

# CASE STUDY



## SHEUCHAN PRIMARY SCHOOL

***“One of the strengths of the new extended Investors in People framework is the level of detail,”***

**David Maxwell, Head Teacher**



### BACKGROUND

- Size:** 250+ pupils; 36 staff
- Sector:** Nursery & Primary
- Location:** Stranraer
- Status:** Recognised since 2005.

### THE ORGANISATION

As a large, successful primary school, with a high percentage of placing requests Sheuchan is always looking for ways to continuously improve its performance. So it first became involved with Investors in People in 2005/06 when its then Head was looking for fresh ways to engage with its staff. Having gained recognition against the Standard, however, it saw that there were plenty of other areas in which Investors in People could offer benefits.

### IMPACT OF USING INVESTORS IN PEOPLE

“One of the strengths of the new extended Investors in People framework is the level of detail,” explains David Maxwell. “So if you want to extend yourself and set stretch targets in an area like leadership or supporting staff you can see from the Investors in People framework what actions you should be taking.”

As David Maxwell points out, there are such strong, interlocking links between Investors in People and ‘How Good is Our School’ that they feed directly into each other. “They complement each other so well that you do not have to do anything extra,” he says.

The benefit of this is felt even more strongly with the offer of the ‘new approach’. Sheuchan was due for its first review just as the ‘new approach’ was being piloted so it was delighted to be one of the first schools to get a taste of what was involved. “I think that it is very positive having an outside neutral observer coming into the school for the assessment,” says David. “In preparation for a review against the extended framework our assessor did an immense amount of research to understand the school and its priorities. We looked together at the new framework, discussed what were the most important parts for us and she absorbed the kind of issues which we wanted to explore in more detail.

So when she came in to do the assessment itself she was able to drill down and probe the topics that were on our agenda for improvement.”

“The great advantage of an Investor in People assessment is that the staff are able to speak honestly and anonymously to the assessors about how they feel. I was delighted to hear how appreciative people were about both the school and their colleagues. It gives us confidence and confirmation that we are doing the right thing.”