

What are the different flexible working practices in your workplace?

Part Time Compressed Hours PPA Timetable

Job share Recruitment material Finance Parental Leave Special Leave

Name: Helena Marsh

Organisation Name: Linton Village College

Organisation type: **Secondary**

Location: Cambridgeshire

Email: helena.marsh@lvc.org

Telephone: 01233 897224

Summary of practice: We advertise our commitment to flexible working in our recruitment material. Flexible working requests are considered very seriously, and we look to accommodate them wherever logistically and practicably possible. We have a significant proportion of part time teachers (around a third) including a significant number of middle leaders (half of TLR holders are part-time). Special arrangements have been made to support individuals with childcare and other personal commitments including flexible use of PPA time and considerate timetabling arrangements. We have accommodated support staff flexible working requests including compressed hours and working from home. We have also had a part time member of the Senior Leadership Team.

Benefits of flexible working practice for:

- **Individual:** Offering flexible working arrangements has enabled staff members to juggle different commitments. In many instances it has enabled parents and those with caring responsibilities to remain in the profession and to balance different priorities. Allowing teachers to retain TLRs on a part-time/job share basis has supported their career progression.

- **Organisation:** Flexible working practices, while not always easy to accommodate, have enabled us to recruit and retain talented members of staff. Being flexible has additional benefits of being able to afford to maintain specialist and experienced staff who wish to reduce their working hours.
- **Pupils:** Students benefit from a talented staff of teachers. While there may be some shared classes, they have access to high quality and committed teachers who have benefited from flexible working arrangements.

