

## What are the different flexible working practices in your workplace?

**Part-Time   Job share   Co-Headship**

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Organisation type: **Primary**

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Summary of practice:

At a time when it is increasingly difficult to attract and retain effective leaders to the role of headteacher, St. Peter's Farnworth in Bolton extended the boundaries of the traditional leadership model and between the years 2006 – 2015 moved to a co-headship arrangement. Structurally, this involved the original headteacher, who had been in post as the substantive head for the 17 years previously, going from full time to part time (0.5), thus creating a space for the appointment of a second head, also part time (0.5), who combined to become the leading professionals in the school. In 2015 the original head retired from post and I currently now lead the school as the substantive single head.

**Benefits of flexible working practice:**

**Individual**

- advancement of career whilst giving time to family
- improved work life balance

- increased support in early years of headship
- enhanced professional dialogue
- less isolation in decision making

### **Organisation**

- More creative and collaborative leadership
- More challenge
- More opportunity for coaching staff
- More consultation and shared decision making
- Building capacity whilst sustaining continuity
- Succession planning
- Retaining experienced head teacher whilst appointing new head

### **Pupils, parents and community:**

- In 2018, **41%** of pupils lived in an area which is one of the most deprived 10% in England.
- Progress of the pupils has been significantly above national average for past 6 years
- OFSTED (2016) found the school outstanding in all areas, which was an exceptional achievement for the school and its community.
- The school was recognised as an Inclusion Quality Mark Centre of Excellence in July 2018.



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