What are the different flexible working practices in your workplace?

Part Time

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Organisation Name: Oasis Academy Shirley Park

Organisation type: **Academy**

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Summary of practice

Peter Jerrom trained at Oasis Shirley Park to be a Maths teacher and achieved QTS in June 2018.

‘I trained to be a teacher with the 2017 Now Teach cohort. The opportunity to follow Now Teach’s compressed programme was a major draw to become a teacher. My initial teacher training was at Oasis Shirley Park. I did not need to negotiate a four day a week programme as Now Teach had arranged it with the school. During my training year, the school was always very supportive. I have now progressed to lead Year 12.’

Benefits of flexible working practice

- **Individual:** My experience of working flexibly has been fantastic and I love it. I currently work 0.8 FTE and, in my experience, having a day off means I can work flexibly around my time rather than working long evenings. I have more choice of when to work. I can see my children more; I can attend more personal and professional events.

- **Organisation**: There are certainly more challenges with timetabling but there is nothing insurmountable. There are several Now Teachers in my school. Half the Maths Department are part-time, all working on reduced hours. I think if we can make our timetable work, more schools should be able to make it work. We have seen that part-time work has become more popular as a result of our work. Our former Head Teacher who is returning to work following her maternity leave has taken up a 0.8 FTE week. She has told me she was inspired to do it because of the example our Now Teachers have set. Part-time work is starting to be normalised at Oasis Shirley Park rather than it being different.

- **Pupils:** Ultimately, the biggest benefit so far is that I can be a calmer, better teacher which I think is of great benefit to the students and for my own teaching experience. Without the opportunity for compressed training, I would not have considered entering the profession. The opportunity to remain part-time has kept me in the profession.