What are the different flexible working practices in your workplace?

Part Time Compressed Hours Job share Parental Leave Finance

Name: Flexible Teacher Talent on behalf of Headteacher Monica Kitchlew-Wilson

Organisation Name: Furzedown Primary School c/o Flexible Teacher Talent

Organisation type: Primary

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Summary of practice

A whole staff consultation about budget cuts and hours staff would ideally work resulted in senior, experienced staff working a 4-day week. The headteacher is also a part-time class teacher. The school is 2-form entry and each year group has 2-3 teachers. In a year group, the two classes are not always split in the same way. Every teacher in the year group can be flexible and not everyone has to work full time. For example, in one year group there is one teacher on a 0.9 contract, one on 0.8 and one on 0.6. The children are used to different people teaching them; they know the teachers really well.

Benefits of flexible working practice

Individual:

- The teachers plan together offering the experience and creativity of ‘three brains’.

- Positive knock-on effect on work/life balance.
- Staff don’t ask to leave school early or to end term earlier for cheaper flights/sports events/concert tickets because teachers organise this cover between themselves.

Organisation:

- As a result of the consultation, the school has three experienced members of the Senior Leadership Team on 4 or 4.5 days per week making a salary saving of £60k.
- The school never pays out for supply.

Pupils:

- Each year group has three teachers for two classes of children.
- The attitude of the children is that 'these teachers teach my class' rather than ‘this is my class teacher'.

Further details available: https://www.flexibleteachertalent.co.uk/