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Case study

Leading by example: Danielle's success with work-life balance

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Leading by Example: Danielle's Success with Work-Life Balance

Harris Primary Academy

As an Assistant Principal at **Harris Primary Academy Shortlands**, Danielle England exemplifies the power of flexible working arrangements. Her journey underscores the transformative impact such practices can have on both professional growth and personal well-being.



Danielle wears multiple hats—she's not only an Assistant Principal but also a dedicated class teacher for Year 5. Her commitment to fostering excellence in education extends beyond administrative duties. As the Attendance and Deputy Safeguarding Lead as well as English and Reading, she shapes young minds with enthusiasm and care.

Danielle's role as Assistant Headteacher emerged after her return from maternity leave. The opportunity to work 4 days a week (0.8) was pivotal. Without this flexibility, she might not have considered the position. Her desire to prioritise family time was non-negotiable, and the academy's support made it possible.

Flexible working has enabled Danielle to be a better leader. On her day off, she finds rest—a precious commodity in the demanding world of education. This downtime allows her to reflect, recharge, and return with renewed energy. As a result, her decision-making is more thoughtful, her vision clearer. On her day off she is also able to spend more quality time with her daughter, to help her learn and grow.



Danielle's success lies in her ability to set boundaries. She navigates the delicate balance between work and personal life. By doing so, she models resilience and self-care for her colleagues and students. Her example reminds us that flexibility doesn't mean sacrificing effectiveness—it enhances it.

Danielle story inspires us to rethink work norms, champion flexibility, and create spaces where leaders can thrive without sacrificing what matters most.

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 senior leadership level' webinar recording.