



FLEXIBLE WORKING STATEMENT

REVIEW DATE:

AUTUMN 2025

NEXT REVIEW DATE:

AUTUMN 2026

Flexible Working at South Farnham SCITT

At South Farnham SCITT, we understand that flexibility is a key consideration for many entering the teaching profession. While teaching may not offer the same remote working options as other sectors, it does provide meaningful and practical flexibilities that support wellbeing, personal circumstances and professional growth.

We are proud to offer a training experience that is **personalised, supportive and adaptable**, helping our trainees not just to survive, but to **thrive** in their careers.

What Flexible Working Looks Like in Our Training Programme

- **Part-Time Routes:** We offer part-time training options to support those balancing other commitments, such as family, study or work.
- **Flexible Use of Time:**
 - In **secondary settings**, trainees can manage their **non-contact** and **PPA time** to suit their planning and workload.
 - In **primary settings**, trainees benefit from structured support and flexibility in how they prepare (PPA) and reflect.
- **Core Teaching Hours with Flexibility:**
 - While core hours are consistent, schools within our partnership often allow flexibility in **start and finish times** and in **taking work home or completing it on-site**.
- **Support for Life Events:**
 - We work with trainees to accommodate **significant personal events** such as weddings, bereavements or health needs, ensuring training remains accessible and humane.
- **School Holidays:**
 - Trainees benefit from the structured school calendar, which includes regular holidays that support work-life balance.
- **Geographical Cohorts:**
 - Our trainees are placed in **local cohorts**, reducing travel and fostering community and peer support.

Why Flexibility Matters

Flexible working in ITT is not just about convenience—it's about **retention, wellbeing and inclusion**. Research shows that flexible models:

- Improve **work-life balance**

- Reduce **absenteeism**
- Make providers more **inclusive and attractive**
- Support **trainee productivity and progress**

We also recognise the challenges faced by those with caring responsibilities, especially women aged 30–39, who are leaving the profession due to inflexible working conditions. At South Farnham SCITT, we are committed to **challenging this trend** by offering a training environment that supports all life stages and circumstances.

Our Commitment to You

We believe in:

- **Trusting trainees as professionals**
- **Recognising individual needs**
- **Creating a nurturing environment where you belong**
- **Equipping you to thrive—not just in training, but throughout your career**

Whether you're a recent graduate, a career changer, or someone returning to work, we're here to support your journey into teaching with **flexibility, compassion and excellence**.