

What makes us different? It's our...

# Way Of Working

# 92%

OF OUR SURVEYED STAFF THINK THAT OUR **FLEXIBLE WORKING POLICIES** WOULD ENCOURAGE MORE TEACHERS TO WORK IN OUR TRUST. ARE YOU ONE OF THEM?

Our staff are our most valuable asset; their influence defines the future for our young people. We are passionate about being an excellent employer who ensures that all staff within and across our academies work together with the highest levels of moral integrity so we base every decision around one fundamental question: how will things improve for our young people as a result of this?

We want to recruit and retain the very best staff and we are a Trust with the intelligence to think differently and the courage to put our thoughts into practice. We are careful to balance our 'agreed consistencies' with high levels of staff autonomy, trusting staff to take control of key aspects of their own work. Our 'smart ways of working' are the envy of many neighbouring schools!

*"I can organise my time as it best suits me whilst getting everything done. I tend to work a lot after my children are in bed so going home early allows me to see them more or to do errands more quickly without them in tow"*

**Jo Teasdale**  
Science Teacher  
Southmoor Academy



*"It gives time for clarity and allows staff to feel as though they are being given a better deal, making them more motivated and ensures more good will and dedication"*



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**Craig Wood**  
Teacher of History  
Southmoor Academy



**4**  
**out of**  
**5**

TEACHERS WE  
SURVEYED SAID  
THAT OUR  
FLEXIBLE WORKING  
DAYS MADE THEM  
MORE LIKELY TO  
STAY IN THEIR  
CURRENT POST AS  
PART OF OUR  
ACADEMY TRUST.



*"I think flexible working days are a massive bonus of working at SHV. I have a lot of friends who are teachers who are very jealous of this."*

**Glenn Bunn**  
Science Teacher  
Sandhill View Academy







*"I'm able to leave early and work better at home"*

Alexa Wright  
Deputy SENDCo, Southmoor Academy



*"I can spend additional time picking up my children from school one day a week"*



*"This is an amazing idea! The impact on staff welfare as a result is excellent and a true reflection on how we work as a team at SHV. Staff are willing to cover and help out if they can."*

## Shorter term times for a better work - life balance.

Our Way Of Working allows teachers much greater control over how and where they work. We value and trust our teachers.

As an example of our philosophy, this year we consulted our staff on a change to our school term dates. After an overwhelming positive response, **we now operate on a term two weeks shorter than most schools**, whilst providing our students with a longer day filled with a great variety of lessons and allowing our staff to have more time off to take care of the important things in life.

This is just the start, we plan to be the very best teacher employer in the country because we want the best teachers.

**We're the best employer you've yet to have.**