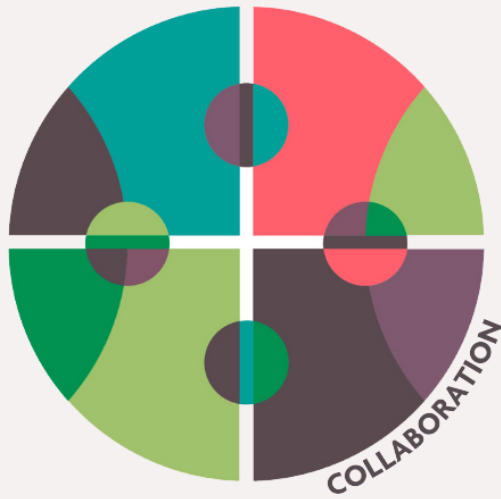




# ANNUAL REVIEW

2021-22

**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.

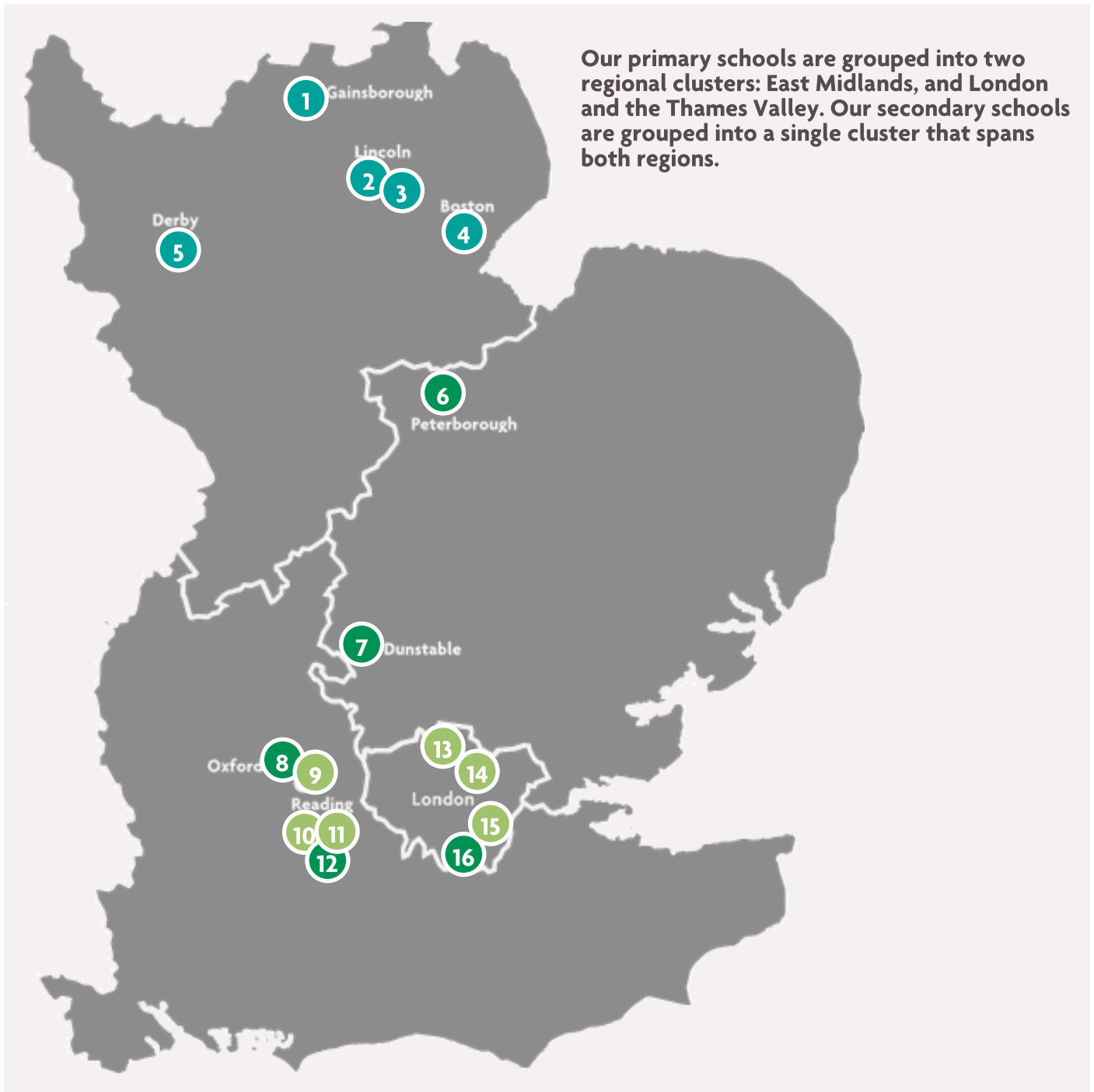
**Our vision is that by working together, we will create ambitious and successful schools in which every child thrives.**



As we all returned to 'business as usual' following the disruption of the Covid-19 pandemic, staff and pupils once again found themselves preparing for and delivering external assessments. We are enormously proud of the results achieved by our Year 6

pupils in this first year of SATS following their two-year hiatus. Trust-wide improvements in reading since 2019 were particularly pleasing, as this has been a focus of our work in Anthem Primary schools over the past few years.

# 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 wide variety of contexts and communities, from remote rural settings to inner cities and provincial suburbs.

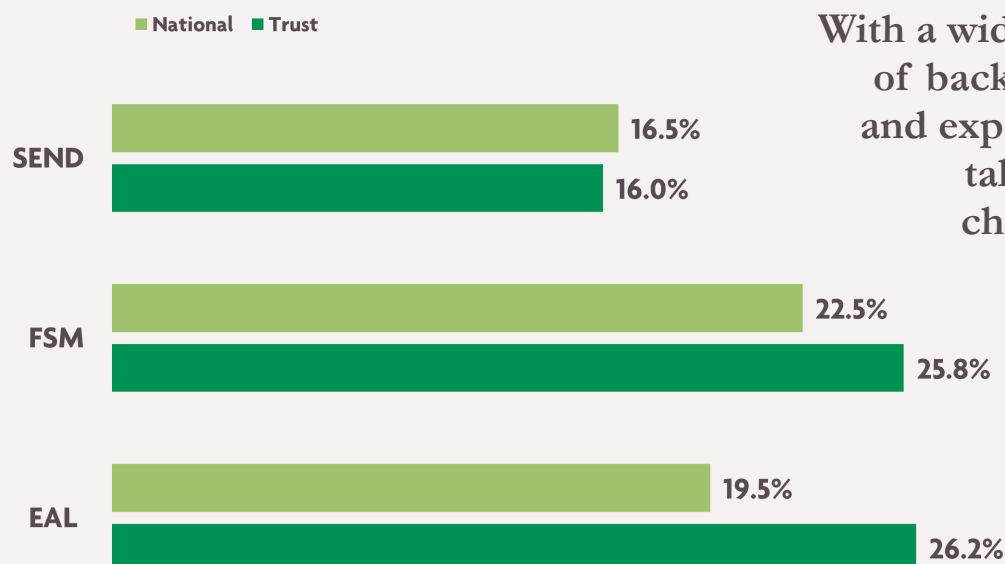
A number of our schools face significant challenges within the communities they serve, from high levels of socio-economic disadvantage and pupil mobility, to large numbers of learners with additional needs.

<i>Data point: Summer census 2022</i>		<b>NO. PUPILS</b>	<b>EAL</b>	<b>FSM</b>	<b>SEND</b>	<b>OFSTED</b>
14		157	39.2%	14.6%	15.3%	1 (May 2015)
9		177	9.8%	42.9%	29.9%	3 (Sept 2019)
10		100	23%	13%	7%	1 (July 2013)
1		232	15.7%	75%	37.1%	2 (July 2021)
4		412	21.3%	19.7%	13.8%	1 (June 2016)
13		660	90%	29.8%	15.2%	2 (May 2017)
5		240	36.9%	47.1%	22.9%	2 (May 2017)
15		347	15.5%	6.1%	5.8%	2 (May 2022)
2		418	10.8%	12.2%	18.7%	1 (May 2015)
11		354	36.1%	43.8%	30.2%	2 (April 2018)
3		313	34.4%	32.6%	16.9%	1 (Nov 2013)
12		518	6.8%	22.8%	15.4%	3 (Jan 2020)
8		1319	41.9%	19.9%	12.3%	2 (Nov 2017)
7		1218	14.9%	11.2%	16.4%	2 (Sept 2017)
16		802	47.8%	38%	19.1%	2 (Nov 2017)
6		1347	9.5%	15.9%	10.7%	3 (Jan 2020)

# Our learners

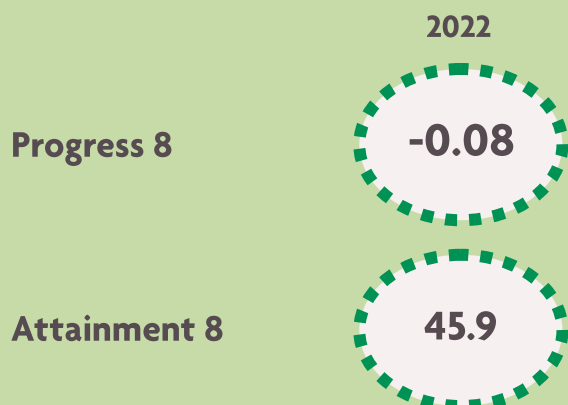
# 8,614

children and young people  
being educated in our 16 schools

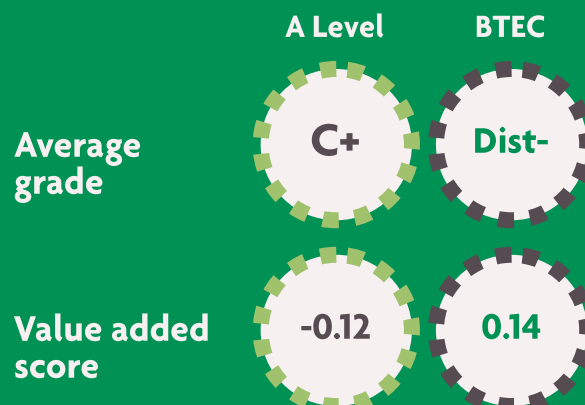


With a wide variety  
of backgrounds  
and experiences,  
talents and  
challenges.

They were the first ever post-pandemic  
cohort in Key Stage 4 exams...



...and at Key Stage 5.





# Transforming lives at St Mark's

**St Mark's Academy serves a diverse community in the Borough of Merton, South London. Despite Covid-related challenges over the past few years, its dedicated leaders and staff have worked tirelessly to ensure that students' achievements reflect their potential.**

HIGH-QUALITY, responsive teaching and curriculum planning, a strong work ethic, and outstanding relationships between staff and students contributed to an exceptional set of results for St Mark's Academy. In this record-breaking year for the school, 19% of entries were awarded a grade 9 to 7, with an incredible 24 grade 9s, and 94% of students achieved a grade 4 or above (A\*-C).

St Mark's works incredibly hard to ensure no young person gets left behind, and this shone through in the progress scores for different groups of students last summer. Notable successes included a Progress 8 score of +0.32 among disadvantaged students, and an unprecedented +0.08 for students with SEND. Middle and low attainers secured P8 scores of +0.57 and +1, respectively, while students who speak English as an additional language were awarded a score of +0.96.

Results at Key Stage 5 were no less impressive, with St Mark's achieving an ALPS Grade 2, placing its Sixth Form outcomes in the top 10% of schools in the country. (ALPS is a system that allows schools to measure the value they add to a student's A



level performance.) The BTEC picture is equally positive, with almost 30% of students achieving the highest possible mark of a Distinction\* and 50% recording a Distinction\* or Distinction.

The students' achievements have paved the way for entry into

prestigious universities such as Cambridge, Warwick, Kings College London, and Bristol to study undergraduate courses ranging from Law to animation.

These transformational outcomes for another generation of learners are truly something to celebrate.

# Our people

# 1,337

people serving 16 schools across  
two regions of England



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



We delivered National Professional  
Qualifications programmes to 32 people...



... which were highly valued by trainees.

"The NPQLT, alongside the CTMM  
training I have received in my school  
setting, has made me think carefully  
about how children learn and how good  
teachers should adapt their practise to  
fulfil the needs of ALL children."

NPQ trainee





# Developing great teachers

**Anthem's cutting-edge Teacher Development Programme began in earnest this year. Its aim is to strengthen teachers' subject pedagogy through innovative training sessions that draw on the science of learning and cognitive theory.**

This is an ambitious project intended to reach every teacher in every school. Our aim is to ensure that every Anthem teacher and leader is supported to improve their practice and curriculum design to maximise learning. Implementation of the project began in March 2021 and will run until July 2024.

There are two inter-related strands of work to the Teacher Development Programme – the Cognitive Theory Memory and Metacognition (CTMM) Programme, supported by Instructional Coaching.

The CTMM Programme, aims to train teachers and teaching assistants across Anthem schools in the principles of cognitive theory, memory and metacognition so they understand how pupils can know and remember more of what they are taught. It is designed to build a shared language which is used across our schools when discussing curriculum planning, lesson delivery, and when talking to students about their learning.

Anthem's Instructional Coaching Programme provides colleagues with bespoke support to help



them implement CTMM-informed approaches in their classrooms. This programme is being gradually rolled out across Anthem schools, with expert practitioners and schools piloting the programme in 2021-22.

Instructional Coaching is a CPD model which provides teachers and teaching assistants with weekly/fortnightly feedback on

specific aspects of their practice. In essence, it involves one teacher working with another to help them take small, personalised steps to improve their practice.

Instructional coaching is one of the few approaches to teachers' professional development that has been shown time and time again to have a positive impact on pupil outcomes.

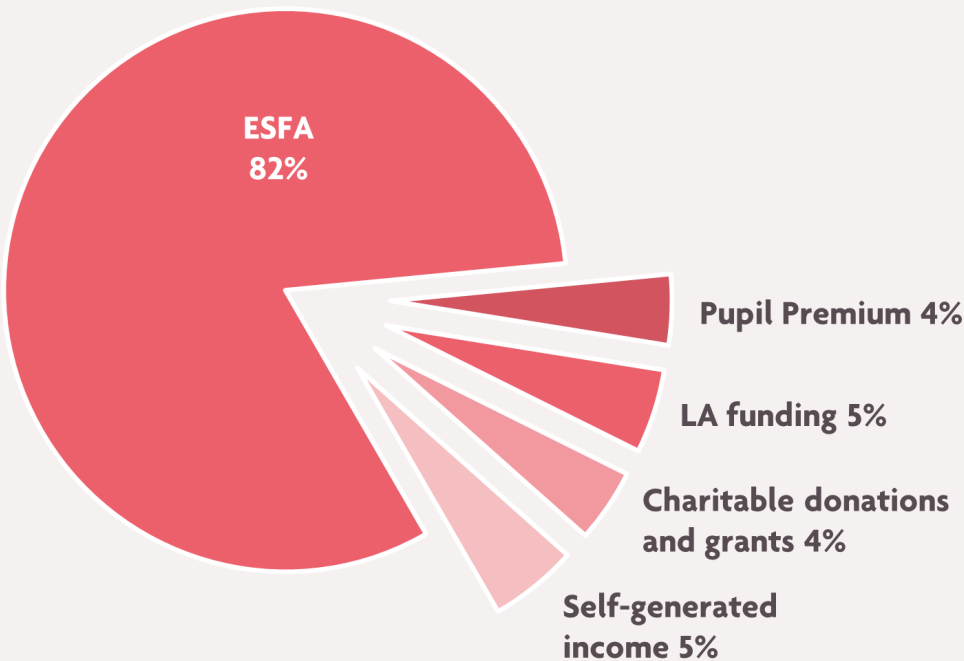
# Funding and expenditure

£1m+

Capital expenditure on improving school sites

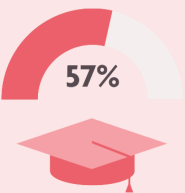


The vast majority of our funding comes from central government

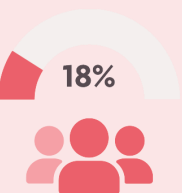


In 2021-22 we spent it on...

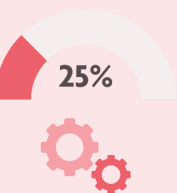
Teaching and educational support staff



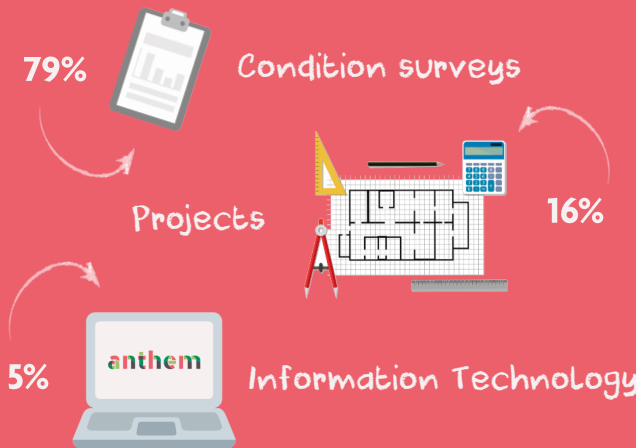
Other support staff costs



Other costs



...and our capital expenditure was



# Building for the future

This year has seen the beginning of an ambitious refurbishment and rebranding programme at Queensbury Academy to strengthen its position as a successful, sustainable school for the local community.

The ultimate goal of the project is to improve the school's facilities, design, and layout.

During the course of the summer term, work to refurbish the school's science laboratories created an inspirational learning space that students and staff can be proud of.

Significant progress was also made towards replacing Queensbury's windows, with 65% of the windows replaced. This will improve heat retention during the winter and reduce energy costs, thereby lowering the school's carbon footprint.

The next phase of the project, refurbishment of Queensbury's West Block, gets underway in September 2022.

Alongside the refurbishment project, Queensbury worked with Anthem's Head of Communications and a branding agency to develop a new visual identity to more accurately reflect the school's aspirations. The brand mark represents Queensbury's four CARE values and the guidance each value provides to the young people at the school. Designed around a



Out with the old...



...in with the new.



stylised location pin, the logo has a graphical letter Q and A within it to show that the values of Queensbury Academy will continue to guide them throughout their educational and life journey.



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.  
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[www.anthemtrust.uk](http://www.anthemtrust.uk)