

What are the different flexible working practices in your workplace?

Part Time School Day Timetable Policy Stakeholders

Job share Co-Headship Recruitment material Parental Leave Special Leave

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Organisation Name: Little Ilford School

Organisation type: **Secondary Maintained School**

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Summary of practice:

Examples of flexible working at Little Ilford School:

- Co-headship between Helen Marriott and Ian Wilson from September 2019
- Middle and senior leaders who are part-time
- Mainscale teachers who are part-time
- Flexible working arrangements for staff around their families, e.g. members of staff who are carers who are timetabled to come to school late or leave early
- Working with the Maternity Teacher Project to promote opportunities for staff who are on maternity leave
- Working with #WomenEd to promote opportunities for current and aspiring women leaders

- Sensitive, family-centred approach to special leave for staff experiencing difficult circumstances or health issues.

Benefits of flexible working practice for:

Individual:

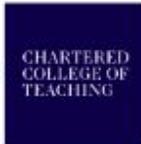
- Individuals are able to maintain a work-life balance
- Feel appreciated and valued by the school
- Are able to maintain career ambitions in a range of circumstances, particularly women who have been on maternity leave.

Organisation:

- Enables the organisation to retain its best staff
- Ensures that there is a healthy work-life balance for staff
- Shows other schools and organisations what is possible when a school works flexibly and that this is not only a more equitable way of working but also more effective.

Pupils:

- Lower staff turnover means greater stability for students
- Students have better teachers because more want to stay in a school where there are family-centred policies and practices
- Teachers model the importance of a healthy approach to work for students.
- Ofsted judged Little Ilford as Outstanding in 2012 and 2012.



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