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# Flexible Working Programme



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## Case study

# The transformative power of flexible working

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## The transformative power of flexible working

### Priory Primary School

Rebecca Churchman, an Assistant Headteacher at Priory Primary School in Dudley, has found flexible working to be a transformative solution. Her journey began after the birth of her son four years ago when she returned to work full-time in a leadership role. Despite managing her responsibilities, she grappled with guilt over balancing home life and work commitments.

The turning point came with the arrival of her daughter. While on maternity leave, Rebecca faced a dilemma: how could she effectively manage her professional duties while nurturing her family?



She proactively scheduled a meeting with her Headteacher to discuss her options. Together, they explored the possibility of a 0.8 contract—working four days a week with Thursdays off. This arrangement allowed her to be present for her son's school drop-offs and spend quality time with her daughter.

Rebecca's experience over two terms has been positive. She attests that flexible working has significantly improved her overall well-being. By strategically planning her workload and maintaining discipline around her day off, she achieves a healthy balance between work and home life. Effective communication within the senior leadership team has been crucial to making this arrangement successful.

Importantly, the opportunity to work flexibly has anchored Rebecca in her profession. During maternity leave, she contemplated exploring other avenues, but the flexibility provided by her school kept her committed. Rebecca's story underscores the value of accommodating individual needs to retain dedicated staff and foster a thriving work environment.

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