

CASE STUDY



Killermont Primary School

“Having the Investors in People Standard sends a clear message to the parents and wider school community that we are serious about continuous improvement and providing the very best service we can.”

Elspeth Smith, Head Teacher



BACKGROUND

- Size:** 320 pupils, 45 staff
- Sector:** Primary and nursery education
- Location:** Bearsden, Glasgow
- Status:** Recognised since 2004.

THE ORGANISATION

Killermont Primary School boasts a full range of modern facilities including library, ICT Gallery, AV studio and games/assembly hall all contained within the building, which was opened in 1997. The class bases are semi-open plan in design and a nursery facility completes the complex. The staff comprises teachers, classroom assistants, special needs auxiliaries, nursery nurses, clerical, kitchen and janitorial staff. The school aims to encourage pupils to achieve high standards in their work and to develop any special talents they may have as well as helping pupils to become independent learners, aware of their social responsibilities, creative and able to develop a positive attitude to life.

IMPACT OF USING INVESTORS IN PEOPLE

Killermont Primary had had a very unsettled period of management following the secondment of the Head Teacher to work for the local authority. Over a four-year period three different people had the job of Acting Head Teacher and the staff were looking for stability and continuity when a new Head Teacher was appointed in spring 2003. It was felt by the new Senior Management Team that Investors in People would provide a framework for the school to address key development issues, ensure effective leadership and management strategies were in place and provide for a focus of training and development for staff.

“Investors in People has helped us to make improvements to our organisation,” says Elspeth Smith, Head Teacher. “We now have clear goals that everyone understands and we have created a very strong learning culture in which development is seen to be a continuous process. “Staff have benefited via improved communication structures and an improved culture of mutual support and co-operation that has developed, in which staff benefit from each other’s knowledge, skills and experience on a very regular basis.”

“Investors in People is a very rigorous process, but the opportunity to have an external endorsement of your practice and effectiveness is very rewarding,” says Elspeth. “It gives an opportunity for the inclusion of staff at all levels of the organisation and also provides a real focus for staff to share views and discuss practice. “Investors in People gives a real opportunity to develop team working, we would encourage any organisation to work for the standard because investing in people ensures success.”