What are the different flexible working practices in your workplace?

Part Time

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Summary of practice

When I returned from maternity leave, I wanted to work full-time. I was soon promoted to Associate Assistant Headteacher but although I loved my new role, I realised I wanted to spend more time with my young son. I spoke with my Headteacher about my desire to work part-time. Although no one had previously worked part-time on the senior leadership team, he agreed to my request. I think that the fixed term nature of my Associate position made this more possible. When a vacancy for Assistant Headteacher was advertised on the SLT, I secured this, working 0.8 FTE, four days a week.

Benefits of flexible working practice

- **Individual:** The benefits for me have personally been transformative to my work/life balance. I am able to approach my work days with energy and commitment, whilst valuing my day off. The day I spend with my son is so precious. Overall, my wellbeing has greatly increased.
- **Organisation:** Retention was a benefit to my school: 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.