

What are the different flexible working practices in your workplace?

Part Time School Day PPA Timetable Policy Stakeholders

Job share Recruitment material Finance Parental Leave

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Summary of practice:

We have an open mind in respect of flexible working practices and are willing to accommodate these as much as is practical. In the last academic year we had five members of staff on maternity leave, four of whom requested to return part time in September. We were able to agree to all the requests for part time or job-share arrangements, one of which is an Assistant Headteacher. We have had to be creative in how we build additional capacity so that all roles can be adequately covered, and this has resulted in greater leadership and career growth opportunities for a number of other staff.

Benefits of flexible working practice:

- **Individual:** Members of staff do not have to choose between career and family, and this therefore keeps them in the current job market. They keep pace with their colleagues in terms of pedagogy and CPD and retain any leadership responsibilities allowing them to progress in their career if they wish.

- **Organisation:** We would rather retain staff than lose them because we were not willing to consider flexible working arrangements. We have retained expertise and consistency for pupils. A happier workforce is a more productive one. We have been able to utilise the financial flexibility to appoint additional NQTs thereby increasing staffing capacity.
- **Pupils:** Pupils have retained their teachers, albeit for a reduced part of their timetable, and they have enjoyed the variety achieved by introducing some new staff and ideas. The additional staffing capacity created has translated into reduced class sizes in two year groups.



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