

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

### Co-Headship

Name: Anne Kennedy and Katie Pearce

Organisation Name: The Holt School

Organisation type: **Secondary Academy**

Location: Wokingham, Berkshire

Email: holt.school@holt.wokingham.sch.uk

Telephone: 01189 780165

---

#### Summary of practice:

We are full time, co-head teachers with a leadership team of three assistant headteachers. We retain half a deputy head role each in order to make the structure budget-neutral compared to a single head with two deputies. One of us is the accounting officer and the other is the returning officer. Other than that, we are both fully and jointly responsible

#### Benefits of flexible working practice:

- Individual

The biggest personal advantage is that we share the emotional burden of headship and all the worries that stay with heads after school hours. We offload to each other and “park” any issues ready to go home to our families. With our different experiences, we are able to develop our own CPD from each other, which a sole head would not necessarily be able to do.

- Organisation

Our roles are split according to previous areas of experience, eg pastoral or curriculum. On a day-to-day basis, we deal with any issues arising as triaged by our PA based on which one of us is available. This creates bandwidth and increased accessibility. We share an office to maximise communication and to keep each other in the loop.

- Pupils

As co-heads we can teach, which we love and we both have exam classes which maintain our credibility in the classroom and ensures we never lose sight of what it means to be a teacher. Because there are two of us, we get to know students twice as quickly as a sole head. We also role model what it is to be a working mother at a senior level and how with creativity and flexibility, women can be great leaders.

Further details available: [http://www.leadermagazine.co.uk/articles/double\\_act/](http://www.leadermagazine.co.uk/articles/double_act/)

