

### The East Manchester Academy Context

The East Manchester Academy is part of the Education and Leadership Trust. The academy is slightly larger than average with 997 pupils on roll. Over 74% of our students qualify for the pupil premium grant, 67% of students are currently in receipt of Free School Meals and a high number of students have additional needs. There are over 40 languages spoken at TEMA and higher than average numbers start and leave the academy throughout the year.

TEMA serves a diverse community located in Beswick, an area of significant deprivation. Most wards served by the academy are in the top 1% of deprived wards nationally. The academy was built in 2010 to serve the communities in East Manchester who had often been left behind by education. Many local children had previously had to travel several miles with no local high school. This meant that many families in the area had historic persistent absence and high levels of NEET. This is a legacy that the academy is striving relentlessly to overcome. The academy has an unwavering commitment to be at the heart of the local community and ensure all students and families have a high-quality knowledge rich education. We are determined to reverse the fortunes of the academy and know that high levels of challenge balanced with genuine support and multiagency work will allow students to improve their behaviour, academic attainment, knowledge and ultimately their life chances.

Historically attendance rates have been low and exclusion rates have been high. Despite the global pandemic, attendance is rising strongly and exclusions have been reduced by 2/3s compared to 2017.

Many of our students start the academy with below average levels of attainment. In our class of 2022, over a third of our pupils did not meet the expected standard. Furthermore, over 40% of our students read below the level expected. This does not deter us and we ensure that all students, regardless of their starting point have an ambitious curriculum with the EBACC at its heart. There is equality of opportunity for all students to study a broad and balanced range of subjects and we provide the right support to help students succeed. We also ensure that reading and the development of academic vocabulary are central to our curriculum. The TEMA Reads Programme provides structured opportunities for students to develop their reading ability and high quality support is given to those students who have gaps in phonological understanding and/or reading comprehension.

We are determined to ensure that our students have a curriculum that will diminish the gaps and inequality that exists within society and that all students can thrive emotionally, socially and academically. Our TEMA offer and wider personal development curriculum enables all students to develop their talents and nurture their interests whilst gaining vital cultural capital that will help them succeed in life.

## Curriculum Design

As a response to the pandemic, we increased the length of the school day and the number of hours teaching we provide to our students each week. All students receive 28 hours of taught curriculum each week. We believe having more opportunity to develop their knowledge, skills and understanding will further combat social disadvantage for our students. All students are taught the full range of national curriculum subjects and many students receive additional intervention and support to close gaps and diminish inequality.

In KS4 we offer a full range of EBACC subjects, additional GCSEs and some vocational qualifications students are guided in their choices but have complete equality of opportunity to follow a curriculum that meets their needs, interests and further aspirations.

### KS3

	Hours per Week		
	Year 7	Year 8	Year 9
<b>English</b>	4	4	4
<b>Reading</b>	1 +TEMA Reads	TEMA Reads	TEMA Reads
<b>Mathematics</b>	4	4	4
<b>Science</b>	3	4	4
<b>MFL</b>	2	2	2
<b>Personal Development (SMSC)</b>	1	1	1
<b>History</b>	2	2	2
<b>Geography</b>	1	1	2
<b>RE</b>	1	1	1
<b>Physical Education</b>	2	2	2
<b>Computer Science</b>	1	1	1
<b>Technology</b>	1	1	1
<b>Art</b>	1	1	1
<b>Performing Arts</b>	1	2	1
<b>Enrichment</b>	1	1	1

**KS4**

Students choose from a range of options at the end of Year 9 and begin their programme of study in Year 10. All students have the opportunity to complete the full range of EBACC subjects including MFL and 43% of students complete the full EBACC.

All students follow the academic core:

	Hours per Week	
	Year 10	Year 11
<b>English (All students complete GCSE English Language and GCSE English Literature)</b>	4	5
<b>Mathematics</b>	4	4
<b>Science (Combined or Triple)</b>	4	4 (7 if triple)
<b>Physical Education*</b>	2	1
<b>Personal Development*</b>	1	1

\*non-examined subject

Students also have a wide range of choice for their option subjects and all subjects are given three hours curriculum time per week with students completing four.

GCSE Spanish	GCSE Art	BTEC/RSL Performing Arts
GCSE Computing	GCSE Design Technology	CNAT Hospitality and Catering
GCSE History	GCSE Sociology	CNAT Sport
GCSE Geography	GCSE Physical Education	BTEC Digital Information Technology
GCSE RE	GCSE Photography	BTEC Enterprise
GCSE Triple Science	GCSE	BTEC Health and Social Care

## Underpinning Curriculum Values and Principles:

### REACH

- At TEMA, we have a clear set of values that define our actions and shape our direction. At TEMA we REACH. Our core values of; respect, equality, ambition, care and hardwork are our key drivers and underpin our curriculum thinking. We explicitly model and teach these values to students and take every opportunity to praise our community when they live our values. Our rewards system is aligned to our values and students can articulate what it is to be a TEMA student. We know that high visibility and support for students engenders a positive learning culture and so as leaders we visit every lesson each day and take opportunities to reinforce our values and praise our students and staff.

### An Academic Core – English, maths and EBACC

- We believe all students should follow a strong academic core and we focus on the fundamentals of English and mathematics to provide students with the qualifications they need to succeed and the knowledge which will open doors in their future. All students in KS3 follow a strong academic focus with the EBACC at its heart and all students in KS4 have the opportunity to follow a full EBACC pathway. We keep the curriculum as broad as possible for as long as possible allowing students to receive a rich and broad variety of subjects and experiences with an academic core.

### Personal Development and the TEMA Offer

- All students have a robust personal development curriculum which develops their knowledge and skills. This curriculum is built around the statutory elements but also bespoke areas which we have crafted with our deep knowledge of our students and the community we serve. Students' understanding how to stay safe and healthy are of paramount importance we explicitly teach students about the dangers of the complex world they live in and how to ensure they are safe, resilient and can find support should they need it.
- We know that many of our students can have limited cultural capital. This is why we systematically build a range of opportunities for students to explicitly build their knowledge, skills and experience that will help them succeed beyond the academy. Equality is one of our core values and we know that all students at TEMA need the highest expectations to succeed, we also know that poverty should not be a barrier to success. Our wider enrichment and TEMA offer helps to ensure that all students have a wide range of experience beyond the classroom.
- All students in KS3 have extensive enrichment opportunities ranging from additional language, sports, gardening and journalism to help inspire their interests, develop their knowledge and nurture their talents. By structuring enrichment within the timetable, we ensure that all students have equality of opportunity.

### Inclusivity and Student Support

- Almost a quarter of our students at TEMA have additional needs. Our deep knowledge of our students means that we provide a range of adaptations and support to help students succeed. This ranges from strategies for quality first teaching to a range of reasonable adjustments to support students. We have a range of intervention programmes that allow students with identified additional needs the structured support to help them succeed. We also tenaciously pursue other agencies to support our work and provide support for our students and families.

### Reading is Fundamental

- At TEMA we believe that reading and equipping students with a strong vocabulary will be key drivers to eradicating educational inequality. The TEMA Reads Programme combined with our focus on disciplinary literacy develops student; fluency, comprehension and grasp of academic language. Each term, all students are gifted a TEMA Reads book and structured reading time is built into each day. Students who are furthest behind with their reading also receive small group and individual support to help them catch up with their peers.

### **Review, Reflect and Refine**

- We believe that our curriculum should be constantly reviewed in order to reflect our community and refined so that we can fulfil our curriculum principle and aims. Like all aspects of the education we provide, we continually review and refine our curriculum in order to ensure students receive an excellent education with cumulative knowledge and skill at its heart. We use assessment and quality assurance to guide our curriculum development.

### **Pedagogical Support and CPD**

- At TEMA, we understand that in order for the curriculum to be taught effectively we must support staff in developing their pedagogy and practice to ensure that students learn effectively and can know, do and remember more. Our staff CPD programme is built around the science of learning and strategies that support students to learn. We also have a wide range of subject specific CPD opportunities through collaborative planning and joint PPA to allow staff to develop their subject knowledge.

### **Mental Health and Student Wellbeing**

- We pride ourselves on our ability to know students and nurture their skills, abilities and talents. We know that many students in our TEMA community faces challenges with their mental health. We strive to ensure all students have access to the right support they need to succeed. We work with a range of strategic partners from; CAMHS, iThrive, NHS, Social Care and Complex Safeguarding and our school counselling service to provide support to students facing difficulties. Our multiagency work has been praised by many of our partners and we know it has made such a difference to many in our community. We also strive to ensure that mental health and wellbeing strategies are explicitly taught and modelling across the community.

### **Careers and Our Futures**

- All students have high quality careers provision and we use the Gatsby Benchmarks to ensure we are consistently meeting the high standards we expect. Students receive a range of interactions with employers, the right curriculum provision and independent advice and guidance to make informed decisions about their futures.