

Team & Leadership Development – a case study

Lornshill Academy, Clackmannanshire



▶ The success of this Outward Bound® course is clear – to start a week with a sense of rivalry and competition and end it with real teamwork, communication and co-operation is a testament to the quality of the programme, the staff and the organisation as a whole. It's a valuable part of our whole education process and a great reward for the mediators too. ◀

Emma Duke, School of Ambition Co-ordinator

Fact box

School	Lornshill Academy	Location	Clackmannanshire
School size	1,100 pupils	Student year groups	S1 to S6
Course objectives	Understand team roles Develop effective team players Experience and understand leadership Understand the importance of being a role model Increase skills in communication, planning and problem solving Increase concern for, and awareness of, the natural environment Develop action plan Enjoy and experience real adventures		

Academy background

Lornshill Academy and the two other nearby secondary schools needed to tackle issues of student and family conflict. In order to build cross-school relationships they successfully applied for School of Ambition funding, allowing them to carry out research then develop a programme of 'Restorative Approaches' to improve the situation.

A key part of the programme created was Peer Mediation. Groups of S3 to S6 students are selected as mediators and given the role of influencing the younger students coming up through the school. With mediators selected from across the three schools the aim is to foster greater communication and co-operation between the mediation groups, then allow this to filter through to other students.



Adventures for life

Reasons for selecting this Outward Bound course

Taking students out into the wilderness, far from their normal environment, is an important factor in the Outward Bound process, and essential given the conflicts that we are trying to address. The centres' staff have the skills and experience needed to manage the process of bringing together a disparate group and letting them build new teams and new relationships through a whole range of shared experiences.

The process of developing our courses with Outward Bound was highly flexible and ensured that we could target the needs specific to our project and our goals. This allows for a much greater level of success and shows through in the effectiveness of the courses in developing the individuals, as well as the teams as a whole.

Key outcomes identified by the Academy

Confidence and enthusiasm. The importance of developing confident individuals who can contribute to society in a positive manner is integral to the Curriculum for Excellence, and the Academy has seen real development in this area as a result of the course.

Team and relationship building across schools. The aim of creating stronger links between students from different year groups and backgrounds has been achieved with each course. The peer mediators quickly have a positive effect on other students and actively work with them to improve relationships.

Enjoyment and incentive. The feedback from students is so overwhelmingly positive that many of their peers are now keen to earn their place at Outward Bound. As a result, the course has become a real incentive for pupils to engage in the overall programme.

Personal and social development. The ongoing success of the programme allows the course attendees to get involved in further projects, to represent the Academy and continue to develop their personal, social and team skills.