

What are the different flexible working practices in your workplace?

Part Time School Day PPA Timetable Job share Parental Leave Special Leave

Name: Raphael Moss, Headteacher

Organisation Name: Elsley Primary School

Organisation type: **Nursery Primary Maintained School**

Location: Wembley, London Borough of Brent

Email: raphael.moss@elsley.brent.sch.uk

Telephone: 020 8902 8003

Summary of practice

At Elsley Primary, 32% of teachers have historically or currently worked part-time. This has included: caring for children, elderly or disabled family; returning from maternity or adoption leave; undertaking further studies; maintaining businesses or other work commitments; and preparing for retirement.

Although part-time working brings challenges, it is a long-term investment. There is clear evidence of long-term benefits which offset short-term challenges. Part-time working helps us to retain staff and maintain stability, encourages diversity, and allows the collective knowledge and expertise of the staff to continue to grow. There is also more goodwill and commitment from staff to the school.

Benefits of flexible working practice for:

- **Individual**

Part-time arrangements allow individuals to balance another priority. Sometimes arrangements are temporary, eg a child starting school, or extended phased return following bereavement or other crisis. Other arrangements continue over years. Staff say without part-time working they would have left teaching so have benefited from staying in education, and continuing professional development.

- **Organisation**

Retention is high and staff are more effective having been able to deal with grief before fully returning, for example, or balance family time. Some excellent staff would otherwise have left teaching but actually increase their days as circumstances change. The organisation retains their unique and significant contribution.

- **Pupils**

Pupils benefit from stability of known staff. Pupils – especially the most vulnerable – could otherwise experience turmoil if trusted adults regularly leave. By retaining teachers, pupils benefit from professionals who continuously improve their expertise. Part-time working also means there is a wide-range of life experiences, which ultimately benefits the pupils.

Further details available: raphael.moss@elsely.brent.sch.uk

