



INVESTORS IN PUPILS

INVESTORS IN PUPILS CASE STUDY
Harrogate High School, North Yorkshire
Investors in Pupils Coordinator, Sue Wilkinson
Award achieved in 2010 & 2013



Additional information about the school: Harrogate High School is a larger than average secondary school serving the north east of Harrogate and into the Yorkshire Dales. Almost all the students are of White British heritage. In April of 2010 Ofsted said "Having considered all the evidence I am of the opinion that at this time the school has made good progress in making improvements and good progress in demonstrating a better capacity for sustained improvement".

Why Investors in Pupils? *We chose Investors in Pupils to build on the current good work already going on in the school.* It gives a title to current systems set up and a clear focus for the students to work on. The 5 key areas of Investors in Pupils were the areas that the school had worked on to strengthen in the past 3 years.

What we did? The idea was suggested to the head teacher who asked for it to be presented to the Senior Leadership Team and the governors. After approval, an *action plan was written*; month to month of what needed doing from the start (May '09) to the date the school could achieve it by Christmas '09. This included Investors in Pupils boards in tutor rooms, form induction booklets, staff welcome booklets, target setting, students learning staff roles and attendance of the week system.

What worked well? *The Investors in Pupils boards informing students of staff roles and where they could be found in each department was a great success as new staff and students found this useful.* The booklets to inform new students and staff about each student in the tutor group and information about the school have worked well. New students and new intakes get to know all the people in their form very quickly and have found information about the school in student speak easier to understand. Also the month-month action plan was clear to follow and targets ticked off in the right order.

Challenges: The biggest challenge was to make sure each of the 40 form rooms had Investors in Pupils boards displaying the right amount of up to date information to students.

Impact pupils: *New year 7 students liked the booklets* about their form group and have commented how *they learnt information* about people in their form that could take *years to find out*. Attendance is now at the forefront of each students mind, and they are more aware of the importance of attending school. The *school attendance figure has risen by 1%* in the last year too. More students want to take class plenaries and become more involved in the classroom management. Students are setting targets about their behaviour and asking for help to reach them off staff. *More personalising of learning is going on to match the curriculum to the child instead of the other way round.* Finally the respect of school property has increased with fewer incidents of damage and graffiti.

Impact staff and school community:

Learning –The students are more focused about their learning with target setting and target grades reviewed regularly.

Behaviour –Students are asking for help from staff how to improve their behaviour. More training on the 'consequences' behaviour system is being given to staff for continuity.

Attendance – More students are attending school which is helping staff deliver the curriculum effectively and form groups are encouraging each other to attend to win the attendance of the week certificates.

Classroom Management – More continuity of 'consequences' due to training of staff and more students getting involved in the teaching in lessons.

Induction – New staff handbook making information clearer, and students given more information from form booklets.

Next steps: To build on the good practise currently going on in school from Investors in Pupils and :

- More students to get involved with class plenaries
- Work with primary schools to introduce Investors in Pupils for continuity
- Improve attendance by another 1% in next year
- More staff training for consequences
- More target setting
- More attendance assemblies