
Raising the Attainment of Disadvantaged Youngsters - RADY

Ambition: For as many schools as possible to embrace and engage with the RADY pledge and ensure that the most disadvantaged youngsters are given every chance to attain as highly as their peers.

Challenges: The national data shows that the attainment difference between learners in poverty and their peers is stubbornly resilient to improvement. The changes that RADY brings about in a school take time to impact on learners, often requires changing hearts and minds and tend to be most successful when receiving instruction from a RADY expert with school leadership experience. However, there are very few RADY coaches with the necessary experience to support all schools on a one-to-one basis.

Solution: Using our years of experience, we've created Recorded RADY™ as a highly cost, time, and resource-effective way for a school to begin their RADY journey. This recorded training programme will allow any school to independently launch and establish RADY over 12 months. Following the first year of RADY a school can then choose to continue their RADY journey independently or purchase a level of bespoke coaching support most pertinent to their circumstances.

Page 3 provides an overview of a possible five-year RADY approach.

Ready for RADY?

This section outlines how schools who are ready to begin their RADY journey can get started. The training programme described below is appropriate for all schools with learners from 4 to 18. Recorded RADY™ will provide enough training and information for a leader in school to implement all aspects of the RADY pledge and make life-changing differences to the learners who need it most.

Recorded RADY™.

Twelve months access to six “How to....” training videos (& bonus videos) that guide the leader for RADY and other senior leaders at the school through the process of achieving the RADY pledge over 12 months. The videos are designed to be used one per half term and include some questions that a coach would ask if they were in school.

- Unit 1: RADY pledge and how to do the uplift.
- Unit 2: Golden thread - how to make RADY an integral part of your school plans.
- Unit 3: Engaging ALL staff - the role that everyone must play.
- Unit 4: Equity in teaching - why equality isn't enough & strategies for equity.
- Unit 5: Participation - what to review and what to do.
- Unit 6: Profile-predict-prevent - how to make RADY a preventative strategy.
- **Bonus videos:** Position of knowledge, Sustainability & Self-evaluation.

What else do you get?

- Electronic copy of the RADY pledge. Schools can choose to display this to let all stakeholders know what everyone is working towards.
- Electronic copy of the RADY self-evaluation document. This enables a school to carry out a baseline evaluation and then revisit after 12 months to track progress and identify next steps.
- Email support. If a school has an enquiry about the videos or a specific question pertinent to RADY in their school, then we can offer email support.
- Opportunity to sign up to receive information on all other RADY events, including face-to-face RADY network events and free online #RadioRADY events.

This will be charged on a per school basis: £525 per school ex VAT (discounts for 10 or more schools, contact us).

Support tutorials: In addition, groups of schools (up to 10) can opt into half-termly bespoke tutorial sessions run by a RADY coach (subject to availability). The 6 virtual tutorials provide opportunity to ask questions and share RADY experiences as well as gain expert advice from a RADY coach who is available via email to support between sessions too. **Cost for up to 10 schools for 6 tutorials:** £2500 ex VAT
(e.g. £250 per school for 6 tutorials for a group of 10; £416.67 per school for 6 tutorials for a group of 6)

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 the outcomes of the most disadvantaged learners, as outlined below.

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:** £1495 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:** £950 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:** £530 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:** £1100 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.
- **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 complement 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

