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# Flexible Working Programme



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## Charles Dickens Primary School: Enhancing Teacher Recruitment Through Flexible Working

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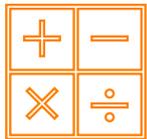


# Charles Dickens Primary School: Enhancing Teacher Recruitment Through Flexible Working

## Background

Charles Dickens Primary School is situated in London. In its capacity as a Flexible Working Ambassador, the school collaborated with a secondary school located just outside the London salary weighting area. This secondary school faced significant challenges in attracting teachers due to the disparity in salaries, compared to schools within the London weighting zone, a short distance away.

## Challenges



The secondary school had persistent vacancies in Maths and Science, subjects that are also notoriously difficult to recruit for on a national level. Despite multiple advertisements, there was no interest from potential candidates, putting further burden on existing staff.

## Approach

With support from Charles Dickens Primary School, the secondary school revised its job advertisements, emphasising flexible working culture already in place. The new advert encouraged potential applicants to "speak to us about flexible working," aiming to attract candidates by offering more than just a competitive salary.



## Outcomes



The revised job advert led to a 55% increase in interest for both Science and Maths teaching positions. The school successfully appointed two teachers to share one role and another teacher for a full-time position with a slightly adjusted schedule to accommodate personal commitments.

The newly appointed teachers and other interviewees expressed that the flexible working options were more appealing than the higher London-weighted salaries.