What are the different flexible working practices in your workplace?

Part Time Compressed Hours PPA Job share Finance

Name: Sue Plant

Organisation Name: John Taylor Free School

Organisation type: Secondary

Location: Burton-on-Trent, Staffordshire

Email: office@johntaylorfreeschool.co.uk

Telephone: 01283 247823

Summary of practice

Headteacher, Sue Plant, is passionate about flexibility in education and believes this adds value to teachers as an individual as well as to their impact on pupils. Four different types of flexible contract are available which are reviewed annually as circumstances of the school and individual teachers change. Some teachers work reduced or compressed hours: transparency and clear communication from the start means that the flexible policy works for everyone.

Benefits of flexible working practice

Individual: The Design and Technology teacher works 0.8 and does his own design work in his studio on day 5. The Music teacher works 0.8 to practise his considerable musical talents. For another member of staff with a

young family, a leadership level post has been agreed for the next academic year and she will begin the first year working 0.6.

Organisation: The recruitment event for the new school claimed that, 'flexibility is important to us' and attracted 400 attendees and a wide field of candidates with 160 applicants for 11 jobs including 15 for Maths and 6 for Music. In an area where other headteachers are struggling to recruit, the new school was fully staffed, on budget, and ready for its opening in September 2018, having spent £0 on recruitment.

Pupils: Teachers can pursue other interests which complement their classroom practice and, ultimately, benefit their pupils.

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