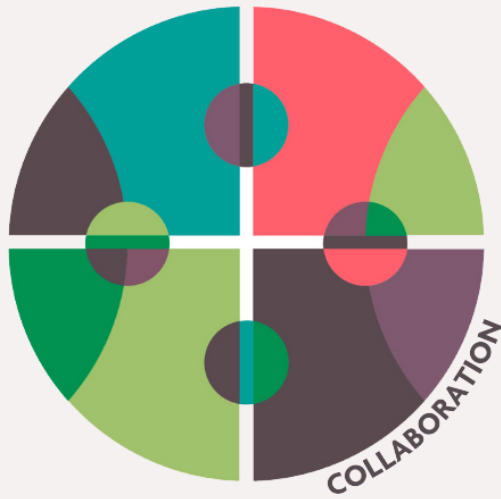




ANNUAL REVIEW

2020-21

anthem




Introduction

ANTHEM is an education charity that runs a group of state-funded primary and secondary schools to give children a better future. Our schools work in collaboration as one entity to improve and maintain high educational standards, experiences and outcomes across the Trust. Our single legal and moral purpose is to advance education for public benefit. We are a company limited by guarantee and an exempt charity.

Anthem started out in 2011 with just three schools, and now serves over 8,000 children and young people across the East Midlands, London and Thames Valley. Our vision is that by working together, we will create ambitious and successful schools in which every child thrives.

Anthem schools are diverse and serve many different communities. They are all united by a shared ambition for children and young people, which is underpinned by a commitment to integrity, collaboration and excellence. These shared values provide a frame of reference for how we relate to one another, and for what is common between our schools and our people. They are brought to life through schools' own identities and approaches, creating thriving local schools that meet their communities' needs.

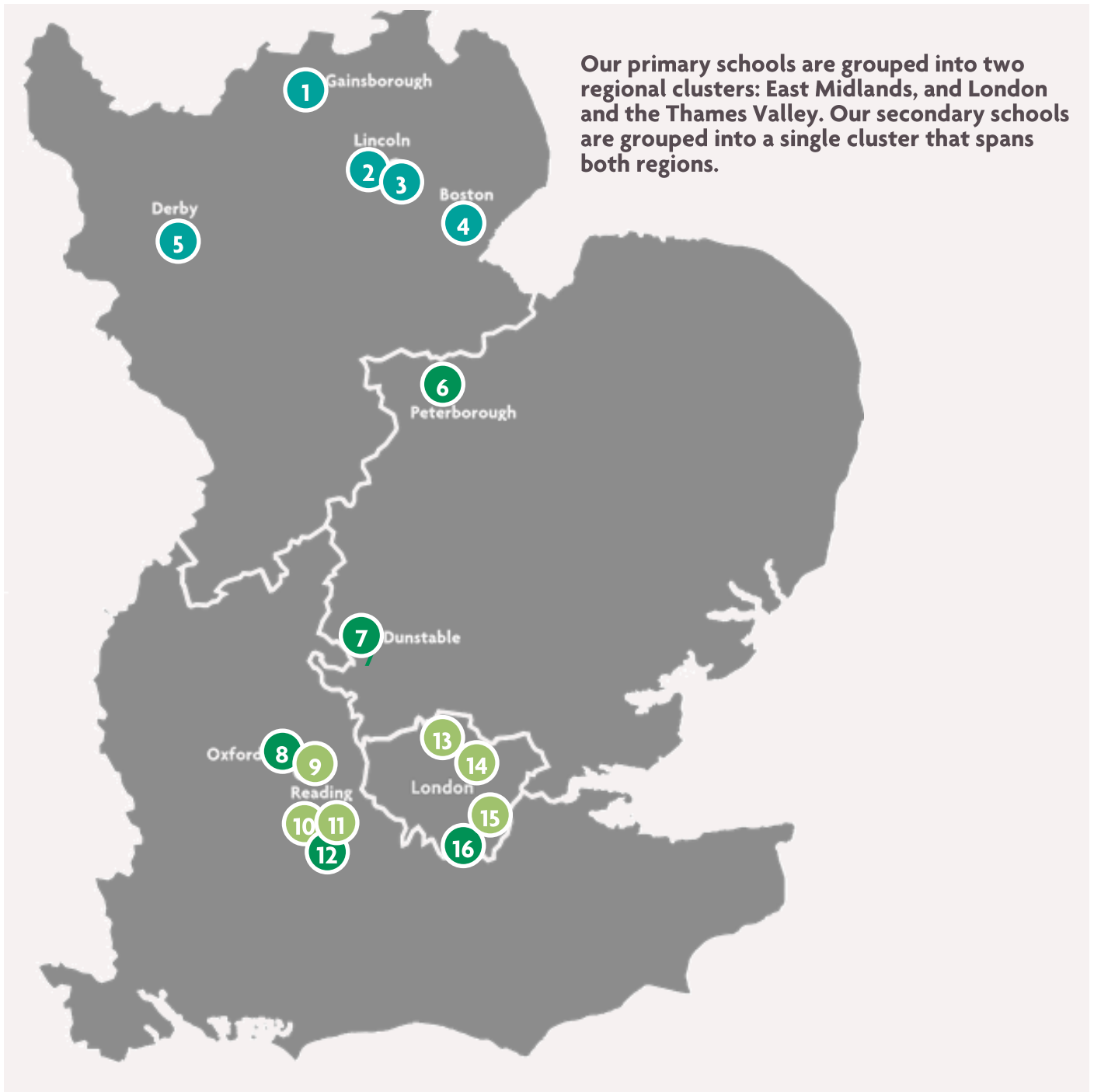


Our vision is that by working together, we will create ambitious and successful schools in which every child thrives.

Against the backdrop of the Covid 19 pandemic, never has this togetherness been more vital to providing the best possible education and care to the children and young people in our schools. Rising to the challenges presented by the pandemic informed much

of our work through 2020-21, with teams across the Trust pooling their talent, time and expertise to bring about innovative and ongoing improvements so we could keep delivering on our core purpose of making Anthem a place to thrive.

Where are our schools?



EAST MIDLANDS

1. Benjamin Adlard Primary
2. Lincoln Carlton Academy
3. Mount Street Academy
4. Boston West Academy
5. Grampian Primary Academy

LONDON & THAMES VALLEY

















9. Abbey Woods Academy
10. All Saints Junior School
11. Meadow Park Academy
13. Gladstone Park Primary
14. Abacus Belsize Primary
15. Judith Kerr Primary

SECONDARY SCHOOLS

6. The Deepings School
7. Queensbury Academy
8. Oxford Spires Academy
12. Oakbank School
16. St Mark's Church of England Academy

About our schools

OUR schools are set within a huge variety of contexts and communities, from remote rural settings to inner cities and provincial suburbs. A number of our schools face significant challenges within the communities they serve, from high levels of socio-economic disadvantage and pupil mobility, to large numbers of learners with additional needs.

<i>Data point: Summer census 2021</i>		NO. PUPILS	EAL	FSM	SEND	OFSTED
14		162	21.6%	13.0%	8.6%	1 (May 2015)
9		191	7.9%	42.4%	27.7%	3 (Sept 2019)
10		96	14.6%	13.5%	7.3%	1 (July 2013)
1		238	10.9%	68.9%	35.7%	2 (June 2016)
4		414	17.6%	15.5%	14.0%	1 (June 2016)
13		661	68.8%	26.0%	16.3%	2 (May 2017)
5		240	26.7%	43.8%	28.3%	2 (May 2017)
15		333	14.4%	6.3%	6.0%	2 (May 2015)
2		419	8.6%	12.4%	16.5%	1 (May 2015)
11		335	24.5%	47.2%	29.3%	2 (April 2018)
3		334	14.4%	29.3%	11.4%	1 (Nov 2013)
12		501	5.2%	21.0%	19.4%	3 (Jan 2020)
8		1317	39.8%	19.6%	18.2%	2 (Nov 2017)
7		1170	14.1%	10.9%	15.0%	2 (Sept 2017)
16		766	48.3%	35.4%	22.2%	2 (Nov 2017)
6		1364	8.2%	13.3%	8.1%	3 (Jan 2020)

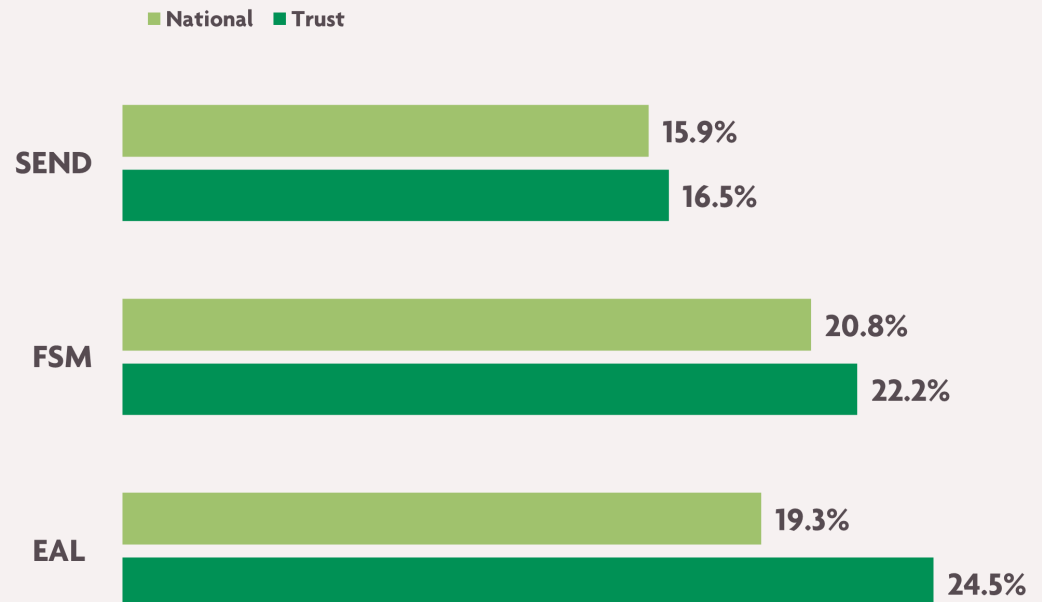
Our learners

8,541

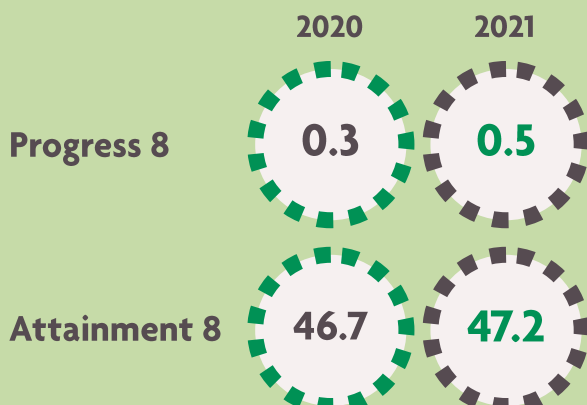
children and young people
being educated in our 16 schools



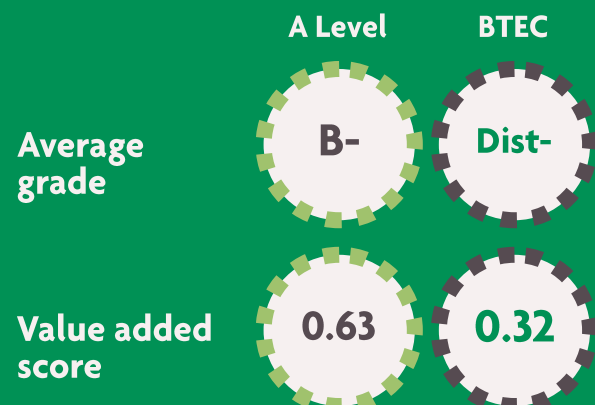
From lots
of different
backgrounds
and starting
points



They work hard for their achievements at
Key Stage 4...



...and Key Stage 5.



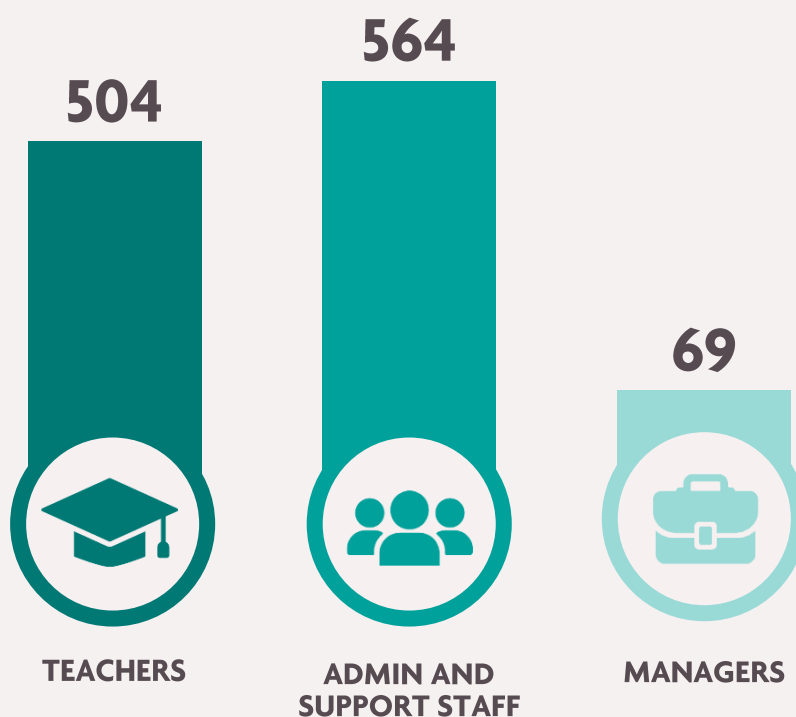
Our people

1,137

people serving 16 schools across
two regions of England



Our workforce
is made up of
a wide range
of teaching
and non-
teaching
professionals



For the second year running, we all had to
hone new ways of connecting and working...



... and we all kept learning!

Throughout the pandemic, we continued to offer
professional development opportunities for our
staff, including...

Apprenticeships
Instructional coaching
NPQs
Professional Learning Networks



Exams 2021: tackling TAGs

Teacher assessed grades (TAGs) posed a unique set of challenges to teachers and school leaders this year. While having autonomy over the process was a welcome development from the algorithm used the previous year, it was not without challenge.

WE DECIDED early on in the year to have a Trust-wide approach to generating and quality assuring our TAG process, using the assessment model developed at one of our schools, St Mark's Academy, as its basis. A group of senior leaders from each of our schools reviewed this model and agreed a plan to ensure that it would work for all five schools.

We then set about training all staff involved in assessment design, gathering appropriate assessment evidence and moderating our judgements to ensure that our grades were robust and fair for our students.

Using comparative judgements as a standardisation tool proved highly effective and allowed staff in different schools with different exam specifications to support each other with confidence.

The whole process was led by Anthem's Professional Learning Networks (PLNs) — subject teams comprising heads of department from each of our secondary schools led by one member of the team.

The foundations of the work by our staff this past year will pay



dividends for years to come in our regular opportunities for standardisation, subject-based academic reflection on quality of assessment, and assessment design.

The pandemic has been tough for schools, and the workload for teachers and leaders has been immense. Against this background, the speed and effectiveness with which our schools were able to design and implement thorough assessment systems that enabled

our students to demonstrate their learning and achieve the grades that they deserved was impressive.



CPD focus: the CTMM project

One of the most exciting developments at Anthem in 2020-21 was the introduction of the Cognitive Theory, Memory and Metacognition Curriculum (CTMM) project - an innovative approach to professional development based on cognitive science.

THE COGNITIVE Theory, Memory and Metacognition Curriculum (CTMM) is a two- to three-year project which aims to provide high-quality professional development for all Anthem teachers and teaching assistants (TAs) on the insights from cognitive science needed to be effective classroom practitioners.

The need for this curriculum is born out of the Ofsted focus on students 'knowing and remembering more', and Headteacher and Curriculum Leads' requests for further centralised training for all staff.

In the programme design, careful consideration has been paid to how to blend theory, practice and coaching to allow for an impactful CPD model which leads to rapid improvement in teacher knowledge and practice.



Instructional Coaching is also a key ingredient in the programme design for the CTMM project. This approach is used as a tool to support and guide the implementation of principles

learned during CPD sessions into classrooms.

So far, the response to the project from our schools has been overwhelmingly positive.

With CTMM, we aim to...

- ✓ Strengthen teachers' and TAs' subject pedagogy, drawing on the science of learning and cognitive theory.
- ✓ Use effective practice from educational research to explore how children and young people learn, linking it to practical implications for classroom practice and curriculum planning.
- ✓ Strengthen the use of formative assessment to help teachers respond to, and adapt their teaching.
- ✓ Develop teachers' and teaching assistants' knowledge of metacognition so they can support Anthem learners to become self-regulating, motivated and independent.



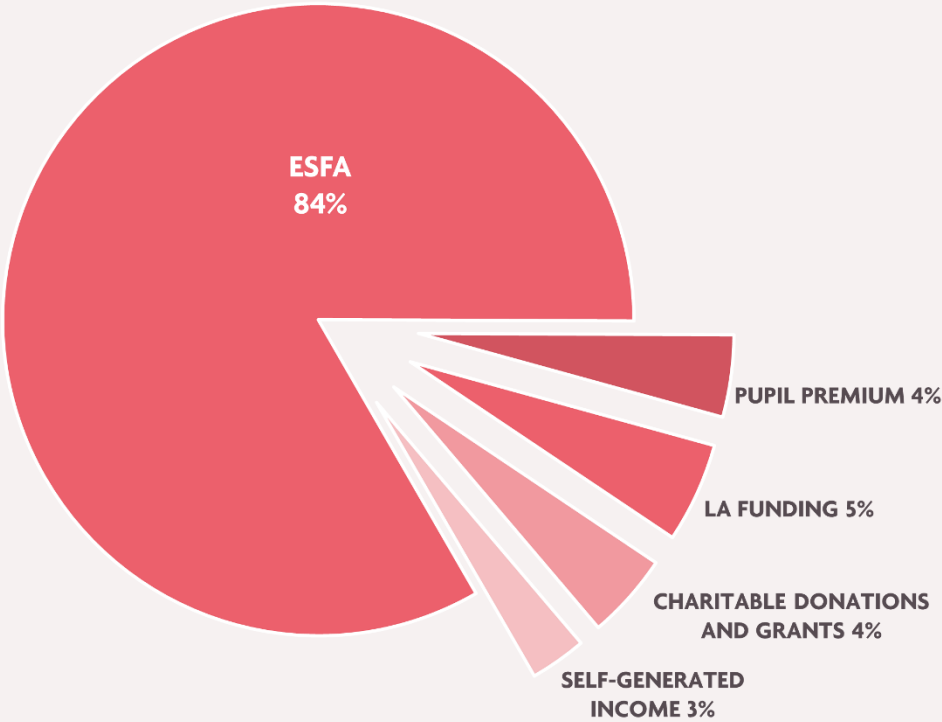
Funding and expenditure

£1m+

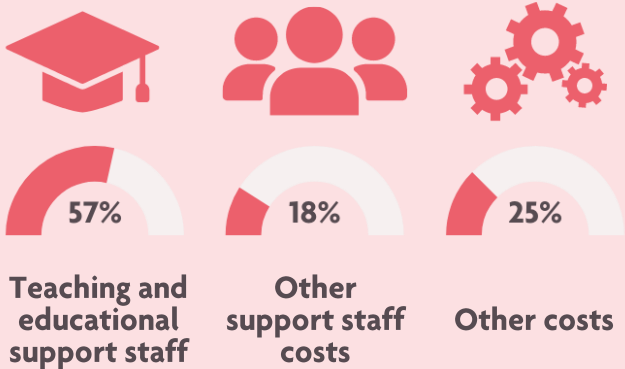
Capital expenditure on improving school sites



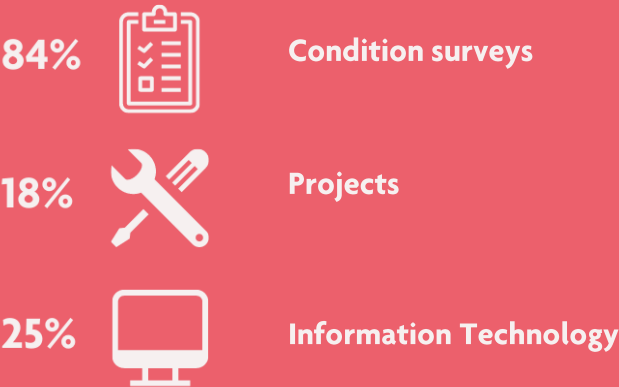
The vast majority of our funding comes from central government



In 2020-21 we spent it on...



...and our capital expenditure was



The Anthem logo, featuring the word "anthem" in a lowercase, sans-serif font. The letters are white with a subtle gradient and are set against a solid red background.

Anthem Schools Trust is a charity and a company limited by guarantee.
Registered in England & Wales. Company No. 7468210.
Registered Office: Highbridge House, 16-18 Duke Street, Reading, RG1 4RU.
www.anthemtrust.uk