

Resources By Theme

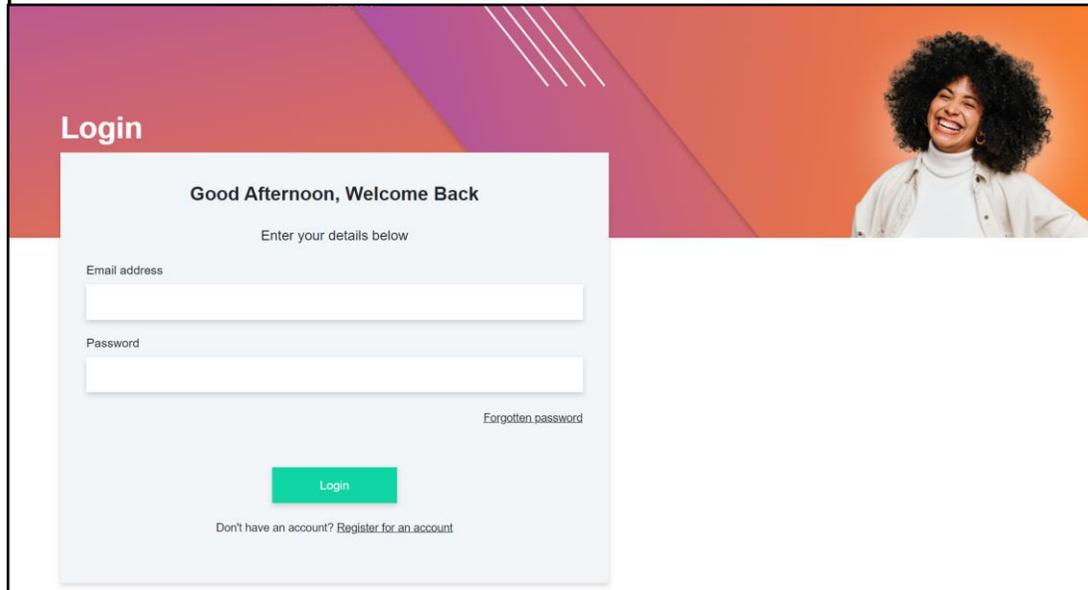
There are lots of useful documents, templates and website links in our resource library. Explore the categories below to browse available resources.



Getting Started

This resource requires you to be logged into the Flexible Working in Education website. Once you are logged in, please return to this document.

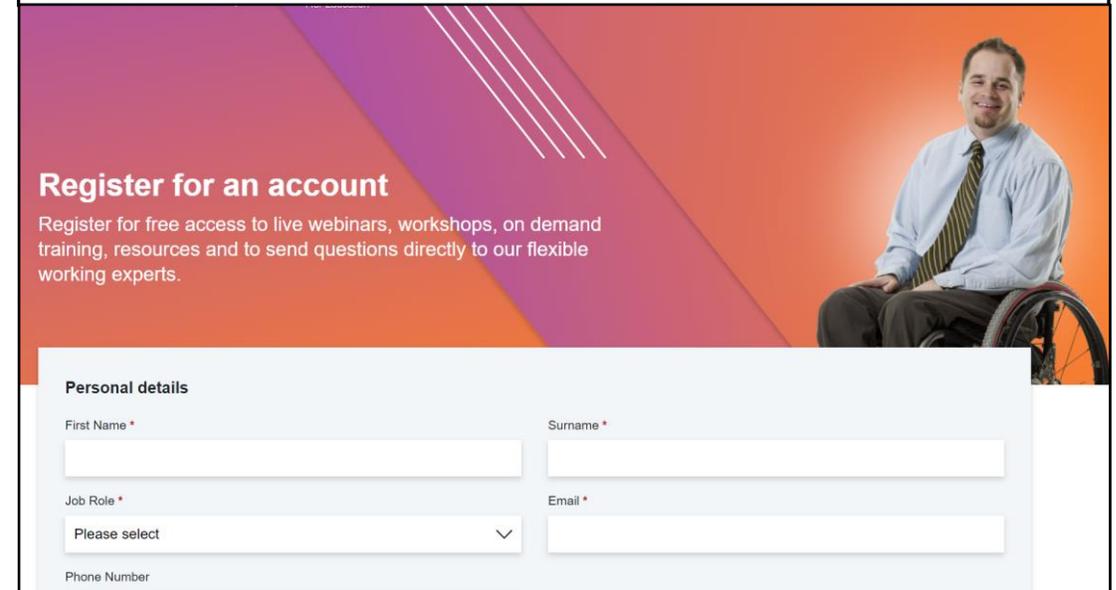
If you already have an account, click here to log in.



The screenshot shows a login page with a light blue background. On the right side, there is a photograph of a smiling woman with dark curly hair. The page features a white login form with the following elements:

- Login** (Section Header)
- Good Afternoon, Welcome Back** (Greeting)
- Enter your details below (Instruction)
- Email address (Text label and input field)
- Password (Text label and input field)
- [Forgotten password](#) (Link)
- Login** (Green button)
- Don't have an account? [Register for an account](#) (Text and link)

If you are new to the programme, click here to create an account.



The screenshot shows a registration page with a light blue background. On the right side, there is a photograph of a smiling man in a white shirt and tie sitting in a wheelchair. The page features a white registration form with the following elements:

- Register for an account** (Section Header)
- Register for free access to live webinars, workshops, on demand training, resources and to send questions directly to our flexible working experts. (Text)
- Personal details** (Section Header)
- First Name * (Text label and input field)
- Surname * (Text label and input field)
- Job Role * (Text label and dropdown menu with "Please select" and a downward arrow)
- Email * (Text label and input field)
- Phone Number (Text label and input field)

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Webinar – New flex legislation – are you ready?

Understand the new Flexible Working Act and how schools can prepare for the changes.

 *Headteachers, Business Managers, HR Leaders, Governors, Trustees*



Webinar – Making a flexible working request

A session to learn about your legal entitlements, current best practice and how to prepare to negotiate to find a flexible working pattern that mutually benefits both you and your school.

 *Teachers with an interest in making a request*



Thought piece – Preparing for changes to the flexible working legislation (Podcast)

This podcast delves into the upcoming changes to flexible working legislation set to take effect from 6th April 2024

 URL



Action planning template (New flex legislation – are you ready?)

An action planning template to accompany 'New flex legislation – are you ready?'

 DOCX



Flexible working legislation changes from 6 April 2024

Understand the changes to the flexible working legislation coming into effect 6 April 2024.

 URL



Thought piece – A consideration of the Timelines inherent in flexible working requests

A consideration of the Timelines inherent in flexible working requests by John Faulconbridge.

 PDF



Flexible Working Bill – Royal Assent

The Flexible Working Bill has now received Royal Assent. Included with this article is a consultation on informal flexible working.

 URL



Flexible Working Legislation FAQs

 PDF



Flexible working in schools - guidance

Non-statutory guidance that has been produced to help employers develop and implement flexible working policies and support employees who wish to request flexible working.

 URL



Webinar – Developing effective flexible working in primary settings

This webinar explores the benefits, pitfalls, myths, successes and positive case studies relating to flexible working.

 *Primary school leaders, Business/HR leaders, Governors/Trustees*



Webinar - Flexible Working: overcoming challenges in primary schools

This session will explore how flexible working can be successfully implemented in primary schools.

 *Governors/Trustees, School leaders, Business/HR Leaders*



Webinar - Flexible Working: helping to recruit and retain staff

A session for Governors/Trustees to understand how flexible working can help to recruit and retain staff in primary schools.

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Webinar - Flexi-timetabling: does everyone need to be off on Fridays?

Michael Scott, from Newport Girls' High School Academy Trust, teaches different ways to best align staff flexible working requests.

 *Timetablers, Curr. Deputy/Assistant Heads, School/Trust Leaders*



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A blog by Neil Renton (headteacher) discussing how his own mindset, regarding flexible working, has evolved.

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Webinar - Smarter timetabling to support flexible working

This webinar will help schools find ways to support flexible working without compromising on timetable quality.

 *Secondary school leaders and timetablers*



Webinar – Managing flexibility in a Trust central team

This session will focus on how flexible working can sustain academy trusts and help them to develop and grow.

Trust CEOs, COO, CFO and HR managers



Webinar – Flexible working in a SEND school and trust

This session will demonstrate how flexible working can be achieved in a SEND school environment.

School leaders, Business/ HR leaders, Governors/Trustees in SEND



Flexible Working Self-Assessment Tool

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The CEO of a flexible working ambassador MAT explains the changes it has made and the advantages of schools allowing more flexible working.

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A case study on Halifax Academy's flexible working approach to help retain a valued member of staff.



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Webinar - Communicating the benefits of flexible working to stakeholders working within a SEND school environment

This session explains how flexible working can be communicated to all stakeholders within a SEND school environment.

 *School leaders, Business/HR leaders, Governors & Trustees in a SEND setting*



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Webinar – Setting boundaries for effective flexible working

This session will focus on identifying areas of our flexible working lives where there may be a need to establish or strengthen boundaries.

 *Colleagues planning to or currently working flexibly.*



Webinar – Making a flexible working request

A session to learn about your legal entitlements, current best practice and how to prepare to negotiate to find a flexible working pattern that mutually benefits both you and your school.

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Webinar – Flexible working and early teaching careers

This webinar will have a particular focus on ECTs, highlighting the value of flexible working in supporting teacher recruitment and retention.

 *ECTs and School Leaders supporting ECTs*



Webinar - Flex your way to the top: working part-time and flexibly at middle leadership level

This panel discussion webinar, we hope, will “bust” key myths around flexible working at middle leadership level.

Current and aspiring middle leaders



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Teachers, School leaders, Governors



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How two heads job-share and how it positively impacts themselves, their pupils and the school community.

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Jessica Theisinger is a Headteacher at Foxborough Primary School and she illustrates in this case study the power of flexible working.

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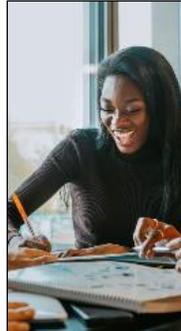
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Webinar - Learning to lead flexible working – effective mindsets for new school leaders

Supporting new and established leaders, this session will focus on learning to lead the implementation of flexible working.

 *New school & established school leaders along with HR colleagues*



Webinar - Why flexible working is a priority now

This webinar will focus on the importance, and benefits, of flexible working in Multi-Academy Trusts (MATs) and schools.

 *Governors/Trustees, School leaders, Business/HR leaders*



Webinar - Flexible job design: how to make flexible working the default

This workshop will detail how to provide a flexible job design process that enables all staff to flex without affecting their pay.

 *School leaders, Business/HR leaders, Governors/Trustees*



Webinar - Creating a flexible working strategy: why, how, what

This webinar can help school leaders create a flexible working strategy that aligns with the organisation's values and priorities.

 *School leaders, Business/HR leaders, Governors/Trustees*



Webinar - Using flexible working to attract and retain local talent (particularly in areas that experience a high level of disadvantage)

This session aims to support you in attracting and retaining talent in your local context.

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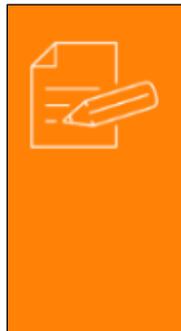
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Thought piece - Flexible working: let's jump through the looking glass

Warren Carratt; CEO of Nexus Multi Academy Trust examines how flexible working in schools can meet the needs and expectations of pupils, parents, and school staff.

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Case study - Trusts leading the way: promoting loyalty and well-being through flexibility

Senior School Improvement Lead at the Athelstan Trust, Michelle embodies the spirit of flexibility

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Thought piece - Flexible working podcast

Flexible Working Programme podcast



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Former founding CEO of Hales Valley Trust, Jeannette Mackinney has witnessed first-hand the transformative effects of embracing flexible work arrangements.



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Over the past five years, Charles Dickens Primary School has been at the forefront of reshaping perceptions around flexible working.



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Webinar - Identifying and communicating a vision for flexible working

This session aims to support you in defining and creating a vision for implementing flexible working.

 School, Trust Leaders, HR and Business Leaders



FWAMS update - Harrogate Grammar School

In this short recording, Neil Renton and Julie Wellacott reflect on their journey of flexible working.



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A session for Governors/ Trustees to develop understanding of how flexible working can help to recruit and retain staff in primary schools.

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How two heads job-share and how it positively impacts themselves, their pupils and the school community.

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Leading Flex for HR and School Business Managers

This session aims to help you to develop your understanding of flexible working in MATs and schools by exploring what it can look like and what the benefits are.

 *HR and School Business Managers*



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Attracting and retaining talent in local context and how to create a sustainable workforce that supports your community.

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The CEO of a flexible working ambassador MAT explains the changes it has made and the advantages of schools allowing more flexible working.

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The benefits of flexible working

Schools can use this poster to promote the benefits of flexible working.

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Flexible working in our school (DfE blog)

Charles Dickens' approach to flexible working and experience of the benefits to the school community.

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Webinar - Flexible Working: overcoming challenges in primary schools

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 *School leaders, Governors/Trustees, Business/HR Leaders*



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Thought piece - Overcoming the challenges of flexible working in schools

With the upcoming employment law changes in 2024, driven by the Employment Relations (Flexible Working) Act of July 2023, schools must adapt.



Webinar - Flex your way to the top: working part-time and flexibly at middle leadership level

This panel discussion webinar, we hope, will “bust” key myths around flexible working at middle leadership level.

 *Current and aspiring middle leaders*



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Thought piece - Transforming flexible working in education: Insights from flex fest

Insights from FWAMS about how they are overcoming the challenges in their schools.





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 *Those approaching retirement, school leaders, business/ HR leaders*



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A blog by Neil Renton (headteacher) discussing how his own mindset, regarding flexible working, has evolved.

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Thought piece - Balancing acts: navigating flexible work, religious days and cultural sensitivity in schools

A blog delving into Nazia Aslam's experiences of navigating flexible working to accommodate her religious practices.

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How a headteacher has implemented job shares successfully at her primary school in Brockley.

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Webinar - Introduction to the Flexible Initial Teacher Training (ITT) Delivery Network

ITT providers highlight how they have successfully integrated flexibility into their delivery of teacher training.

 *Any provider of ITT and anyone with an interest in this area.*



Introduction to the Flexible Initial Teacher Training (ITT) Delivery Network – Q&A

Q&As from 'Introduction to the Flexible Initial Teacher Training (ITT) Delivery Network' webinar.

 PDF



Adjustment questions resource

Adjustment questions resource - requested during the 'Introduction to the Flexible Initial Teacher Training (ITT) Delivery Network – Q&A' webinar.

 PDF



Webinar - Supporting career-changers to work and train flexibly

This session will be helpful for school leaders that are keen to attract more career changers, as well as career changers themselves.

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Flexible working: When the headteacher decided to flex

Neil Renton describes headteacher Mike Roper's flexible working insights...





Flexible working and the menopause

This session will help to build your understanding of flexible working in schools in relation to the menopause.

 *Teachers, school senior leaders, school HR professionals*



Thought piece - Teaching, menopause and flexible working

In this article Dr Suzanne Brown explores how we might better support women to thrive and remain in the classroom during their menopause transition.





The benefits of flexible working

Schools can use this poster to promote the benefits of flexible working.



Working lives of teachers and leaders – wave 1

The findings of the first wave of the working lives of teachers and leaders survey. From: Department for Education. Published 11 April 2023



Exploring flexible working practice in schools

CooperGibson Research was commissioned to conduct research to gather evidence on staff experiences of flexible working in schools.





Flexible Working Ambassador Multi-Academy Trusts and Schools

Click to find out what FWAMS are, what they do and how to contact them.



URL



Webinar - Introduction to Flex Fest and Flexible Working Ambassador Multi-Academy Trusts and Schools

This session will introduce the FWAMS, helping you to understand the support that they, and the programme can provide.

 *Governors/Trustees, School leaders, Business/HR leaders*



Thought piece - Transforming flexible working in education: Insights from flex fest

Insights from FWAMS about how they are overcoming the challenges in their schools.



PDF



FWAMS update - Harrogate Grammar School

In this short recording, Neil Renton and Julie Wellacott reflect on their journey of flexible working.



URL