



# Introducing Anthem's new Education Strategy

November 2023

A place to thrive



# Context

- We are above national in every single characteristic: free school meals, minority ethnic, English as an additional language, looked after children and children with special educational needs/disabilities and Educational Health and Care Plans.
- This means many of our students, especially those from disadvantaged backgrounds, have low levels of literacy, limited cultural and social capital, and some face lifelong barriers to achievement due to their special educational needs.

The Every Student strategy is designed to ensure all students are achieving the best possible outcomes. It's all about inclusion...



## How is bowling like teaching?

The Every Student ethos has been inspired by an idea developed by Canadian academic Shelley Moore, in which she likens inclusive education to bowling.

[Click here to watch her explanation on YouTube...](#)

# What does this mean for Anthem?

By reducing the attainment gap between advantaged and disadvantaged students we raise attainment for all.

This is not just important for the outside 'pins' but it is critical for every single one of us, and every one of our students.

All we need to do is to change our aim!

*Every* student, *every* lesson, *all* the time...

**The strategy:  
three key areas**



# Improving reading and literacy

## Why reading?

Success at reading is central to Anthem's Education Strategy. A lifelong love and proficiency for reading should be an entitlement for all.

Many of our students join our schools lacking the confidence and ability to read well, many with profound educational needs that if not tackled promptly and effectively, can limit their success in education significantly.

## How are we tackling it?

1. By adopting a systematic and strategic approach to identifying students at different levels of reading ability and targeting support, including (where appropriate) individual and group interventions.
2. By providing support and training for our staff to play an effective role in helping students to become better readers, across all areas of the curriculum.

# Improving attainment

## Why are there gaps in learning?

Students will fall behind because they don't understand a key concept in a lesson, or in a sequence of lessons. This gap in learning can impact their future educational experience and can impact future understanding.

If in every lesson, every student 'gets it', and understands the main idea, then they are ready to move on to the next lesson successfully.

## How are we tackling it?

Setting students up to succeed means focusing on plugging gaps in their knowledge until that knowledge is secure - day in, day out. This is known as *cumulative fluency*.

To help all Anthem teachers address this we have created the [Anthem Way](#) – a research-led codified set of principles that defines how we teach in all Anthem schools. *How* we teach will be supported by *what* we teach through the Anthem Curriculum.

# Improving cultural, social, and economic capital

## Why is this important?

It is proven that the differences in opportunities for students often result in achievement gaps among students with different backgrounds.

Our vision is to equip our students with the knowledge, skills and cultural, social and economic experiences so that they can independently progress to their next stage of education or employment as confident young people who are proud to contribute positively to society.

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## How are we tackling it?

Over the next academic year:

- In front of 65,000 people, 400 Anthem students will take part in the opening performance of a major rugby game at Tottenham Hotspur Stadium, 24 March 2024.
- Our Year 12 students are being prepared for Russell Group universities through mentoring, visits to the university and residentials.
- We are providing opportunities for students to access employment, seek experiences and gain valuable insights into the world of work.



# Visual representation of the strategy...

Students are represented as bowling pins.



Brand colours are layered to depict unity and connection.



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