

OUR PLEDGE

RAISING ATTAINMENT AND IMPROVING OUTCOMES FOR OUR DISADVANTAGED YOUNGSTERS

At our academy, our aim is to eradicate educational disadvantage by 'levelling the playing field' for disadvantaged pupils so they have the same opportunities, experiences, support and aspirations as their non-disadvantaged peers, to enable each of them to pursue a successful future. Our HAD Strategy is underpinned by the following:

1. To improve academic outcomes
2. To enrich the student's life
3. To offer quality personal development
4. To ensure that no hardship will prevent learning

Department Level

We commit to:

- Ensuring that we are aware of the gap between disadvantaged and their non-disadvantaged peers within the Department or area of school.
- Ensuring that we know who the disadvantaged are.
- Ensuring that as many disadvantaged students partake in any department-related activities which contribute to cultural capital, e.g., school trips, extra-curricular and monitor attendance.
- Oversee the progress of disadvantaged students in all classes and monitor progress.
- Implement timely and effective intervention to close any identified gaps.
- Make every effort to identify the barriers to learning of the disadvantaged pupils.
- Have disadvantaged students (RADY) as a standing item at every meeting
- Keep up to date information of interventions and evidence of effectiveness of strategies employed.
- Develop two case studies per term for disadvantaged students which will include student voice and reviews

Teacher Level

To:

- Identify underperformance and implement interventions to address any barriers that may limit the progress of disadvantaged students.
- Make every effort to have ongoing dialogue with the parents/carers of disadvantaged students to promote engagement and progress.
- Focus on Quality First Teaching, including HAD teaching and learning strategies such as seating plans, questioning and feedback among others, to bring equity.
- Have resources in place to promote academic recovery following any period of pupil absence.
- Incorporate any other appropriate strategies that will lead to closing the disadvantaged gap.