

What are the different flexible working practices in your workplace?

Part Time Compressed Hours Nursery Provision School Day PPA Timetable Policy
Stakeholders Job share Co-Headship Recruitment material Finance Parental Leave Special
Leave

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Summary of practice

The leadership of the 650-student outstanding Sixth Form is an excellent example of the school's Flexible Working Policy applied to meet the needs of the organisation and its employees. Helen Cox and Amy Kennedy job-share the role as Co-Directors of Sixth. Helen plans to retire within two years and requested to become part-time to stage her retirement and build up her portfolio of out of school interests. Amy was ambitious to increase her leadership role and influence in the school whilst managing the demands of her young family and a partner whose military career often leaves her as a single parent for periods of time. She applied to be Head of Sixth hoping that the school would accommodate a 0.8 PTE request. Helen and Amy work different days but overlap one day a week for the purpose of meetings and ease of communication.

Benefits of flexible working practice

- **Individual:** The arrangement enabled Helen to, in her words, “work on her life outside of school. The idea of going from full-time to zero was scary. Flexible working has made me feel valued after my years of service to the school.” Amy is pleased because “the flexible approach enables genuine equality. I would have felt that becoming a parent had capped my career if this opportunity had not been available.”
- **Organisation:** The Co-Director of Sixth Form role brings great benefits to the school. It enabled the school to retain two excellent colleagues, to build in a smooth succession model for the leadership of the Sixth Form and, while it lasts, we have even more leadership capacity during a period of expansion. It has also been good for morale. Staff feel valued and are proud to be part of a modern and forward-thinking organisation.
- **Pupils:** Flexible working enables us to retain the very strongest teachers and to develop them as leaders in a way that respects the lifestyle of individuals. Happy, motivated and fulfilled staff provide a better experience for the students in the school. The attainment and progress of students in SWCHS Sixth Form is exceptionally strong. The Sixth Form retains an ALPS 2 grading, placing it amongst the best 2% of Sixth Forms nationally.

