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# Flexible Working Programme



FLEXIBLE  
WORKING  
AMBASSADOR  
MATS AND  
SCHOOLS

## Case study

## Enabling flexible working: a trust's journey

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## Enabling flexible working: a trusts journey

### Hales Valley Trust

As the former founding CEO of Hales Valley Trust and now leading the flexible working programme on behalf of the trust, Jeannette Mackinney has witnessed firsthand the transformative effects of embracing flexible work arrangements. The trust's commitment to valuing its staff and prioritising positive outcomes for pupils has led to the exploration of innovative approaches.

The trust recognises that experienced, high-quality staff are an invaluable asset. By accommodating individual needs through flexible working, they have fostered loyalty and commitment. In challenging schools where recruitment was historically problematic, the trust has successfully retained key leaders, directly contributing to school improvement.

The trust's flexible working initiatives encompass a wide range of options, including:

- + Annualised hours
- + Job sharing
- + Part-time contracts
- + Contracted hours
- + PPA (Planning, Preparation, and Assessment) flexibility
- + Days off for key work
- + Working from home
- + Secondments

Staff members feel empowered to approach leadership teams to discuss their unique needs and explore flexible arrangements. This positive approach has allowed the trust to proactively address potential challenges and seize opportunities.

As part of the trust's People Strategy, they have formalised their commitment to flexible working. Ensuring that all staff members are aware of the available options will empower them to make informed choices.

In summary, flexible working isn't just a policy—it's a cornerstone of the trust's success. By prioritising staff well-being and adaptability, they are shaping a brighter future for both educators and the students they serve.

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For more information on their flexible working journey, visit the Hales Valley Trust [website](#).