



Case Study: Staff In Service Training (INSET) Day Eglinton Primary School, S.E. London

Following a successful core programme for Key Stage Two pupils, the school's Senior Leadership Team requested an INSET experience for their entire staff team.

Aim: To provide all school staff with an experience that develops the school core values of independence, responsibility, resilience, cooperation and pride. The school which is split over two sites, had undergone a major restructuring of staffing over the summer period with a number of staff taking on new positions.

School's Objectives:

1. To develop team cohesion and build camaraderie between all the staff but particularly between the Primary school staff and the Early Years Centre staff
2. To encourage staff to feel empathy towards the children in their care who often have to deal with great uncertainty in their lives.
3. To have fun and look back on the day as a memorable experience.

Activity: The activity-packed training day for the 80 staff took place at Downe Scout Camp near Biggin Hill, starting 9.00am and ending at 3.00pm. The staff were divided into four teams to encourage full integration of teachers, teaching assistants and other staff as well as creating an element of competition. The day was split into a morning and afternoon programme, which is set out below.

The morning session was designed for the staff to engage with what, for many, was a completely new experience. Following a course introduction and ice-breakers exercise, they were shown how to light a fire without the use of conventional fire-lighting equipment and sent away to undertake the task for themselves. On successful achievement of this task they were shown how to skin and prepare a rabbit for cooking, along with the collection and preparation of safe 'forest foods', i.e. mushrooms, herbs etc. The two newly acquired skills were then utilised to prepare lunch, which was devoured in great quantities.



The afternoon session involved the four groups being divided into differentiated teams according to fitness and mobility levels. Each of these teams were then allocated three suitable but challenging activities from the list below.

- Potted Sports.
- Shelter-building.
- Blowpipe and Catapults
- Spiders Web.
- Laser Battle Targets.
- Laser Battle Game.
- Orienteering.
- Challenge Course Extreme
- 300 Challenge



Points were achieved on each activity, which would then count towards the team's overall totals.



The day concluded with a full debrief by senior Challenger Troop staff identifying if the aims for the day had been achieved and an award made to the winning group.

Outcomes: Challenger Troop observed that it was very evident from the outset, and throughout the day, that the staff thoroughly enjoyed the day as a new, interesting and innovative experience.

The school Senior Leadership Team (SLT) identified immediately that as far as they were concerned the objectives were fully met. Deputy Head Stewart Payne commented, *"We were very pleased with the enthusiasm of our staff and their eagerness to have a go despite it clearly being out of many of their comfort zones"*.



Stewart went on to say, *"We were also very impressed with the Challenger Troop staff and how they motivated and encouraged people and were professional at all times"*.

A full and comprehensive evaluation was carried out by the SLT under the following headings; a representative comment is included as an example.

1. What were your highlights of the day?
- *"Getting to know staff I didn't know before"*.
2. Did you learn anything new about yourself or other people on your team?
- *"The importance of working as a team, you are only as good as your weakest"*.
3. What could have been improved?
- *"Didn't have enough time to complete all of the different afternoon tasks"*.
4. Additional comments.
- *"Great staff team with good balance of education, experience, military ethos and humour"*.
5. Building on from the Challenge day, how would you like to spend our next inset?
- *"I liked leaving the school and challenging myself while working as a team. Another day like this would be ideal"*

Challenger Troop continues to work closely with the school and looks forward to future liaison.

