

# Building better work-life balance from the start

Designing quality flexible and part-time  
working in schools

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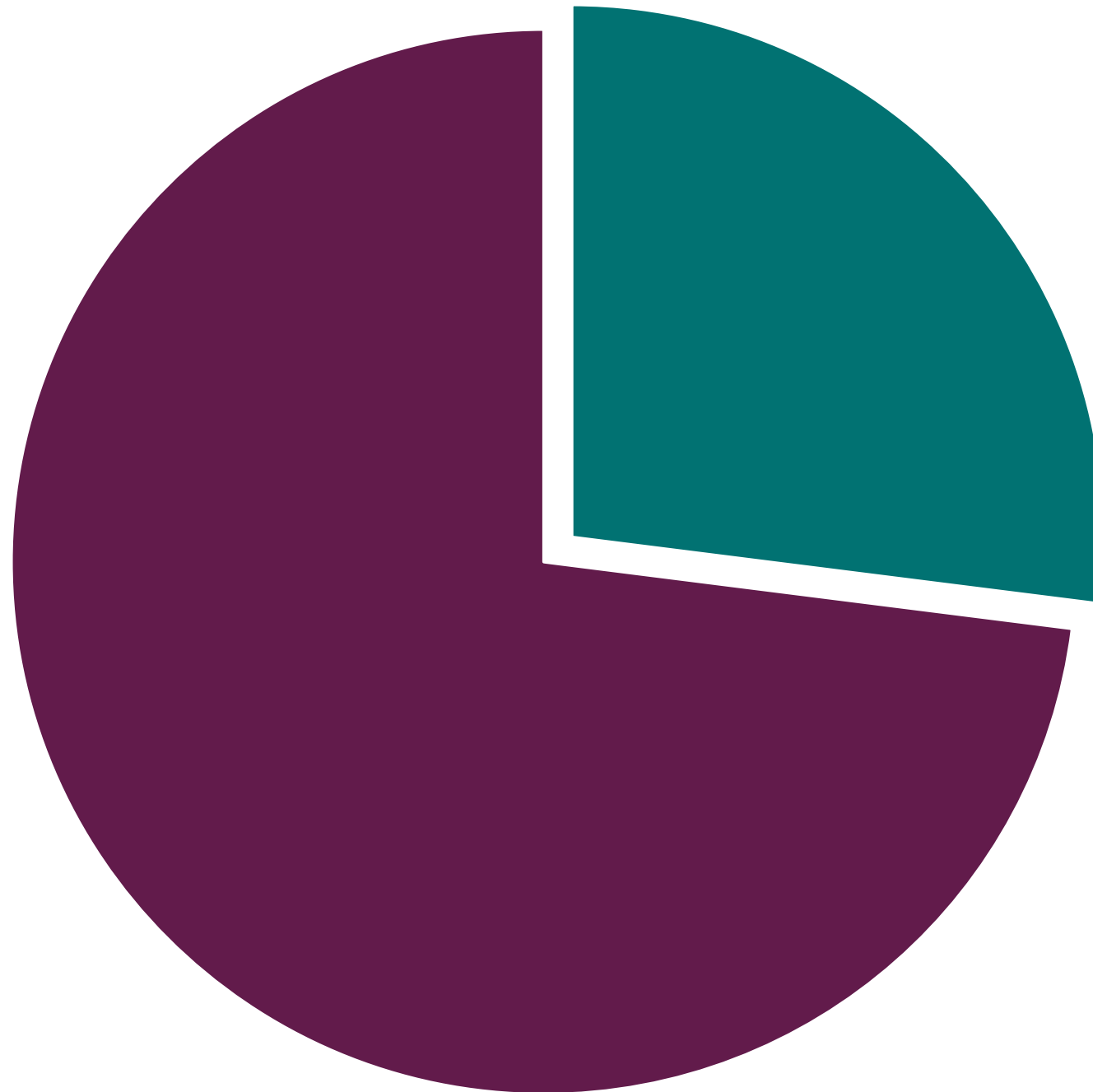
timewise  
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timewise JOBS  
PART-TIME & FLEXIBLE ROLES

timewise  
POWER  
50 2019

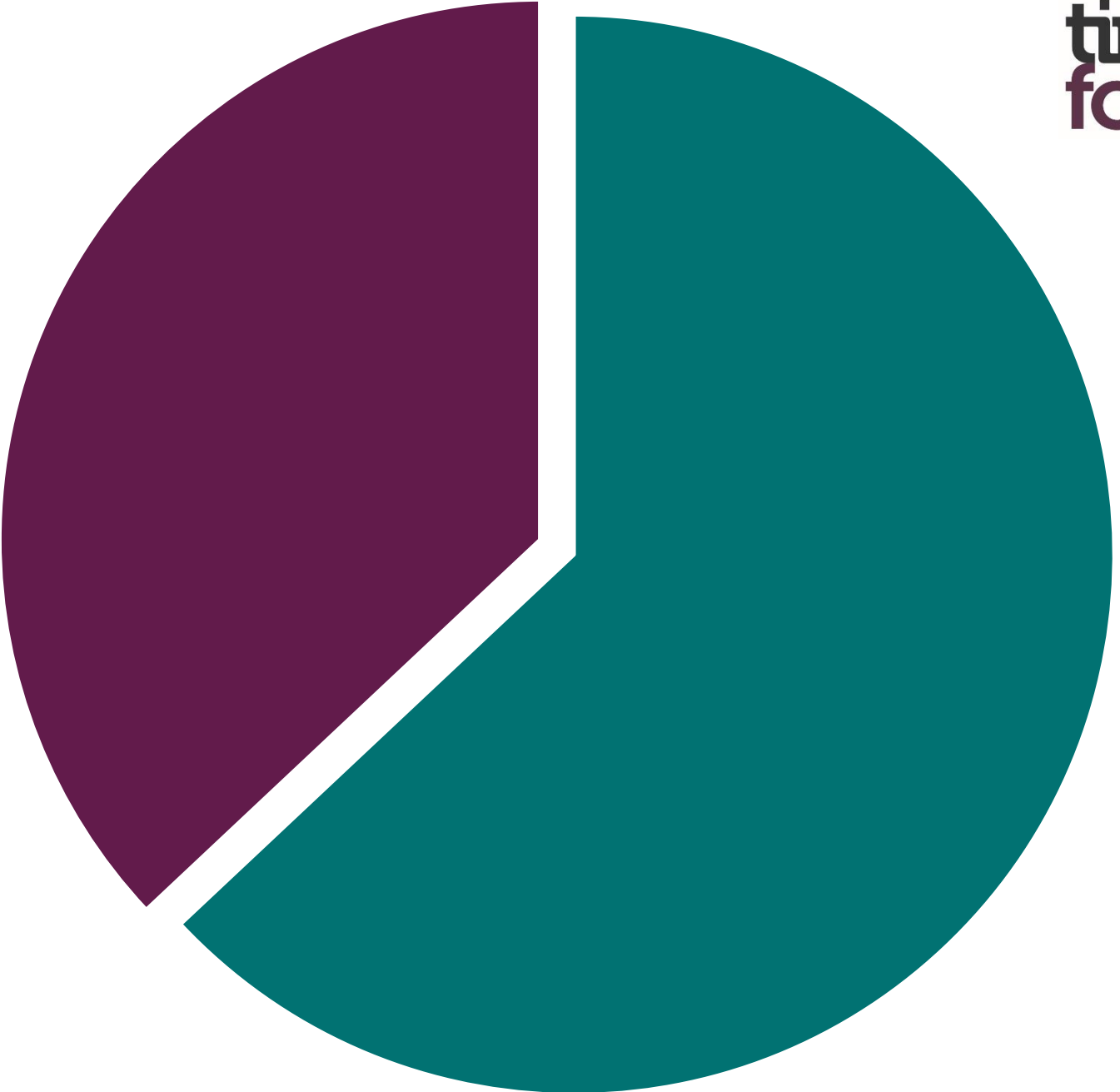
THE TIMEWISE  
FLEXIBLE  
JOBS INDEX

**27% of UK  
workforce  
works  
part-time**



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**63% of UK's  
full-time  
workforce  
works  
flexibly**



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**87% of UK's  
full-time  
workforce  
either works  
flexibly or  
says  
they want to**



# MEN WANT FLEXIBLE WORKING TOO

MEN  
**84%**



WOMEN  
**91%**

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#FlexibleBritain

**FLEXIBLE  
WORKING:  
YOUNGER  
WORKERS  
WANT IT MOST**



**18-34 YEAR OLDS**

**92%**



**35-54 YEAR OLDS**

**88%**



**55+ YEARS**

**72%**

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# Teachers working flexibly

- 58% of women returners want part-time work (Timewise 2016 What women returners want)
- 28% of female teachers work part-time (DfE 2017 School Workforce in England), compared to 42% of women in the workforce nationally
- Only 12% of quality roles in education offer part-time and flexible working at the point of hire (Timewise 2018 Flexible Jobs Index)
- Many secondary teachers who leave the profession do so to work part-time (NFER 2018 Is the Grass Greener Beyond Teaching?)



# Demand outstrips supply



**TALENT BOTTLENECK CAUSED  
BY LACK OF FLEXIBLE JOBS**

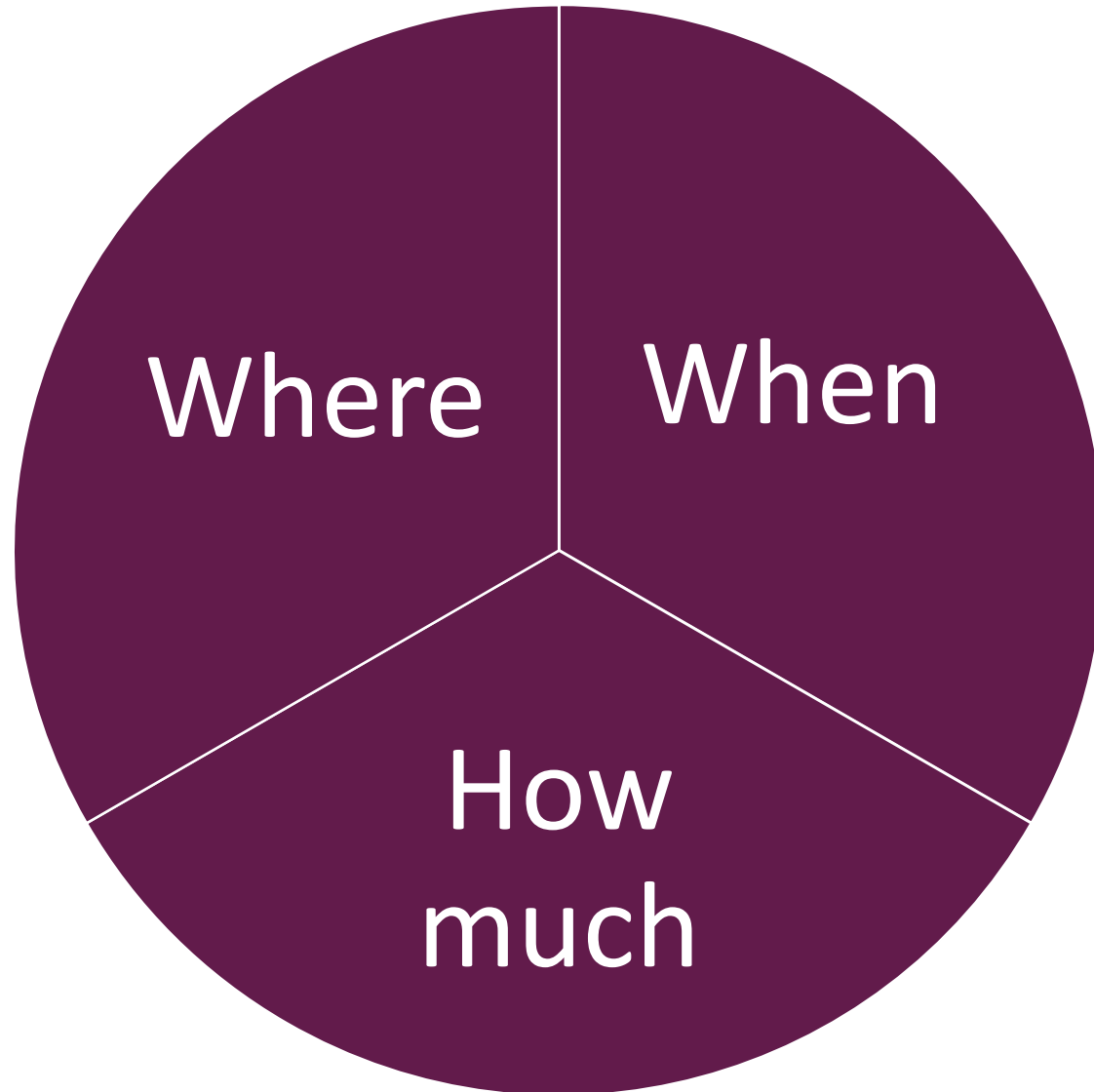
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# Mismatch of expectations

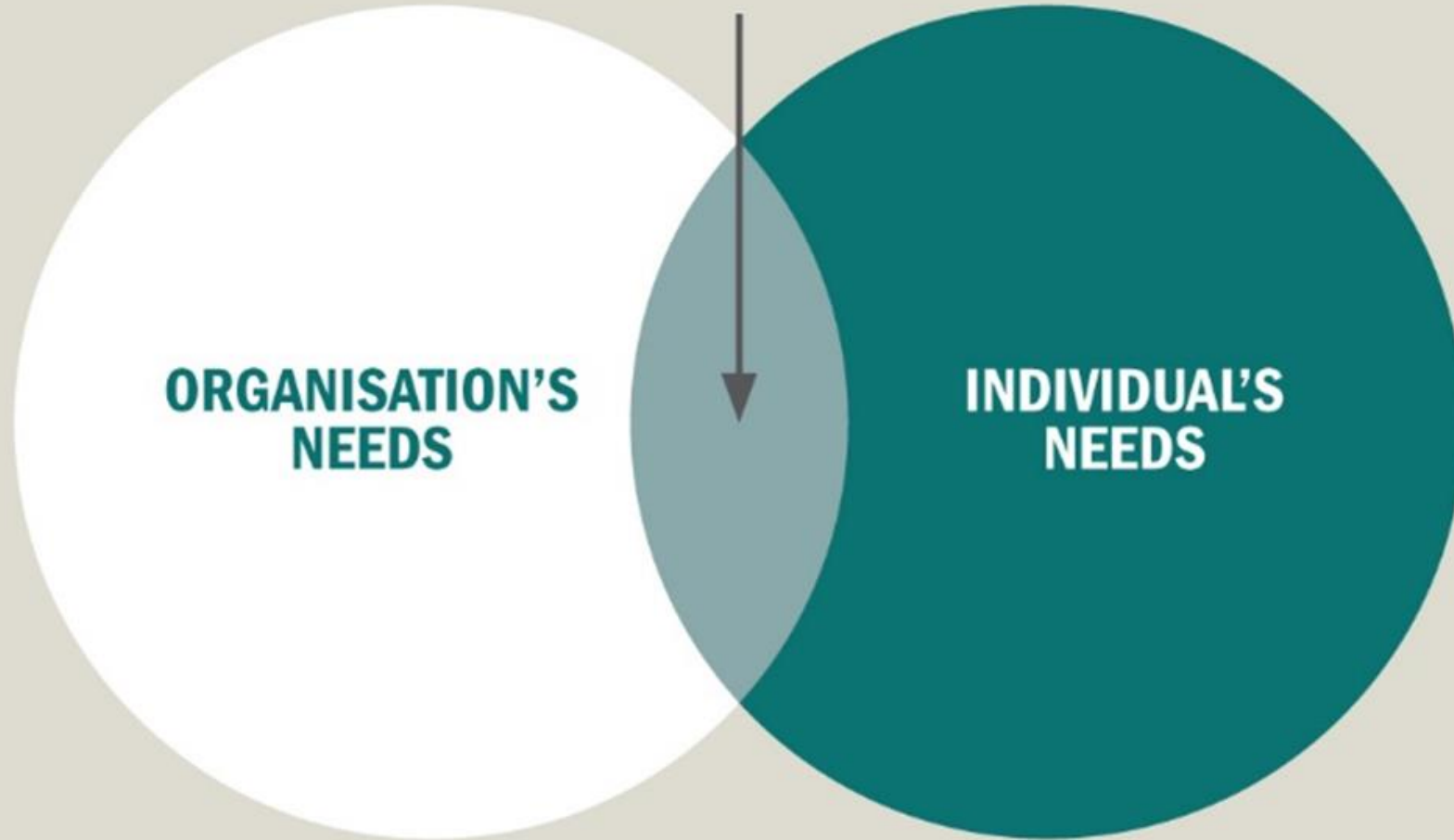


# What is flexible job design?

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**JOB DESIGN  
IDENTIFIES WHERE  
FLEXIBILITY WORKS**



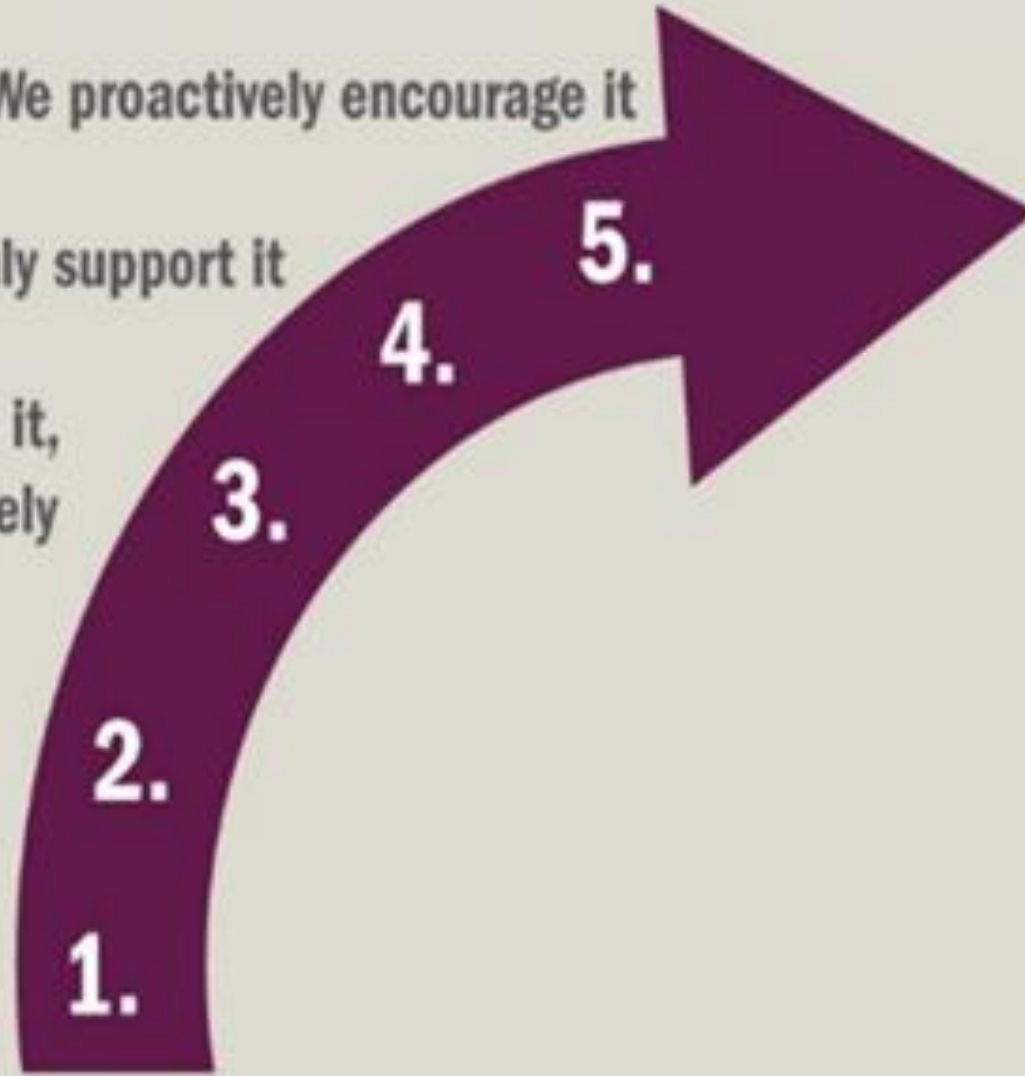
We proactively encourage it

We openly support it

We welcome it,  
but still reactively

We accommodate it, but  
only when someone asks

We tolerate it,  
reluctantly



# Learning from other sectors

1. Beware 'accommodating'

2. Different jobs require different job designs

3. Be creative!

# Beware 'accommodating'

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# Job types and job designs

Primary

- Pupil-teacher relationship

Secondary

- Timetabling





Be creative!

**“Well, this isn’t what  
I understood by a jobshare, either.”**

# Be disruptive!



# What can you do next?

1. Build – and communicate – the business case
2. Leadership to drive culture change. Shift attitudes. Walk the talk. Find role models.
3. Equip and support head teachers to understand flexible job design

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