

Funded by



Department
for Education

Flexible Working Programme



FLEXIBLE
WORKING
AMBASSADOR
MATS AND
SCHOOLS

Case study

A model of flexible work-life integration

Capita

entrust
Inspiring Futures



A model of flexible work-life integration

Ben Newark is a dedicated professional who exemplifies the essence of flexible working. Ben's commitment to both his career and family responsibilities is truly commendable.

Background: Ben currently holds a **middle leadership position** at a school, where flexible working is not just an option but a **cherished norm**. His unique hybrid work pattern combines part-time on-site presence with remote days, allowing him to strike a harmonious balance between his professional and parenting duties.

Work schedule: Ben's workweek consists of **9 periods** spread across **3 days**. On the days he is not physically present, he relies on his supportive team, who seamlessly continue the work in his absence. This collaborative approach fosters a culture of mutual trust and flexibility among staff.

Beyond the school gates: When Ben is not at the school, he wears multiple hats. Two days a week, he manages household responsibilities and spends quality time with his children. Additionally, he engages in **consultancy work** and dedicates time to his passion for writing.

Key aspects of success:



Delegation: Ben understands that effective delegation is the cornerstone of successful flexible working. By entrusting tasks to capable colleagues, he ensures continuity and maintains productivity.

Communication: Clear communication is paramount. Ben openly discusses his working hours, sets boundaries, and ensures transparency about what can be accomplished during his part-time days.

School's approach to enable flexible working: the school recognises that part-time work does not equate to compressed hours. They emphasise:

- **Boundaries:** Clear allocation of working hours on specific days.
- **Communication:** Open dialogue about task distribution, expectations and remaining tasks.

Myth busting: Ben dispels the outdated notion that flexible working is solely for women. His active involvement in family life is both rewarding and inspiring. Ben's commitment to his children and household responsibilities is a testament to the positive impact of flexible work arrangements for all genders.

In summary, Ben Newark embodies the spirit of adaptability, proving that flexible working benefits not only individuals but also the entire organisation.

For more information on their flexible working journey, visit the [Flexible Working in Education website](#) and watch the 'Flex your way to the top: working part-time and flexibly at middle leadership level' webinar recording.