

CHANGE AND INNOVATION POLICY

1. Rationale:

1.1 Change and innovation are inevitable aspects of life. Our school is committed to embracing change positively, and developing students and staff who not only adapt readily to change, but are at the forefront of innovation.

2. Aims:

2.1 To critically analyse opportunities for change, and to embrace those opportunities that benefit our school and our students.

2.2 To develop a robust and resilient school atmosphere that responds positively to change and innovation.

2.3 To be at the forefront of educational innovation.

3. Implementation:

3.1 Education is an ever-changing journey, and as professional educators we must change with it.

3.2 We intend to constantly review and redefine our practices, with the deliberate intention of being at the 'cutting edge' of education.

3.3 We accept that change in education and life is inevitable, and we acknowledge that change provides opportunities for growth and invigoration.

3.4 While some changes are imposed, opportunities for voluntary change at our school will be scrutinised and assessed as to whether or not they contribute to us achieving our goals.

3.5 All proposals for change or innovation will be analysed openly and without prejudice. In doing so, we will focus upon practical advantages that may be gained by change, and will not be drawn into attempts to simply retain the status quo without justification.

3.6 All staff will be provided with professional development relating to change, change management and adapting to change.

3.7 All staff, students and community members affected by proposed changes will, where practicable, be involved in opportunities to have input.

3.8 We recognise that people respond differently to change – changes that some people find exciting may be threatening to others.

3.9 Staff members will be proactively supported through periods of change.

3.10 Changes will be clearly communicated.

3.11 Once changes are made, it is a clear expectation from all members of the school community, that they be adopted.

3.12 Changes themselves will not be immune from reconsideration or review.

3.13 Change takes time and effort.

3.14 Changes will be incorporated into, and drive our school's strategic plan.

4. Evaluation:

4.1 This policy will be reviewed as part of the school's three-year review cycle. Ratified by School Council on 26th May 2014