What are the different flexible working practices in your workplace?

Part Time Compressed Hours School Day PPA Timetable Policy

Job share Recruitment material Parental Leave Special Leave

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Summary of practice

In the last ten years, since my first maternity leave, I have worked a job share and then compressed hours as a middle leader. I was then able to take a part time sabbatical to do my MA. Now I work 0.4FTE whilst doing a doctorate.

Benefits of flexible working practice

● **Individual:** I have been enabled to keep doing the job I love whilst being able to balance this with my family and other

related ambitions. It has increased my loyalty and well-being.

● **Organisation:** As a result of developing a flexible working policy the college has been able to retain a number of experienced members of staff which, in other circumstances, may have been lost.

● **Pupils:** The students get more positive, happier teachers who have enough energy and commitment to give everything to the roles that they currently have. These teachers offer a wealth of experience and subject knowledge.

Further details available: https://parentsandteachers.org.uk/the-joy-of-flex-recruiting-and-retaining-teachers-for- the-future/