



## HOME-BASED WORKING AT OFSTED

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## New Ofsted. Who are we?

- Ofsted is responsible for regulating and inspecting childcare, children's social care, court welfare services and schools, colleges, adult learning, teacher education and children's services in local authorities in England
- The largest home-based organisation in government

## Staffing

- 2,886 staff in total
- 1,553 staff are home-based
- 54% of our staff are home-based

## **Financial support**

- Start up allowance of £700
- Annual allowance of £460

## **IS equipment includes:**

- A laptop and docking station
- A printer and shredder
- A digital landline phone and a mobile phone
- Broadband connection

# What works well



- equipping staff with the 'tools' to do their job
- our electronic systems for monitoring the work
- training packages for managers
- improved efficiency through flexibility

# What hasn't worked so well...



- moving team members or the team manager
- practical considerations
- the volume of information imparted
- personal support issues

## So what support do we give...



- guidance for home-based workers includes a section on managing a team remotely
- regular face to face meetings
- teams of experts to solve home-based working problems
- instant recognition reward scheme for success

## Issues:

- promotion
- equality with office based staff
- building a corporate identity
- not a cheap option

# Ofsted: a home-based organisation



- Not an office-based organisation where home-based staff come as an afterthought
- Business built around this
- Still learning...

