

What are the different flexible working practices in your workplace?

Part Time Compressed Hours PPA Timetable Policy

Job share Recruitment material Parental Leave

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Summary of practice: I have worked part-time at Didcot Girls' since the birth of my first daughter 5 years ago. Initially working 0.6 and then 0.8, the school has encouraged my leadership aspirations through their inclusive and flexible approach. I was promoted into SLT after the birth of my second daughter and am able to lead as an Assistant Headteacher working 4 days a week. An open and positive dialogue around reconciling ambition and family commitments has allowed me to balance my responsibilities within an accepting and forward thinking culture.

Benefits of flexible working practice for:

- **Individual:** Flexible working has allowed me to pursue my ambitions and interests without feeling I have compromised other facets of my life. Adaptability and responsiveness around staff needs is excellent for staff wellbeing and nurtures talent from a wider diversity of people.

- **Organisation:** A flexible outlook allows organisations to retain and recruit staff for whom an overly restrictive homogenous approach to working hours would be a trigger for leaving the school, the profession or deciding against promotion. Retaining a diversity of talent brings with it additional benefits of staff who feel supported and valued.
- **Pupils:** Flexible working helps to retain excellent, experienced staff with extensive subject knowledge, which can only be a benefit for students. It is also crucial for students to see diverse role models, particularly in leadership roles and realise that ambition, talent and wider personal fulfilment are not mutually exclusive



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