and only have meetings on two days a week. We have flexible working across the group of schools, so some staff might be splitting their time across a couple of sites.

Benefits of flexible working practice

Individual: All staff have up to five days paid leave for family reasons, such as a sick child, and we offer staggered start times for some staff to drop their children at school by putting PPA first thing. Everyone has collective PPA clustered on one day a week; people are trusted to use it as they see fit as long as the planning and work is done.

Organisation: We don't have a recruitment issue, which is unusual for Alternative Provision, because people feel like they're looked after thanks to flexible working. Happy, well looked after staff are going to perform better.

We have ways of sharing information so nothing gets lost and we have intentionally set up our communication issues based on flexible working, for example, any issues with young people get written up at the end of the day, so anyone that comes in the next day, after having time off, can read up before they go into their classes.

Pupils: The pupils have more choice and variety in the staff that support them. They have a core staff at each school who are full time then there is a huge range of extra staff including experts who come in one day a week, for example, our music teachers.

