INVESTORS IN PEOPLE GOLD AWARD SEPTEMBER 2014

I am delighted to be able to tell you that our school has been award the highly prestigious GOLD Investors in People Award. Our staff and Governing body work tirelessly to ensure that our school is the best that it can possibly be. Most of our work with national bodies is focussed on improving Teaching and Learning and outcomes for the children and their families. Working within IIP enables us to focus on our team dynamics and how we can best maximising the contribution that all members of our team make. We work continuously within the IIP ethos and I am proud to be able to share with you highlights from their most recent assessment of us.

Executive Summary

Everyone (without exception) spoke very highly about working at GHS. When asked what was the ‘best thing’ about working at the School, the following quotes illustrate the consistent messages received:

*• I just couldn’t imagine working anywhere else. It’s the best job in the world. I absolutely love each day*

*– it’s always different, we are always going somewhere and its always very clear. All the support you need is in place if you need it.*

*• It’s an amazing school. They are ‘for the kids’ all of the time. I feel I never want to move on*

*• I think it’s great, it’s a really nice place to work. People say thank you and it’s so nice to be appreciated for doing your job. People recognise the specialist skills people bring.*

*Their education is totally tailored to their needs. All staff seem to know about every individual child, their needs and how to handle them….the environment, grounds and facilities are beautiful.*

*• I’d heard positive things about the school and I’m surprised at what happens here…each child is treated as an individual – their needs, their goals, how they get there…all focused on them. It’s a whole team approach – just first class.*

*• I love it because we see an amazing change in the children from an early age …it’s amazing …I get a real sense of satisfaction and I’m really proud of this.*

*• The best things are the children, the variety, the challenges and the fact that every day is different and you can see such improvements in the children. I love it here.*

*• I love it. The whole thing... the way the school runs, everyone in it are helpful, cheerful and all work together.*

*• The best thing for me is that no day is ever the same. It’s so challenging but because it is so organised and everything flows and because we are always considering what can be done better – we never stand still. Always striving to do the next best thing for the children …including parents.*

*• There isn’t just one thing. It’s all about a ‘way of being’ which encompasses lots of things. At the end of a difficult day its knowing that is not been a waste of time that it’s had a positive contribution.*

Investors in People assessor….’I was extremely impressed by the loyalty, passion and genuine desire expressed by ALL those interviewed, for GHS to be the best it could be for the benefit of the children.

The key strengths and areas of good practice are many, however in summary, those that were extremely strong and consistently reinforced during meetings were:

• The underlying ethos of ‘Working together; learning together’ which forms the ‘golden thread’ tying all approaches, behaviour and development together

• Although implicit, the application of the School Rules i.e. Be Kind, Friends, Work Hard and Feel Good form another thread in the fabric of the underlying ethos of the School.

• Active development of structures and approaches, such as Classroom Teams and Distributive Leadership which promotes leadership capability across the School and creates an inclusive and open environment.

• The inspirational leadership of the Head, who is viewed as fundamental to the School’s success and ethos.