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Case study

Empowering change: Halifax Academy's flexible approach

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Empowering change: Halifax Academy's flexible approach

In the bustling heart of a high-disadvantage area, Mariyam, a dedicated working mother, found herself at a crossroads. Three years ago, she stepped into Halifax Academy with a desire to contribute to the education system. Her passion led her to volunteer work, but soon she yearned for a more substantial role.



Mariyam transitioned into a teaching assistant position, but the rigid hours clashed with her family life. The financial strain of wrap-around care for her children threatened to force her out of the profession she loved. Mariyam was frustrated and she wondered if she could ever strike a balance.

Enter Halifax Academy's commitment to flexible working. Rather than lose a valuable asset, they engaged in a thoughtful dialogue with Mariyam. They asked: **“Where can you work? How can we best utilise your time?”**

The answers unfolded organically. The school shifted her working hours and Mariyam became an intervention champion, supporting children who needed that extra boost. She led reading groups, igniting young minds with the magic of words. And when families faced challenges, she stepped in, providing crucial support.

The result? Mariyam thrived. Her passion remained aflame, and her family life found harmony. Halifax Academy's willingness to adapt transformed her trajectory. She didn't leave the profession; she flourished within it.



And the best part? The local talent pool expanded. Mariyam's story echoed through the community, attracting others who sought meaningful work. The school's commitment to retaining talent ensured that salaries stayed within the neighbourhood, bolstering the local economy.

So, here's to Mariyam, to Halifax Academy, and to the power of flexibility. Together, they prove that when schools embrace the unique needs of their staff, they not only retain talent but also ignite a beacon of hope in disadvantaged areas.

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