

GLC Target Setting Policy [Secondary]

This Policy was ratified by the Board of Directors on :	Autumn 2026
This Policy will be reviewed by the GLC Board on :	Autumn 2028

GLC Mission Statement

The GLC's mission is to develop active and thriving citizens within a diverse, truly fair and equal community.

This will be achieved through:

- High quality teaching that deliberately develops competencies of curiosity, creativity, communication and critical-thinking;
- An inspiring and meaningful curriculum;
- The development of productive relationships by instilling the values of compassion, resilience, responsibility and aspiration to prepare our young people for learning and life;
- A commitment to the wellbeing of our staff;
- A culture of professional generosity, collaboration, challenge and support throughout the GLC;
- The development of effective external partnerships for the benefit and wellbeing of our community.

Equalities Statement

The GLC's commitment to equality is enshrined in our mission statement to develop 'active and thriving citizens within a diverse, truly fair and equal community'.

We are a vibrant, innovative and successful organisation: we work hard to be the place of choice to work and to learn. Across the 5 academies of the GLC, we pledge that everyone enjoys an equality of opportunity. We work tirelessly to ensure that individual characteristics including age, ethnicity, socio-economic background, academic ability, disability, gender, religious beliefs, sexual orientation are not discriminated against in any way. We create inclusive environments characterised by mutual respect where difference is celebrated.

The GLC Target Setting Policy [Secondary]

The philosophy behind target setting at The Gateway Academy [TGA] is to ensure that all students maximise their potential and leave the Academy with the best possible qualifications. We aim to do this with a focus on:

- Good progress in every lesson.
- Increasing student's attainment.
- Improving student's attitudes to learning.

The vehicle to do this is The Gateway Academy Assessment model. Progress of students is monitored during years 7-11, students are awarded age-related GCSE grades 1-9, three times each academic year.

Our assessment system is made up of interlocking layers:

- Termly assessments [Summative].
- Interim assessments [Formative].
- Annual Tests [GCSE age related standard and external exams].

Expected Grades

We understand that it is important to ensure aspirations are high and that students are always encouraged to maximise their own potential. **The expected grade represents the grade the student should achieve at the end of the course [Year 11]. This is generated based upon a student's prior attainment at Key Stage 2.** We follow the logic that expected grades should be **aspirational but achievable**. Our default target is that students make at least $\frac{1}{2}$ + grade additional to their base grade over the 5 years of secondary school and for our more able students, they must exceed their base grade by +0.7. This means if a student achieves their expected grade, they will be performing better than their peers nationally given their starting point in Year 7, due to the degree of challenge built [aspiration] into the expected grade.

The senior team moderates' the expected grades for individual students every year following analysis of the student's data, national data and discussions with subject and pastoral leaders, as a result a student's expected grades can be revised.

Displaying of Expected Grades

EG and summative stickers are produced and placed in student journals. The expected grade must be filled in at the start of the academic year and updated if grades are changed.

Current Grades

The current grade represents an age-related grade. Age-related grades indicate what is expected of a student by a specific age or year group. This grade represents the standard that the student is currently working at, based upon the skills, knowledge and understanding that they should have acquired at this specific point in the GCSE [or equivalent] course.

The current grade does not tell you what a student would get if they took the GCSE at this moment in time. For example, if a student achieves a current grade 9 at the end of the Summer Term of Year 7, it means their teacher thinks they are performing as well as could be expected for their age group.

A student staying at the same grade is making progress. For example, a student can get a grade 9 in year 7, however, a grade 9 in year 11 is reflective of the demand and challenge which is higher as a student progresses up through the Academy.

Predicted Grades

The predicted grade is the grade the teacher expects the student to achieve at the end of the course, when the student completes the GCSE [or equivalent] examination. This is generated by taking into consideration the student's current grade, past grades, performance in lessons and attitude to learning.

Implications of the grading system

- **Staying at the same grade is making progress.** You can get a grade 9 in year 7, please note it means something different from a grade 9 in year 11, the demand is higher as you progress up through the Academy.
- The system measures attainment and progress in the same way as the progress 8 measure which means they are able to calculate a progress and attainment score from term to term. For example, a student might arrive in year 7 with an average scaled score of 104 based on their KS2 SATs. If they secure an Attainment 8 score of 44 across all subjects in their final exams, they will obtain a Progress 8 score of +0.27 based on 2023 official figures. [See Appendix 2]

Target Setting [all cohorts]

Student EGs were calculated based upon their KS2 scaled score and the national conversion charts provided by the DFE [these levels/scores change each year as the conversion charts are reviewed nationally]. The intake scores used were for Reading, Maths and an overall average with national benchmark progress measures applied.

Nationally all intake levels equate to an expected grade and expected Attainment 8 score and the Academy used these as a basis to set all EGs. The Academy will always aspire to exceed the national average for progress and attainment. **To achieve this additional challenge is always added when setting expected grades.**

In a small number of subjects such as Food Technology, Music and Dance, the expected grades were based on teacher assessments, students expected attainment and progress scores and other data compiled.

The exception to this is students with significant barriers to learning. These students are set aspirational and achievable targets based upon their individualised support plans.

The senior team moderates' the expected grades for individual students every year following analysis of the student's data, national data and discussions with subject and pastoral leaders, as a result a student's expected grades can be revised.

APPENDIX 1

Language of Assessment



GLC Gateway Academy

All Different: All Equal: Together, Improving Upon Our Best

LANGUAGE OF ASSESSMENT

CURRENT GRADE

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The current grade does not tell you what a student would get if they took the GCSE at this moment in time. For example, if a student achieves a current grade 9 at the end of the Summer Term of Year 7, it means their teacher thinks they are performing as well as could be expected for their age group.

A student staying at the same grade is making progress. For example, a student can get a grade 9 in year 7, however, a grade 9 in year 11 is reflective of the demand and challenge which is higher as a student progresses up through the Academy.

OLD GRADING STRUCTURE	NEW GRADING STRUCTURE
	9
A*	8
A	7
Upper B	6
Lower B Upper C	5
Lower C	4
D	3
E	2
F	1
G	

EXPECTED GRADE

The expected grade represents the grade a student should achieve at the end of the course (Year 11). This is generated based upon a student's prior attainment at Key Stage 2. We follow the logic that expected grades should be achievable and aspirational. This means if a student achieves their expected grade, they will be performing better than their peers nationally given their starting point in Year 7, due to the degree of challenge (aspiration) built into the expected grade.

PREDICTED GRADE

The predicted grade is the grade the teacher expects the student to achieve at the end of the course, when the student completes the GCSE (or equivalent) examination. This is generated by taking into consideration the student's current grade, past grades, performance in lessons and attitude to learning.

APPENDIX 2

2024 Attainment 8 & Progress 8 conversion chart

Baseline	A8 Estimates								
KS2	Attainment 8	English		Maths		EBacc		Open	
80	16.59	3.957	2.0	2.524	1.3	4.556	1.5	5.553	1.9
80.5	16.59	3.957	2.0	2.524	1.3	4.556	1.5	5.553	1.9
81	16.59	3.957	2.0	2.524	1.3	4.556	1.5	5.553	1.9
81.5	16.59	3.957	2.0	2.524	1.3	4.556	1.5	5.553	1.9
82	16.59	3.957	2.0	2.524	1.3	4.556	1.5	5.553	1.9
82.5	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
83	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
83.5	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
84	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
84.5	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
85	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
85.5	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
86	16.434	4.114	2.1	2.48	1.2	4.262	1.4	5.578	1.9
86.5	18.985	4.762	2.4	3.011	1.5	4.977	1.7	6.235	2.1
87	18.985	4.762	2.4	3.011	1.5	4.977	1.7	6.235	2.1
87.5	18.985	4.762	2.4	3.011	1.5	4.977	1.7	6.235	2.1
88	20.681	5.117	2.6	3.398	1.7	5.447	1.8	6.719	2.2
88.5	20.681	5.117	2.6	3.398	1.7	5.447	1.8	6.719	2.2
89	20.681	5.117	2.6	3.398	1.7	5.447	1.8	6.719	2.2
89.5	22.09	5.357	2.7	3.773	1.9	5.868	2.0	7.092	2.4
90	22.09	5.357	2.7	3.773	1.9	5.868	2.0	7.092	2.4
90.5	22.09	5.357	2.7	3.773	1.9	5.868	2.0	7.092	2.4
91	23.556	5.69	2.8	4.088	2.0	6.291	2.1	7.487	2.5
91.5	23.556	5.69	2.8	4.088	2.0	6.291	2.1	7.487	2.5
92	23.556	5.69	2.8	4.088	2.0	6.291	2.1	7.487	2.5
92.5	24.51	5.849	2.9	4.384	2.2	6.551	2.2	7.725	2.6
93	24.51	5.849	2.9	4.384	2.2	6.551	2.2	7.725	2.6
93.5	26.3	6.284	3.1	4.783	2.4	7.034	2.3	8.199	2.7
94	26.3	6.284	3.1	4.783	2.4	7.034	2.3	8.199	2.7
94.5	27.808	6.57	3.3	5.146	2.6	7.463	2.5	8.63	2.9
95	27.808	6.57	3.3	5.146	2.6	7.463	2.5	8.63	2.9

95.5	28.956	6.794	3.4	5.44	2.7	7.841	2.6	8.881	3.0
96	28.956	6.794	3.4	5.44	2.7	7.841	2.6	8.881	3.0
96.5	29.858	6.936	3.5	5.707	2.9	8.059	2.7	9.156	3.1
97	29.858	6.936	3.5	5.707	2.9	8.059	2.7	9.156	3.1
97.5	32.184	7.437	3.7	6.186	3.1	8.779	2.9	9.783	3.3
98	32.184	7.437	3.7	6.186	3.1	8.779	2.9	9.783	3.3
98.5	33.896	7.737	3.9	6.571	3.3	9.312	3.1	10.277	3.4
99	33.896	7.737	3.9	6.571	3.3	9.312	3.1	10.277	3.4
99.5	35.143	8.003	4.0	6.851	3.4	9.702	3.2	10.587	3.5
100	35.143	8.003	4.0	6.851	3.4	9.702	3.2	10.587	3.5
100.5	37.003	8.342	4.2	7.236	3.6	10.297	3.4	11.127	3.7
101	37.003	8.342	4.2	7.236	3.6	10.297	3.4	11.127	3.7
101.5	38.82	8.683	4.3	7.602	3.8	10.869	3.6	11.666	3.9
102	38.82	8.683	4.3	7.602	3.8	10.869	3.6	11.666	3.9
102.5	40.835	9.054	4.5	8.078	4.0	11.524	3.8	12.178	4.1
103	40.835	9.054	4.5	8.078	4.0	11.524	3.8	12.178	4.1
103.5	42.663	9.426	4.7	8.43	4.2	12.095	4.0	12.712	4.2
104	42.663	9.426	4.7	8.43	4.2	12.095	4.0	12.712	4.2
104.5	44.701	9.762	4.9	8.855	4.4	12.823	4.3	13.261	4.4
105	44.701	9.762	4.9	8.855	4.4	12.823	4.3	13.261	4.4
105.5	47.02	10.2	5.1	9.339	4.7	13.58	4.5	13.902	4.6
106	47.02	10.2	5.1	9.339	4.7	13.58	4.5	13.902	4.6
106.5	49.322	10.593	5.3	9.838	4.9	14.364	4.8	14.527	4.8
107	49.322	10.593	5.3	9.838	4.9	14.364	4.8	14.527	4.8
107.5	52.079	11.072	5.5	10.402	5.2	15.308	5.1	15.297	5.1
108	52.079	11.072	5.5	10.402	5.2	15.308	5.1	15.297	5.1
108.5	54.68	11.547	5.8	10.946	5.5	16.166	5.4	16.02	5.3
109	54.68	11.547	5.8	10.946	5.5	16.166	5.4	16.02	5.3
109.5	56.96	11.95	6.0	11.424	5.7	16.933	5.6	16.653	5.6
110	56.96	11.95	6.0	11.424	5.7	16.933	5.6	16.653	5.6
110.5	59.552	12.371	6.2	11.963	6.0	17.831	5.9	17.387	5.8
111	59.552	12.371	6.2	11.963	6.0	17.831	5.9	17.387	5.8
111.5	62.182	12.858	6.4	12.493	6.2	18.673	6.2	18.158	6.1
112	62.182	12.858	6.4	12.493	6.2	18.673	6.2	18.158	6.1
112.5	64.518	13.215	6.6	13.002	6.5	19.486	6.5	18.814	6.3

113	64.518	13.215	6.6	13.002	6.5	19.486	6.5	18.814	6.3
113.5	67.113	13.638	6.8	13.571	6.8	20.373	6.8	19.531	6.5
114	67.113	13.638	6.8	13.571	6.8	20.373	6.8	19.531	6.5
114.5	69.539	14.078	7.0	14.073	7.0	21.15	7.1	20.238	6.7
115	69.539	14.078	7.0	14.073	7.0	21.15	7.1	20.238	6.7
115.5	72.152	14.425	7.2	14.697	7.3	22.039	7.3	20.99	7.0
116	72.152	14.425	7.2	14.697	7.3	22.039	7.3	20.99	7.0
116.5	74.146	14.728	7.4	15.168	7.6	22.676	7.6	21.574	7.2
117	74.146	14.728	7.4	15.168	7.6	22.676	7.6	21.574	7.2
117.5	75.776	15.004	7.5	15.524	7.8	23.237	7.7	22.011	7.3
118	75.776	15.004	7.5	15.524	7.8	23.237	7.7	22.011	7.3
118.5	78.494	15.487	7.7	16.062	8.0	24.024	8.0	22.92	7.6
119	78.494	15.487	7.7	16.062	8.0	24.024	8.0	22.92	7.6
119.5	80.439	15.911	8.0	16.405	8.2	24.525	8.2	23.598	7.9
120	80.439	15.911	8.0	16.405	8.2	24.525	8.2	23.598	7.9