



INVESTORS IN PEOPLE  
Scotland

**Name:** Inchyra Nursery School  
**Profile:** Education  
**Size:** 9 employees  
**Location:** Grangemouth  
**Website:** [www.inchyra-nur.falkirk.sch.uk](http://www.inchyra-nur.falkirk.sch.uk)

### Background

Inchyra Nursery School was established in 1982 and has a full school roll of 60 pupils. The school provides a wide range of educational and social activities to assist the development of the children. It also has a larger role in the community and supports training for a variety of students from the local colleges and universities.



Headteacher Sandra Brown, talks about Inchyra Nursery Schools experience with Investors in People.

### Why Investors in People?

“As a school we demonstrate a culture of continuous learning and development and are fully committed to providing the highest quality of education and care for our children. As headteacher, I am also committed to providing this for my staff on all levels, and I support and value the development of all my colleagues. The Investor in People award is valued and recognised by many and upholds the good name our nursery school already has in the community and beyond. It is another tool for assessing the work we do, particularly with staff.”

### What differences has achieving the Standard made to your business and the way it works?

“As headteacher, I had always held one-to-one informal interviews with my staff each term. Since achieving the Standard these are now more formalised and an Action plan was developed in order to take forward any issues which were raised at these now yearly meetings. When staff identify professional development they would like to undertake, this is now tied in more closely to our School’s Improvement Plan and does not always take the form of in-service courses, but also can take the form of shadowing other professionals in the community in order to gain a greater insight into their jobs and remits. Staff also have their own personal folders in which they can record all professional courses they have attended and keep an up-to-date file on their development.

We held regular staff meetings which again did not include students due to their work rotas. Now our Senior Early Years Officer holds students meetings regularly to discuss any issues.

We have now formalised a staff induction pack which has since been evaluated very successfully with new staff and has proved to be a very useful tool.

We have set up working groups amongst our staff members in order to take forward various initiatives and School Improvement Plan tasks. These have proved very beneficial in allowing staff to feel valued and an important part of the school.”

### **Has it changed what you do day to day?**

“We have always held daily meetings first thing in the morning which included all permanent staff, as students are required on the nursery floor at that time. We now have a folder where all items which have been discussed are noted and students and absent members of staff have access to this at all times.



When a member of staff participates in any training or in-service course, not only is this information shared with all members of staff on her return but a post evaluation form is completed and the information from this is acted upon.”

### **Do you see a continuous benefit from recognition?**

“Achieving Investors in People recognition has raised, and continues to raise, staff morale, self-confidence and self-esteem. We do not “rest on our laurels” but always strive to build on our strengths every year and are fully committed to continuously improve our service. As a result staff feel they have more ownership of their work and we have gone on to achieve more awards for a variety of initiatives.”

### **What is your overall philosophy about your relationship with your staff?**

“As headteacher, I treat my staff with respect and value them as individual people - praising and thanking any piece of work which is done. I always have time to speak and listen to staff about any issue causing concern whether personal or work orientated and my office door is always open. I feel I am approachable and accessible and that is why we have such a strong bond between us. Staff know that they are free to voice any view or concern they may have and that these will be considered.



I strongly believe that *happy staff make happy children* and that staff should be treated as you yourself would expect to be. Everyone works as a team at the nursery school and there is no job I would ask of anyone that I have not undertaken at some point myself. I believe that headteachers should be excellent role models for staff, parents and pupils. I continuously strive to raise the self-esteem of my staff and value people by motivation and example. I endeavour to make every member of my staff feel an important part of the school and be part of the work we do. “

### **What would you say to anyone considering Investors in People?**

“This is an *extremely worthwhile* award to gain which is recognised by many other professionals and external bodies as well as parents. It raises the profile of the school immensely and raises the morale of all staff. It also confirms the good work you do and the high standards you have achieved.”