What are the different flexible working practices in your workplace?

Part Time

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Organisation Name: Oxted School

Organisation type: **Secondary**

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Summary of practice

Robert Wood, Geography Teacher (Oxted School). Trained at Bolingbroke Academy, achieving QTS in June 2018. 0.8 PT Teacher.

Benefits of flexible working practice

Individual: I find it hugely beneficial having one day not in school. This is currently a Tuesday. It works well as it gives me a day breather. I often spend this time planning, reflecting, recouping as well as pursuing my own interests outside of education. The day away allows me to come back in on Wednesday and push for the rest of the week. I am now 52 and I have other interests in life. By working four days a week I can spend more time with my family, as well as pursue other interests in property and investments. Whilst being a teacher, I'm also a trustee of several other organisations. I need to be able to work flexibly in order to fulfil other commitments.

Organisation: The school is very supportive because they can see that by doing four days a week, I can bring much more to the school. It requires extra thinking within the department, but it works within the timetable. Headteachers are often concerned that four days a week could be a sign of lack of commitment. However, once headteachers understand that Now Teachers are incredibly committed, but require a reduced number of days in school to meet their existing commitments, they then can see the additional benefits of having trainees with more life experience in school. Now Teachers have helped redesign curriculums, arranged high level work experience and brought a different perspective on the world of work into the classroom.

Pupils: In my experience, I have not seen any issues with split classes or timetabling. I don't believe the pupils have been negatively impacted by the split classes arranged in my school. In contrast, I have found that the split classes have been beneficial due to the different perspectives in the classroom. Timetabling has also been relatively easy to do. It does require some additional thinking on how it could work but the benefit has been enormous.