

INVESTOR IN PEOPLE CASE STUDY: TWO MOORS PRIMARY SCHOOL



Two Moors Primary School excels in People Management

“For us a successful school is all about treating people well – children and staff. This means learning opportunities for all. If we cannot teach ourselves properly, how can we expect to teach the children effectively? Investors in People has helped us identify what is working well and how we can continue to improve.”

“We are preparing the youngsters for the future. To move forward in life the children need to be able to enter new situations with confidence, be able to work with others, be flexible, adaptable and able to take risks. These are hard working, good children and it is our job to help them get on in life.”

Roy Kerrigan, Head Teacher, Two Moors Primary School

Background

Size: 70 staff, 450 pupils

Location: Devon

Status: Investor in People since 2002. Profile assessment undertaken in 2005



INVESTOR IN PEOPLE

Moving forward with Investors in People

Two Moors Primary school, a 450 pupil school based in Tiverton, Devon, has been recognised amongst a handful of organisations in the South West for excelling in their achievement of Investors in People against the Profile framework.

Profile looks for excellent practice building on the Investors in People Standard framework (level 1). It is designed to help businesses and educational establishments improve by taking an in-depth look at their processes and practices. It shows an organisation not just that it is displaying good practice in people management and development, but also benchmarks against other organisations to show how good it is and where it can improve.

“We undertook Investors in People because we wanted to know how effective we really were. We wanted feedback from an independent, credible body who could provide us with some honest, constructive advice on how we were doing and where we could improve” Head Teacher, Roy Kerrigan commented. “We were delighted when it was recommended that, in light of our approach, we should actually be assessed against Profile levels.”

Excellent Practice

Organisations that undertake Investors in People are assessed against ten key indicators covering business strategy, learning and development through to leadership and management. Excellent practice, Profile level 4, was particularly highlighted in four of the focus areas at the school. “This is a remarkable outcome, of which the School can be proud” said Assessor Joanna Gillingham.

Two Moors shone in business strategy, people management, learning and development and management effectiveness. This was demonstrated through an ethos where teamwork, open contribution, respect amongst staff and the development of individual talents is seen by staff and managers as the driving force behind the schools success.

Areas of good practice included everyone's involvement in the School Improvement Plan, participation within the outside community and clubs and the opportunities for staff to develop from coaching and conferences through to vocational qualifications.

Joanna Gillingham reported on the effectiveness of managers and how they involved and empowered staff, highlighting the "visible and 'inspirational' leadership team" and "day to day management practice that recognises and values the 'whole person' ".

Staff commented on the inspiring Head Teacher, Roy Kerrigan who is a member of the Leadership Trust which reviews and coaches other Head Teachers. Roy, who has been with the school for 12 years, was put forward by the community for the Promethean Award for School Leadership in the South West at the Teaching Awards Trust 2003 and subsequently won the award.

Two Moors attitude to performance enhancement through people placed them above the national average amongst the most successful Profile organisations in the UK .

The impact

"Investors in People has helped us hone staff performance through their development and we are utilising techniques to help us further improve the learning process for all. We are continuing to develop first-class leadership and management skills" Roy commented.

The many positive comments show the impact on staff of the schools approach to people management and development. One person commented "I feel privileged to be part of the Two Moors community. It just has a buzz about it". Another member of staff stated "I'm proud to work here – it's our reputation – people want their children to come here. I feel I'm getting something out of working here".

Roy Kerrigan said "The achievement of Investors in People at Profile level is down to the micro society culture we embrace at the school where everyone values and recognises each others contribution. We are pleased to have a school where staff are content and the community can be proud their children attend".

About Investors in People

Investors in People is about recognising that people are at the heart of organisations. Getting the best out of staff has a direct impact on the organisations success.

The Investors in People accreditation helps organisations identify and implement proven methods to help staff achieve organisational objectives. Thousands of organisations across the South West continue to recognise the value delivered by Investing in People today.

Quality South West are the Investors in People Assessment & Recognition Centre for the South West. Contact our Advisory Team on (01452) 413641 to find out more.