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Case study

Trusts leading the way: promoting
loyalty & wellbeing through flexibility

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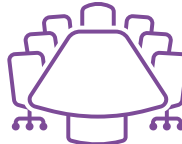
Trusts leading the way: promoting loyalty and wellbeing through flexibility

The Athelstan Trust

Flexible working in the Athelstan Trust is evident throughout the organisation. With the CEO and CFO both working flexibly, it is clear to all colleagues that any role can be flexed. The culture is that all flexible working requests will be given serious consideration and they will work together to find a solution for the individual as well as the schools.

As a Senior School Improvement Lead at the Athelstan Trust, Michelle embodies the spirit of flexibility. Her team, composed entirely of part-time professionals, has embraced flexible working arrangements, and the results have been nothing short of remarkable.

Below are some examples of how Michelle's team are making flexible working, work for them and the Athelstan Trust:

- **Balancing homelife and work: a seamless blend** Michelle and her colleagues are all working parents, juggling the demands of family life alongside their professional responsibilities. The flexibility they enjoy allows them to handle school drop-offs, pickups, and unexpected family matters without any anxiety. There's no need to fret about attending to their loved ones; following a conversation with the trust they simply adjust their work schedules to accommodate these essential moments. 
- **Monday morning dog walks: a positive start** Michelle kicks off her week with a refreshing dog walk on Monday mornings. This simple ritual sets a positive tone for the days ahead. And if circumstances change, she can easily swap her schedule around. The trust's understanding and support make this flexibility possible.
- **Governor duties: contributing beyond the role** Another team member serves as a Governor at a Primary school. During her flexible hours, she actively contributes to school improvements. This dual role allows her to bring fresh insights and ideas to both her governance responsibilities and her work within the trust. 
- **Supporting an elderly parent: compassion and commitment** Yet another colleague faces the challenge of an elderly parent who requires assistance with hospital appointments. The flexibility provided by the Athelstan Trust ensures that she can fulfil her caregiving duties without compromising her effectiveness in her job role.

The feeling of trust and respect is palpable within the team. They know they are valued not only as professionals but also as individuals with real lives. This sense of trust has a powerful impact on retention—when employees feel supported and understood, they are more likely to stay committed to their roles.

The positive experience of Michelle's team ripples through the Trust. As they share their stories, other staff members recognise the benefits of flexible working. It becomes a topic of conversation, and gradually, more individuals embrace this approach. The Athelstan Trust's commitment to flexibility becomes a beacon for work-life balance.

Michelle and her team demonstrate that flexibility isn't just a buzzword—it's a practical solution that fosters well-being, productivity, and loyalty. Their testimonial serves as an inspiration for others, proving that work can adapt to life, not the other way around.

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