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COMMUNITY ENGAGEMENT

The Garden School

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Executive Summary

The Garden School is an institution that provides education to the students of Hackney, London. The study deals with the various aspects of improvement of education of the institution by reflecting the role of the employees and staffs. The complete analysis of the role of the head interim of the school has been projected through this study. A SWOT and PESTLE analysis of the various factors influencing the execution of the business of the institution has been demonstrated thoroughly. The effect on the people and their education system based on the performance of the staff of the institution have also been demonstrated through this study providing relevant information about the steps to be taken for the development of the institution and their students.

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Introduction

The Garden School of London Borough Hackney offers education to the children between the ages 4 to 16 years. The institution is categorised under the educational sector of the country. Generally, the purpose of a school is to provide the children with applicable education in their practical life so as to improve their development for their future. As a part of the school education system, the role of the Interim Head of School is to provide recommendations for the improvement of the formulation of the policies of the school. This study is focused on various aspects of the development of the operational system of the Garden school in accordance with the role and responsibilities of the interim head of the school. Since this institution is based on providing education to children, the main target customers for the school is to attract the parents of children who are willing to change their school. The tools and techniques used by the school in order to -perform this activity has been demonstrated in this study.

The mission of the Garden school

The Garden school aims to provide its students with highly specialised educational provisions, along with autism (the-garden.org.uk, 2019).

The vision of the school

The school, The Garden, commits on providing their students with the educational benefits in order to achieve the following objectives.

- To provide students with a high-quality education.
- To provide Teaching and learning approach for children based on centralised factor.
- To provide the students with a safe environment enhancing children's educational development.
- To provide a specialised workforce for development in order to improve the effectiveness of the staff.
- To provide active participation of non-teaching staff, including the guardians of the children so as to recognise the trust respect and relationship for the improvement of child experience and learning.

Discussion

Role of employees

The employees of the school staff play an important role in the quality education for the students as well as the growth and development of the institution. As per the views by Chapman *et al.* (2018), the involvement of non-teaching staff in an institution provides the students to acquire a general relationship to improve the school climate and for the betterment of the supportive learning environment. As opined by Gibney *et al.* (2017), these support staffs engage positive behaviour among students and deliver positive messages to the student's improvement. Teachers, on the other hand, play a major role in developing the environment and quality education for the institution. The highly qualified teachers of the Garden schools provide their students with the required educational needs based on their curriculum educational system. According to Spillane (2015), with the help of these teaching staff, the students are able to pursue their education from various sources. Apart from the non-teaching and teaching staff their lies the head of the school coordinating body, the principal. As stated by Bousselot *et al.* (2017), the principal is responsible for developing the educational system of the institution. In order to maintain the position of the school in the competitive market environment, it is the responsibility of the principal to develop rules and regulations within the school premises. This would help the students as guidance to follow these instructions for the improvement of both the individual as well as the institution.

Importance of training and development

The environment of educational institutions comprises of various staff including the non-teaching a well as teaching. In the case of, The Garden School, the institution is focussed on the development of the children's educational background. Therefore, as concluded by Irribarra *et al.* (2015), the training and development of each of the staff are necessary to implement. This would influence the management and coordination of the children to follow the rules and regulations as well as provide the students with the quality education that they require. As stated by Basson, P. and Mestry (2019), the management of children is often a complicated task as it involves several skills for the management to apply such that the mentality, as well as the behaviour of each student, is analysed with care and safety measures. For instance, the non-teaching

staff of the institution should be trained in such a way that they are able to communicate with the children and understand their problems and provide solutions to it. On the other hand, as contradicted by Duff *et al.* (2019), the training and development of the teaching staff are a major necessity as the teaching staffs are responsible for providing the students with the relevant information regarding their studies. The way of teaching is very important for the teachers to develop as every student possesses a different quality of understanding. Therefore, the development of the teaching and non-teaching staff would eventually help in the growth and development of the institution.

Role of Interim head

As per the rules and regulations of the Garden school, the responsibilities of the interim head lie in the following, with respect to the goals and objectives of the school.

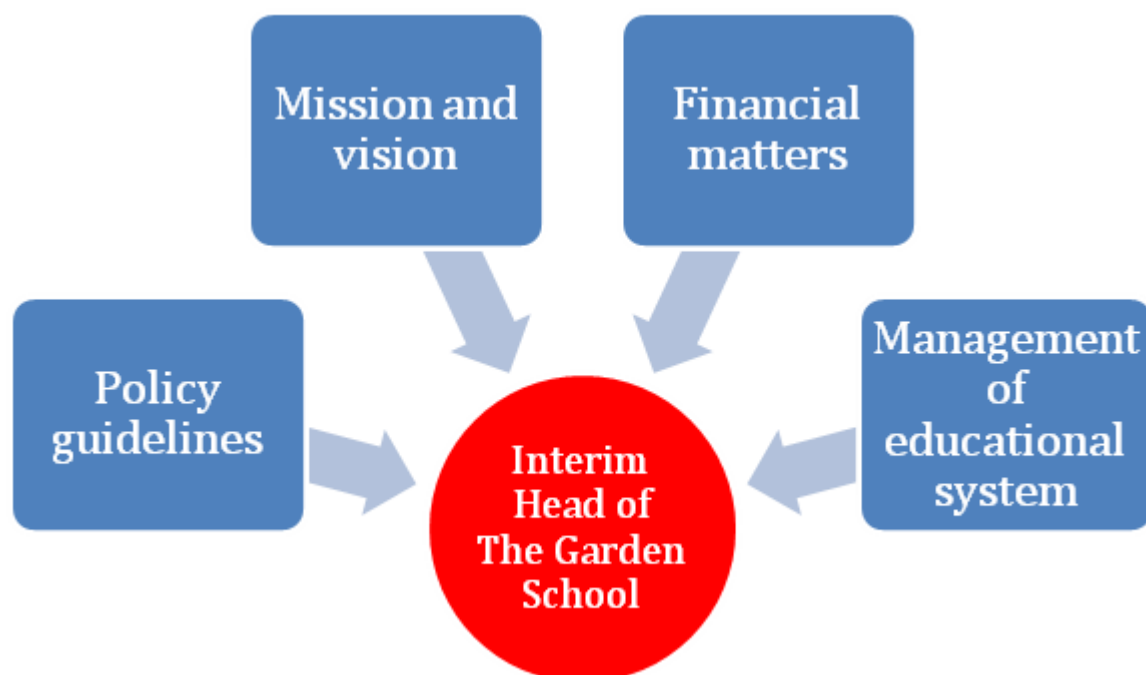


Figure 1: Role of Interim head
(Source: Created by Author)

- As an interim head of the institution, the major responsibility is to support the mission of the institution by achieving the objectives that direct the school to a successful accomplishment in the market.
- The policies that are set up by the board that lies within the guidelines of the Interim head of operations are included within the responsibilities of the individual to carry out without hindrance.

- The maintenance of the educational policies of the institution is operated by the interim head.
- The business operations that are carried out within the premises of the school are to be monitored and managed by the interim head.
- In order to manage the children as well as their educational system, the interim head takes up the supervision to direct the faculty staff, including teaching and non-teaching staff.
- Daily operations that the Garden school goes through are monitored and managed by the interim head stating logical reasons for each activity that are executed within the school hours.
- The brand identity of the school and its reputation lies within the hands of the interim head as the individual represents the school. So it is necessary to maintain and protect its identity in the market of the educational sector of the country.

Skills and knowledge required to carry out the role as an interim head

Various posts of the employees of the Garden high school are associated with relevant knowledge of their field such that they are able to manage and maintain their post with accordance and in a responsible way. In order to be eligible for the post of an interim head, the individual is required to possess the following educational background.

- Master of Arts in Educational Administration
- Experience as a teacher in full-time class conduction for a determined duration.
- Experience in administrative fields related to educational sectors in any department.
- Credential degree from a recognised university in teaching experience.

Considering the above degrees and experiences of an individual, the person should be able to manage and handle a mass staff of different category efficiently such that the decorum and the reputation of the environment of the school, is maintained with accordance. For instance, the interim head should be trained to understand the importance of each operating staff in the institution such that he/she would be able to coordinate and communicate with them to manage their responsibilities in accordance. As stated by Day and Moore (2018), the educational sector is a lot different from other sectors of the industry as they included children who are sensitive to the environments.

Therefore, staff recruited as a member of an institution must go through several tests that would ensure their capabilities in managing the children.

SWOT Analysis

<u>Strengths</u> ○ Involvement of parents in the participation of the school curriculum ○ High qualified teachers with high teaching skills	<u>Weaknesses</u> ○ Unavailability of staff during school hours. ○ Focus upon the events of the school instead of concentrating on the well-being of the staff.
<u>Opportunities</u> ○ Active participation of various organisations in organising events as inter-school competitions ○ Change in the development of the management system by the head interim for the development of the school	<u>Threats</u> ○ Inclusion of the activities that are performed by the students as well as the staff that are prohibited in the institution premises. ○ Chances of self-injuries for the students in a frequent rate affects the equation of the school

Table 1: SWOT Analysis

(Source: Influenced by Phadermrod *et al.* 2019)

Analysis

Studying from the various strengths and weaknesses of the institution and its operatives, it could be concluded that the garden school would be able to overcome its weaknesses from the application of several management skills. As opined by Munde (2019), these management skills are derived through the responsibilities of the head interim such that the staff would be able to perform their duties for the improvement of the institution. Therefore, the head interim needs to introduce the involvement of parents in the curriculum of the institution to analyse the requirements.

This is also important to improve the performance of the staff, enhancing the development of the pupils studying in the institution (the-garden.org.uk, 2019).

PESTLE Analysis

<u>Political</u>	○ Initiatives of the government may affect the school's performance ○ Curriculum changes to the teaching staff
<u>Economical</u>	○ The ability of the school to raise funds for the continuation of their development ○ Lack of materials including facilities regarding the education of several subjects
<u>Social</u>	○ Local population changes affect the admission system of the school ○ Demographic changes regarding the nature of students
<u>Technological</u>	○ Changes to the equipment that are required for certain subjects of education ○ Outdated methods of teaching that lacks efficiency and quality
<u>Legal</u>	○ Legislative changes in the educational system including introducing new laws of the country

	○ Health and safety regulation of the students require specialised policies that are introduced in the schools
<u>Environmental</u>	○ Waste disposal methods adopted by the school ○ Significant and appropriate use of papers and other stationery items that affects the health of the environment.

Table 2: PESTLE Analysis

(Source: Influenced by Perera, 2017)

Analysis

Studying from the various factors that are illustrated using the PESTLE analysis of the Garden school, it is recommended that the school must develop provisions regarding the changes that arise due to several economic, environmental and social factors. According to Hajisoteriou *et al.* (2018), developing provisions to maintain the changes would help in the growth and development of the school and the pupils involved in the schools. The children should be taught about new methods that would help in protecting the environment. This could be done by introducing environmental education as a part of their subject. As influenced by Benoliel (2017), various political influences must be tackled by the management of the school that is considered as the responsibility of the head interim to maintain the execution of the operations of the education system. With the involvement of several technologies in teaching methods, students would be able to develop knowledge in an efficient and faster way compared to other traditional methods.

Conclusion and Recommendations

According to the various roles and responsibilities of the staff of the Garden school, it could be concluded that each staff possess necessary skills that are required by the institution in order to manage and maintain the children as well as their educational progression. The importance of the staff has been highlighted so that the relationship between the educational system and their roles could be identified. Being a sensitive sector of the various industries of the country, the performance of the children is highly dependent upon the performance of the head interim of the school.

As a head interim of the school, it is the responsibility to maintain the decorum of the school premises along with the alignment of the council guidelines that are stated by the board of directors of the education industry system. The educational qualifications of the selected post have been illustrated along with the responsibilities to represent the importance and their applications in the relevant field of education. Therefore, it could be concluded that the interim head acts as the centralised body of the operating system of the institution and is, consequently, to be checked with perfection in skills and qualities. The management of the staff in the educational sector is one of the major concerns as it not only deals with the future of the institution but also plays a relevant role in developing the future of the students of the institution.

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