
Already Running RADY?

RADY is a long-term 'hearts and minds' programme that eventually becomes habit for every member of staff in school. We believe this is where the magic happens, things 'feel different' for learners and their families, children can make accelerated progress and catch up with their non-disadvantaged peers.

If a school has just completed Recorded RADY™ or perhaps been applying RADY principles in their school for a while now, there are several ways that we can support a school to making sure they continue to have maximum impact on outcomes of the most disadvantaged learners, as outlined below. Page 2 outlines a 5 year approach.

Virtual RADY Coaching. Bespoke remote coaching and support from your dedicated RADY coach for a set number of hours across three terms. This would be based around the current school priorities and work on the golden thread of RADY, agreed with the school. Time may be spent coaching the RADY lead; reviewing the RADY self-evaluation; providing ongoing email support; planning & delivering targeted remote support for new/key members of staff; virtual attendance at phase/departmental or senior team meetings to discuss aspects of RADY or bespoke virtual training sessions to support raising attainment. A school should select their coaching package based on the size of school and progress made so far in establishing the RADY principles.

- **RADY 12** - For larger schools and/or schools who have (for example) had a change of leadership. Up to twelve hours of virtual coaching and RADY support over 3 terms. This number of hours across a year could provide opportunity to work with a wide range of staff as well as coach the RADY lead and virtually attend key strategic meetings. **Cost for RADY 12:** £1295 ex VAT
- **RADY 8** - For smaller schools and/or larger schools who are perhaps in their 3rd year of RADY. Up to eight hours of virtual coaching and RADY support over 3 terms. This number of hours would still provide opportunities to carry out significant bespoke RADY support. **Cost for RADY 8:** £875 ex VAT
- **RADY 4** - For schools who are confident that RADY is well established but want to maintain a level of support and challenge from a RADY coach. Up to four hours of virtual coaching over 3 terms. This would allow the RADY leader in school to (for example) receive termly coaching. **Cost for RADY 4:** £450 ex VAT.

In-school RADY Review. For schools who would like a RADY coach on-site to work alongside senior leaders in establishing the strengths and next steps for RADY work in their school. This review process would include either a remote pre-visit meeting with the RADY lead or email communication to establish the areas of RADY the school would like to be reviewed; a day in school to work alongside leaders to examine first-hand evidence of impact; senior leaders meeting at the end of the day to agree impact statements and practical next steps; following visit the RADY coach will produce a brief practical next steps document. **Cost:** £950 excluding travel, accommodation & VAT.

Combined in-school review & virtual RADY coaching. From our experience of working with schools, they are often keen to have some virtual coaching as well as an in-school review at some point during the year. If a school books both together, then we can offer a discount on the cost of the in-school RADY review of 10% (Cost £855 excluding travel, accommodation & VAT).

Frequently asked questions.

- **I'm keen to get some RADY coaching, but didn't sign up for a September start, do I need to wait until next academic year?** No. The coaching hours can start at any point during the academic year that works for you.
- **I've signed up for RADY 12, do I have to use 4 hours per term?** There are no 'rules' about how the hours in your coaching package are used. It depends on your requirements, availability of staff and of your RADY coach. You may feel that you need 6 hours in your first term, 4 in the second and only 2 in the third. You could use all hours across 2 terms. The same applies to any of the other virtual RADY coaching packages.
- **How do I book sessions with my RADY coach?** We use 'Calendly' which allows you to see our availability live and book sessions of 30, 60 or 90 mins without even having to email us. Calendly then automatically generates a link (Teams or Zoom), emails it to you (and your RADY coach) and even sends a reminder!
- **I want other staff to have virtual sessions, is that possible?** Yes absolutely. If you've got hours available and depending on availability of your staff and RADY coach, this can be arranged using Calendly (as above).
- **I signed up for RADY 4 and have run out of hours, can I top up?** Yes of course. Providing your RADY coach has availability then you can add more hours to your support package at the costs outlined above.
- **I was off sick/maternity/circumstances changed and we didn't use all our hours in 3 terms, have we lost those hours?** We will always be as flexible as possible and will try to 'carry over' hours into a 4th term, depending on availability.

"Thinking Differently for Disadvantaged Learners™" professional learning programme

To support all RADY schools, no matter what point they are in the RADY journey, and to compliment all the support packages described above, we can offer our recorded online resource for all staff to access. This was recorded in 2020-21 and is divided into 6 modules, each containing 'bite-sized' training videos and additional materials, and all focussed on supporting the most disadvantaged youngsters. Pricing for access for all staff until 2031 is just 90p per pupil (excluding VAT) with significant discounts for those schools and organisations with over 1,250 pupils. Please see our separate information sheets on "Thinking Differently..." for more information.

A possible 5-year approach to RADY

