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Case study

From maternity leave to leadership: Flo's story of flexibility

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From maternity leave to leadership: Flo's story of flexibility

Flo is someone who transitioned from maternity leave to various roles within the education sector and provides valuable insights into the type of roles that can work flexibly.

After her maternity leave, Flo resumed her role as a **Key Stage 4 co-ordinator**. This transition likely involved adjusting to work-life balance, considering her new responsibilities as a parent.



Flo negotiated a **0.6 contract** (working 80% of full-time hours) during this phase. This arrangement allowed her to balance her professional and personal commitments effectively.

Flo's career path took an exciting turn when she moved to a different school. Initially, she worked as a **Lead Practitioner** on a 0.6 contract and then subsequently, she moved up to the position of **Second in the Department of English and whole school T&L Coach** on a 0.8.

Flo's journey continued as she joined a new school as the **Director of English**. This role is pivotal in shaping the English department's vision, policies, and educational outcomes. She maintained her 0.8 contract, demonstrating that flexible working arrangements can accommodate leadership roles.

Tips and Takeaways:

- **Honest communication:** Flo emphasises the importance of open conversations. Being candid about your needs and values early on creates a transparent dialogue with employers.

In summary, Flo's journey exemplifies how flexible working can adapt to various career stages and responsibilities.

For more information on their flexible working journey, visit the [Flexible Working in Education website](#) and watch the 'Making a flexible working request' webinar recording.