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Case study

Mentorship and wellbeing: Kevin's impactful phased retirement

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Mentorship and wellbeing: Kevin's impactful phased retirement

Kevin is a dedicated mathematics teacher at Thomas Gainsborough School who embarked on a phased retirement using flexible working arrangements. Kevin had been an integral part of the school community for over **30 years**. As he approached retirement, he desired a gradual transition away from full-time teaching.

Here's how Kevin's phased retirement journey unfolded:

Early planning and notice

Kevin proactively informed the school about his retirement plans, providing a generous **2 years' notice**. This allowed the school to prepare and make necessary adjustments.

Despite feeling fatigued from full-time teaching, Kevin still wanted to contribute to the school community.

Transition to flexible work

Kevin reduced his workload by opting for a **reduced timetable**. He now teaches fewer classes, allowing him to focus on quality interactions with students.

He also takes **one day off per week**, which provides him with the necessary rest and rejuvenation.

Kevin's energy levels improved significantly, positively impacting his overall wellbeing.

Mentorship roles:

Kevin now embraces mentorship roles within the school:

- **Mentor for Early Career Teachers (ECT):** Kevin shared his wealth of experience with new teachers, guiding them through the challenges of the profession.
- **Mentor for Head of Department:** His expertise extended to mentoring department heads, contributing to effective leadership.
- **Mathematics Department Mentor:** Kevin's role as a mentor within the mathematics department proved invaluable. His insights and support enhanced the teaching and learning experience for both students and colleagues.

Positive impact:

- Kevin's reduced workload not only benefited him personally but also contributed to a **healthier working environment**.
- Colleagues appreciated his mentorship, and the mathematics department thrived with his continued involvement.
- Kevin's phased retirement exemplified the value of flexibility, well-being, and ongoing contribution to the school community.

Kevin's story underscores the importance of tailored retirement options that allow educators like him to transition gracefully while continuing to make a positive impact.

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