

What are the different flexible working practices in your workplace?

Part Time

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Summary of practice (100 words)

After returning from maternity leave, I became an Associate Assistant Headteacher. I loved my job, but I wanted to spend more time with my child. We have a significant number of staff working part-time in different roles and levels of the organisation, but at that stage no one on the SLT. I made a request to the Headteacher, and I now work 0.8 FTE, four days a week, as Assistant Headteacher. This is how flexible working has worked for me, and my school is an equal opportunities employer and is open to considering any form of flexible working.

Benefits of flexible working practice

- **Individual**

I have felt supported by my school to progress in my career, whilst balancing my desire to have more time at home. The benefits for me have been transformative to my work/life balance. I am able to approach my workdays with energy and commitment, whilst valuing my day off.

- **Organisation**

One benefit to the school is retention. I am grateful and even more loyal to my employer. My part-time position on the SLT also serves as an example to other staff members of how open the organisation is about flexible working at all levels.

- **Pupils**

Students I teach gain the best of me when I am in school, as well as once the day ends. On the days I work, I am more available after school for extra-curricular / intervention opportunities than when I worked full time.



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