

Area	Impact	AAN Comment
1 Feedback	+8	This is carried out as Wave 1 Intervention within subject areas. All subjects are in the process of updating their Feedback Policy to include: 'What went well' (WWW), 'Even Better if' (EBI) and 'Follow up' on work.
2 Meta-Cognition and Self-regulation	+8	AAN has adopted the 'Growth Mindset' philosophy. There is also a pastoral programme to build academic resilience within students and this can be run as part of the Tutorial Programme. In addition, 1:1 and Small Group workshops to develop coping strategies are in place and run by our Student Support Team as and when required.
3 Homework (Secondary)	+5	This is carried out as Wave 1 Intervention. All subjects are in the process of updating their Homework policy. All homework is set using SMHW and is monitored through the LT team. There is a homework club run most days through the Student Support Team so that all students that need assistance can attend. Compliance is monitored through our behaviour system.
4 Mastery learning	+5	This is carried out as Wave 1 Intervention. All subjects are in the process of updating their Assessment policy. Mastery of learning occurs through continuous assessment, through scaffolding and setting high expectations of outcome. This is to be looked at cross-curricular as it has been identified as an area of strength in some subjects and our Inset Wednesdays are looking at collaborative practice through improving teaching practice.
5 Peer tutoring	+5	This is an area for development. Currently, we have introduced Reading and Well-being dogs so that students can develop their literacy. This is overseen by Sixth Form students. The Sixth Form team have also looked at where students can be placed in subjects of their strength to support their peers in lower year groups and develop collaborative learning.
6 Reading comprehension strategies	+5	We have revamped the curriculum for Years 7-9 to include more Literacy sessions for students that need this support. We have introduced the Well-being and Reading dogs programme, which builds the confidence of low-level readers. We run Catch-up Literacy, Sound Training and have just invested in Scholastic Reading (an equivalent to Accelerated Reader Programme). We run a variety of diagnostic testing to monitor start points and end points and thus impact and improvement. There is a Literacy Co-ordinator who is looking at the cross Academy Literacy Strategy and rewriting the Literacy Policy. One of the Academy Improvement points is Reading - The Sixth Form Team are looking at rolling out a 'Book Swap' concept.
7 Collaborative learning	+5	AAN have bought into PixLedge. This has enabled students to take part in activities in small groups of mixed ability and age, working together for a common goal. Students work towards achieving different levels within this programme and can work towards Apprenticeship, Graduate and Masters level. In addition, our House System promotes the concept of the Olympiad. This is moving away from purely sporting related activities and broadening to other subject areas eg Fun with Flags, Future Chef, STEM etc to provide inclusivity.
8 Oral language interventions	+5	We ran the Time to Talk (Mental Health), Talk the Talk oracy programme, as part of wave 1 intervention oracy is encouraged and expected in all lessons. The Student Support team is also on hand on a 1:1 basis to support students who need to express themselves. A robust Peer mentoring programme is being initiated so that students can talk to a peer rather than an adult if they prefer.
9 One to one tuition	+5	Is run through the Student Support Team. In addition, academic tuition is run through Intervention Tutors when allocation permits. A variety of subjects are covered.
10 Early years intervention	+5	NA
11 Social and emotional learning	+4	We have set up the Student Support Team to look after the pastoral needs of all students.
12 Outdoor adventure learning	+4	We run several outdoor adventure learning activities throughout the year and offer this to a range of year groups eg Camouflage learning, Eaton Vale outdoor adventure centre, Caythorpe (Y11), Wales Trip etc.
13 Small group tuition	+4	See No 9 One-To-One tuition.
14 Digital technology	+4	We offer all students free Microsoft Office software (for use on up to 5 machines). When needed we supply laptops to students. Homework club also provides the use of computers to students who may not have access at home. All students have access to SMHW, SAM Learning and GCSEpod (where applicable). Where students have limited literacy levels, there is an online typing programme for them to use. EAL students have access to tablets to facilitate translation within class. Student Support Team also have access to tablets to facilitate small group working. Some subjects still make use of interactive whiteboards. There is a large number of rooms and areas within the Academy that students can access digital technology, if they need to. Our VSR (Learning Platform) is in the process of being updated.
15 Phonics	+4	We run Catch-up Literacy, Sound Training and have just invested in Scholastic Reading (an equivalent to Accelerated Reader Programme). We run a variety of diagnostic testing to monitor start points and end points and thus, impact and improvement. There is a Literacy Co-ordinator who is looking at the cross Academy Literacy Strategy and rewriting the Literacy Policy. Phonics is common practice at Primary Level but this strategy is employed for our lower ability students.
16 Individualised instruction	+3	This is differentiation and happens as Wave 1 intervention within all subjects. In some subjects, this has been highlighted as an area for development and further pedagogical practice.
17 Reducing class size	+3	This occurs via the Blue route in Years 7-9 for all core subjects.
18 Behaviour interventions	+3	The Academy adopts the Intervention Ladder methodology which is a positive, supportive, regular and robust system. Meetings are well documented and contain the Voice of all stakeholders. AAN also have introduced the RAG-P system which collates all data in a central place. This has evolved to become the RAG-P Pro which
19 Parental involvement	+3	This is encouraged through all aspects of the Academy via Parent evenings, dedicated Student Support direct dial and email address, PP request forms, Parent Council, Academy Councillors, website, Group Call. Parents are invited to participate in all stages of their child's education from settling in evenings to intervention ladders (behaviour).
20 Summer schools	+2	We have run Summer Schools for over three years. This is with the focus of literacy, numeracy, teambuilding and orientation. It has proven very successful in aiding the smooth transition of students.
21 Arts participation	+2	We run a number of creative-arts Clubs eg Art, Drama etc as extra-curricular provision and all students are encouraged to participate. In addition, where disadvantaged students have not been able to afford music or dance lessons we have facilitated this.
22 Sports participation	+2	We run a number of sporting activities as extra-curricular provision and all students are encouraged to participate.
23 Learning styles	+2	This is not common practice anymore since the use of VAK or VARK testing disappeared.
24 Extending school time	+2	AAN operate a P6 for KS4 & KS5. We offer intervention sessions for Y11 subjects at Form time, lunch time and after school and during some weekends and holidays.
25 Homework (Primary)	+2	NA
26 Teaching assistants	+1	These form part of the Student Support Team and are deployed as effectively and efficiently as possible within budget constraints.
27 Mentoring	+1	AAN operate an Academic mentoring programme for Y11 and Sixth Form Students. Students are identified in terms of need and are mentored on a 1:1 basis every two to three weeks. Meeting notes are shared through the VSR.
28 Performance pay	+1	This is run through the normal appraisal system for teaching staff only.
29 Aspiration interventions	0	AAN signpost parents and families to external agencies and processes when applicable - see intervention offer summary. AAN have participated in the Brilliant Club for the last 3 years. The Student Support Team also run workshops which focus on developing general self-esteem, confidence and motivation.
30 Block scheduling	0	NA
31 Built environment	0	AAN is in the process of rolling out a neighbourhood and master plan - the impact of this is not going to be known for some years.
32 School uniform	0	We provide disadvantaged students with uniform to ensure their equality within the Academy.
33 Setting or streaming	-1	All non-core subjects are mixed ability. Core subjects operate a stretch and Challenge for the most able as this was identified as an area for development. Timetabling is operated as a Banding system.
34 Repeating a year	-4	This is only done in the most exceptional of cases and more often when there has been a medical need. We have tended to reduce the curriculum, especially in Year 11 so that the Core Subjects are a focus. Then, once results are known we support progression. As we are part of the TEN group, we would signpost to CCN and further studies as appropriate for the student. Or indeed, we now offer a A2A programme for Year 12 students who have yet to meet the entry requirement.