



**Education HR Case Study:
Primary School - Addressing Performance**

A primary school underwent an Ofsted inspection in November 2015, leading to the school being placed into Special Measures. The Ofsted report identified that the effectiveness of leadership and management was inadequate. A Local Authority (LA) Improvement Board was established to undertake the responsibilities of the governing board and agreed to delegate to the LA Standards and Excellence Commissioner (SEC) the responsibility to formulate appropriate targets for senior staff to reflect the need for rapid progress. The newly appointed executive headteacher and head of school assumed responsibility for monitoring performance against the targets and contacted the Education HR team for advice.

The senior HR consultant supported the executive headteacher, the head of school and the SEC during the monitoring period by phone, email and attendance at meetings. Advice was provided regarding the management of performance and, as the monitoring period progressed, it was also necessary to advise on the appropriate management of absence.

The consultant was able to support the school with complex negotiations with one of the professional associations recognised for representing teaching staff. This led to a negotiated outcome to a potentially sensitive situation.

The SEC summarised: “Because a timely conclusion was reached, the outcome for the pupils was significant [staff] were allocated according to pupil needs and resources matched to those needs. From this stage onwards the children began to make progress, interventions became more successful and pupils learning became effective... Because of the advice given [by the consultant], the outcomes above occurred

“ *The work completed... enabled the school to advance with the recovery plan, stabilizing the school and implementing the Action Plan. I was delighted with the work [the consultant] completed ... with the efficiency and professionalism with which the process ... was conducted. It enabled the school to move forward with the rapid recovery of the school. Your support was invaluable.*

Executive headteacher

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very swiftly, which ensured that the children in the school had a better education in a faster time. An outstanding result, thank you very much indeed”.

The Education HR team offers a highly effective service which enables complex issues to be resolved and impacts clearly and positively on school performance.

For more information contact:

T: 0345 200 8600 | E: enquiries@EESforschools.org | W: EESforschools.org/HR