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Flexible Working Programme



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Case study

Jessica's 4-day working week success

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Jessica's 4-day working week success

Foxborough Primary School

Jessica Theisinger is a Headteacher at Foxborough Primary School and she illustrates the power of flexible working. Her commitment to balance, adaptability, and thoughtful planning has left a lasting mark on the school community.

Jessica's experience extends beyond the traditional boundaries of a Headteacher's role. Having worked part-time and flexibly in both Deputy Head and acting Head Teacher positions, she brings a unique perspective to leadership. Following maternity leave she maintained a 4-day workweek to maintain her work-life balance.

Co-headship allowed Jessica to explore the intricacies of the Headteacher role. Collaborating with another Headteacher, she seamlessly transitioned between her responsibilities as Deputy Head and Headteacher. This dynamic arrangement provided her with invaluable insights and prepared her for future challenges.



When the full Headteacher role became available, the trust recognised Jessica's exceptional contributions and offered her the opportunity to continue working 4 days a week. Her compressed hours contract allows her to maintain her commitment to family while leading the school effectively.

Jessica's flexible schedule enables her to spend quality time with her son, especially as she has the flexibility to work evenings and weekends. As her son begins school, she plans to continue her 4-day workweek.



Being away from work one day a week provides Jessica with essential headspace. She uses this time to reflect, prioritise tasks, and engage in strategic planning. Her ability to step back and view the bigger picture enhances decision-making and ensures effective use of her time while at school.

Jessica emphasises the importance of clearly defined roles and transparent communication. A well-structured process for applying for flexible working ensures that everyone understands expectations and responsibilities.

In summary, Jessica Theisinger's commitment to flexible working not only benefits her personally but also contributes to the vibrant and inclusive learning environment at Foxborough Primary School. Her leadership serves as an inspiration to all educators seeking a harmonious blend of professional excellence and personal fulfilment.

For more information on their flexible working journey, visit the [Flexible Working in Education website](#) and watch the 'Flex your way to the top: working part-time and flexibly at senior leadership level' webinar recording.