

The Consortium Multi-Academy Trust

Chair of the Members and Board of Trustees: Dawn Carman-Jones

Principal/CEO: Andrew Aalders-Dunthorne

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Teaching and Learning Policy

1 INTRODUCTION

- 1.1 The Trust believes in the concept of lifelong learning and the idea that both adults and children learn new things every day. We maintain that learning should be a rewarding and enjoyable experience for everyone. Through our teaching we equip children with the skills, knowledge and understanding necessary to be able to make informed choices. We believe that appropriate teaching and learning experiences help children to lead happy and rewarding lives.
- 1.2 This document is a statement of the aims, principles and strategies for teaching and learning at the schools within the Consortium Multi Academy Trust. It lays the foundations for the whole curriculum, both formal and informal and forms the context in which all other policy statements should be read. It was developed and revised through a process of consultation with teaching and support staff.

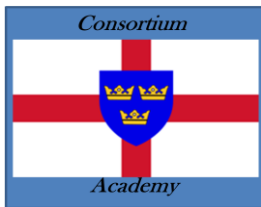
2 AIMS AND OBJECTIVES

- 2.1 At The Consortium Academy Trust, the Every Child Matters (ECM) agenda is central to our practice. (see appendix 1). We aim to provide a rich and varied learning environment that allows all children to develop their skills and abilities to their full potential, irrespective of socio-economic background, ethnicity, gender or creed.
- 2.2 Through our teaching we aim to:
- enable children to become confident, resourceful, enquiring, independent and reflective learners;
 - provide a stimulating environment where they want to learn, and find joy and satisfaction in trying to discover as much as they can about the world in which they live;
 - foster children's self-esteem and help them build positive relationships with other people;
 - develop children's self-respect and encourage children to respect the ideas, attitudes, values and feelings of others;
 - show respect for all cultures and, in so doing, to promote positive attitudes towards other people;
 - enable children to understand their community and help them feel valued as part of this community;
 - enable children to grow into reliable, independent and positive citizens.

3 EFFECTIVE TEACHING AND LEARNING

- 3.1 Personalised learning is at the heart of effective teaching and learning. At The Consortium Academy, we recognise the need to develop strategies that will allow all children to learn in ways that best suit them so that they may fulfil their potential.
- 3.2 Many learning opportunities are made available to the children that take account of visual, auditory and kinaesthetic learning styles.

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Such opportunities include:

- investigation and problem solving;
- research and finding out;
- group work;
- paired work;
- independent work;
- whole-class work;
- asking and answering questions;
- use of ICT;
- a range of experiences - fieldwork and visits to places of educational interest;
- visitors
- creative activities;
- debates, role-plays and oral presentations;
- designing and making things;
- participation in athletic or physical activity
- outside classroom/environment

3.3 We encourage children to take responsibility for their own learning, to be involved as far as possible in reviewing the way they learn, and to reflect on how they learn – what helps them learn and what makes it difficult for them to learn. (AfL)

3.4 Effective teaching and learning is characterised by the nine features of Personalised Learning:

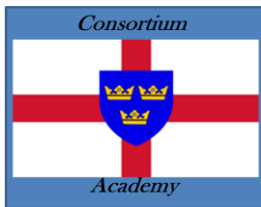
- *High quality teaching and learning –*

This is characterised by: Highly focused lesson design with sharp objectives, high expectations of pupil involvement and engagement with their learning, high levels of interaction for all pupils, teacher questioning, modelling and explaining, an emphasis on learning through dialogue, with regular opportunities for pupils to talk individually and in groups, an expectation that pupils will accept responsibility for their own learning and work independently and praise and encouragement to motivate pupils further.

- *Target setting and tracking –*

Individual pupils' progress is tracked, together with that of cohorts and specific groups throughout the school. We use a range of performance measures including teacher assessment (against National Curriculum and small step descriptors) and test results. Strengths and areas for development are identified to inform planning and to implement intervention programmes as appropriate. Data is collected by the class teacher on a regular basis and is shared with pupils, staff, governors and parents. Pupil progress is managed through Pupil Asset.

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Pupil progress meetings are held at least termly to identify strengths/weaknesses in performance and/or identify CPD requirements.

The Academy Head reviews alongside the class teacher at least termly the pupil progress and attainment data. Professional dialogue is used to challenge underperformance or underachievement and interventions are put in place.

Pupil voice is central to target setting and the review of performance and target setting.

Parents/carers receive regular updates on their child's progress so that they can provide support/encouragement as appropriate.

Senior curriculum leaders monitor pupil progress through regular lesson observations, pupil interviews, book and planning scrutiny.

- *Focused assessment –*

Secure knowledge of each pupil's current progress is a core element of teaching and learning at The Consortium Academy. Lesson planning is based on prior learning and throughout the learning process, active assessment is required to ensure that the expected rate of progress is being made. Fundamental to our formative assessment procedures is Assessment for Learning (AfL).

A range of AfL strategies are used in the classroom:-

Learning objectives are made explicit and shared with the pupils.

Success criteria are agreed by the pupils and teacher.

Self and peer assessment is used against the success criteria.

Pupils are engaged in their learning and receive immediate feedback on their progress.

Summative assessment opportunities are detailed in the assessment calendar. These include optional and end of KS tests, standardised tests in spelling and reading.

Regular continuous assessment is central to teaching and learning practice, including FS Profile, Early Learning Goals. Pupil Asset and the New National Curriculum descriptors are used to target individual pupils in numeracy, literacy, science and ICT.

- *Intervention –*

It is expected that the great majority of pupils at The Consortium Academy will make at least the expected rate of progress through first quality, class based teaching. However, for some pupils this approach may not be sufficient and these pupils, at various stages, may benefit from additional small group or 1:1 intervention programmes to enable them to make the progress required to achieve their full potential.

Central to the effective planning of an intervention programme is the knowledge the teacher has of a particular pupil or groups of pupils. When considering pupils for either Wave 2 or Wave 3 interventions, a wide range of assessment evidence is drawn upon to support judgements made about pupil progress.

- *Pupil grouping –*

All classes are mixed ability. In order to meet the learning objectives and learning needs and provide appropriate challenge and support for all pupils, teachers use a range of grouping options across the year group and within their classes.

1. ability groups across the year (maths)
2. skills based grouping (guided reading/writing)

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3. paired work (response partners) to facilitate discussion
4. whole school ability
5. individual work
6. pupil choice
7. whole class groups

Because of school numbers, class groups will often contain 2 or more year groups. Classroom organisation takes account of this.

Some activities will involve children from more than one class or year group and occasionally, whole school activities are undertaken.

- *The learning environment –*

Our classrooms are attractive learning environments. Learning walls in classrooms track the progress and development of the current topic of study. Displays are changed regularly, to ensure that the school reflects the topics studied by the children. We ensure that all children have the opportunity to display their best work at some time during the year. Highly visual and interactive displays, for example, 'learning walls', are used to engage pupils and encourage self-help strategies. Pupils are encouraged to believe that any exhibited work (performance or display) should represent their highest standard of personal achievement.

All classrooms are extremely well resourced (each room containing an interactive Clevertouch board (or similar), classroom computer with internet access, class libraries of fiction and non-fiction books etc) facilitating a wide range of different teaching and learning activities. We believe that a stimulating environment sets the climate for learning, and an exciting classroom promotes independent use of resources and high-quality work by the children.

Creative use of internal space has provided areas for small group intervention work or 1:1 tuition and increasingly, external spaces are being used to provide the 'outdoor classroom'.

In Foundation Stage, the learning environment is designed to encourage FS children to move freely between areas, both inside and outside.

- *Curriculum organisation –*

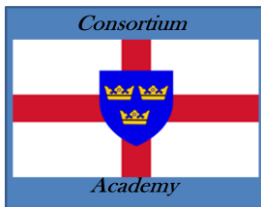
We use the new National Curriculum and the Primary Framework to guide our teaching. These set out the aims and objectives and detail what is to be taught in each year group. Our medium and short term lesson plans contain detailed information about the teaching activities and tasks to be set, the resources needed, and the type of assessment to be used.

In personalising the curriculum, we aim to find appropriate challenges for pupils and address their particular needs so that they may all have an equal opportunity to succeed.

We aim to cater for the needs and interests of a full range of learners including:

1. the gifted and talented
2. learners with learning difficulties and disabilities
3. learners with English as an additional language

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4. girls and boys
5. looked after children
6. learners with social, emotional and behavioural difficulties

- *The extended curriculum –*

Helping pupils to discover and/or develop new interests is essential to personalised learning at The Consortium Academy. During the school year a range of activities are organised to enhance the curriculum:-

1. Residential visits
2. Clubs
3. Visits
4. Visitors

This approach extends beyond school hours. The school hosts a number of community activities.

We ensure that all tasks and activities that the children do are safe. When we plan to take children out of school, we first inform parents and obtain their permission. In so doing, we follow the Trust guidance on Off-Site visits and volunteers.

- *Supporting children's wider needs –*

Schools that are able to identify barriers to learning beyond the classroom and address them are in a strong position to provide personalised learning for individual pupils. At The Consortium Academy, we aim to establish good relationships with all our families and to provide a climate open to dialogue. Within school, we can offer advice and support through our school-based services, for example:

1. School nurse
2. Speech and language therapy

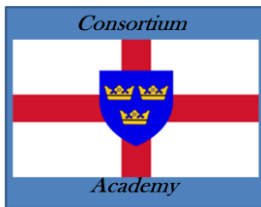
Where additional support from other agencies is required, a 'team around the child' approach may be needed. The Consortium Academy uses the Common Assessment Framework (CAF) to identify barriers to learning and as a result, TAC meetings, involving a range of multi-agency professionals, are set up by a Lead Professional.

4 THE ROLE OF GOVERNORS

4.1 Our Local Governing Bodies determine, support, monitor and review the school policies on teaching and learning. In particular they:

1. Support the use of appropriate teaching strategies by helping to allocate resources effectively
2. Ensure that the school buildings and premises promote successful teaching and learning
3. Ensure that high quality staff are appointed
4. Monitor how effective teaching and learning strategies are in terms of raising pupil attainment through link visits to the school and in consultation with subject leaders
5. Ensure that staff development and performance management policies promote good quality teaching and learning

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6. Monitor the effectiveness of the school's teaching and learning policies through the school self-review processes. These include reports from subject leaders and the termly Academy Head report to governors as well as a review of the in-service training sessions attended by our staff

5 THE ROLE OF THE SCHOOL

5.1 We believe that parents have a fundamental role to play in helping children to learn. We inform parents about what and how their children are learning by:

1. Holding curriculum evenings to explain our school strategies for teaching the National Curriculum;
2. Sending information to parents at the start of each term in which we outline the curriculum that the children will be studying during that term at school;
3. Sending annual reports to parents in which we explain the progress made by each child and indicate how the child can improve further;
4. Explaining to parents how they can support their children with homework. We suggest, for example, regular shared reading with very young children, and support for older children with their projects and/or investigative work
5. Holding parents' evenings which provide an opportunity to discuss progress children are making.

6 THE ROLE OF PARENTS

6.1 We believe that parents, as their child's primary educator, have the responsibility to support their children and the school in implementing school policies. Parents have a responsibility to:

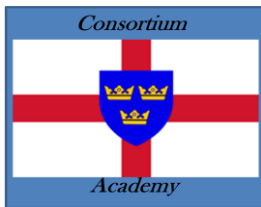
1. Ensure that their child has the best attendance record possible;
2. Ensure that their child is equipped for school with the correct uniform and PE kit;
3. Ensure that their child is supported with homework activities which consolidate learning
4. Inform us of their child's interests and capabilities
5. Do their best to keep their child healthy and fit to attend school;
6. Inform school if there are matters outside of school that are likely to affect a child's performance or behaviour at school;
7. Promote a positive attitude towards school and learning in general;
8. Fulfil the requirements set out in the home/school agreement.

7 THE ROLE OF THE CHILD

7.1 We believe that the child has a responsibility to:

1. Participate as fully as possible in the learning opportunities and help other children to do the same
2. Work hard and try his/her best
3. Behave appropriately in school according to the school's behaviour code
4. Be polite and helpful to other pupils and adults in school
5. Come to school regularly and be on time
6. Talk at home about what he/she has learnt at school
7. Take good care of the school environment
8. Do the homework regularly and bring it back to school
9. Wear the correct school uniform

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10. Tell the teacher or an adult at home if he/she finds the work difficult

8 MONITORING AND REVIEW

8.1 All our teachers reflect on their strengths/areas for development and their professional development needs are planned for accordingly. We provide internal and external guidance to support our teachers in developing their skills, knowledge and understanding so that they can continually improve their practice.

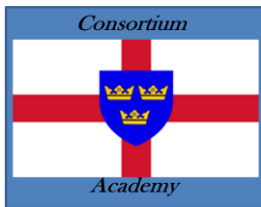
8.2 We have Subject Leaders in place. They have a variety of roles and will:

- take the lead in policy development designed to ensure progression and continuity in their subjects throughout the school, although these will be developed through whole staff discussion
- support colleagues in the implementation of the schemes of work, and in assessment and record keeping activities
- monitor progress in their subjects and advise the head teacher/Head of School on action needed
- make recommendations for appropriate resources for their subjects
- where possible, are given release time to allow them to support colleagues in the classroom
- are expected to keep up-to-date through reading and attending relevant courses.

8.3 We are aware of the need to review the school teaching and learning policy regularly so that we can take account of new initiatives, changes in the curriculum, developments in technology or changes to the physical environment of the school.

8.4 The Teaching Learning and Assessment Panel – meets half termly to discuss new developments, implement programmes, monitor, evaluate and review. Reporting to the Trust's Standards and Excellence Committee

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Appendix 1

The Every Child Matters (ECM) green paper identified the five outcomes that are most important to children and young people:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being
- The five outcomes are universal ambitions for every child and young person, whatever their background or circumstances.

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Document Control

Changes History

Version	Date	Amended By	Details of Change

Approval

Name	Job Title	Signed	Date
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	24/10/16
Dawn Carman-Jones	On behalf of the Trust Board	Electronic signature	07/11/16

Equality Impact Assessment

Date	Name	Details

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