



RADY Pledge

Our school pledges to take the following steps as part of the implementation of RADY to provide an equitable approach, resulting in improved outcomes for disadvantaged youngsters:

- An *uplift*¹ will be applied for all disadvantaged youngsters at the start of the phase of education so that, if all children reach their increased target, attainment will be *equalised*² by the end of the phase of education, and we can diagnose and address gaps in knowledge, skills and understanding at the earliest opportunity
- RADY will form the *Golden Thread*³ through the existing school development plan, resulting in all leaders driving RADY through their respective areas which will help to ensure that RADY becomes a sustainable approach that is embedded into the school culture
- RADY will permeate through our approach to teaching and learning to ensure that we have an equitable model to give more support, guidance, and challenge to our disadvantaged youngsters in all lessons
- We will work to achieve *proportional representation*⁴ for disadvantaged youngsters in all aspects of school life by the end of the first year of implementation so that our disadvantaged youngsters are challenged in lessons and engaging in wider experiences outside of the classroom that will develop their skills to be successful in life

As a result of all work on the points above, all colleagues within the school should understand what RADY is and be able to articulate what we are doing as a school to increase the attainment of our disadvantaged youngsters by the end of the first year of implementation.

- 1 Uplift is where we give back to disadvantaged youngsters what we feel they would have achieved had they not been disadvantaged, and therefore had numerous barriers to overcome
- 2 Equalised data means that disadvantaged youngsters attain in line with their non-disadvantaged peers
- 3 Golden Thread is where all priorities in the development plan are written in a way to give greater consideration to disadvantaged youngsters, rather than RADY being a separate priority on the plan
- 4 Proportional representation is where the proportion of disadvantaged youngsters in aspects school life (e.g. number in different groups/sets, number of questions asked in lesson, extra-curricular attendance, speaking parts in productions, school council, head boy/girl, etc.) is at least the same as the proportion of disadvantaged youngsters across the whole school