

# Pupil Premium Strategy Statement 2021 – 2024: John Port Spencer Academy

## Statement of intent:

Our ultimate objective for all disadvantaged students at John Port Spencer Academy is that they attain and make at least as much progress as non-disadvantaged students both in school and nationally. The Pupil Premium strategy is evidence based and draws upon much of the research from the EEF. The strategy is reviewed every year so that the most effective approaches are used. The key principle of our strategy plan is that Pupil Premium funding must be used effectively to ensure that every child in school receives the outstanding education to which they are entitled.

1. Summary Information for Academic Year 2021-22					
School	John Port Spencer Academy		Strategic Plan 2021 - 2024	Publication Date 01.09.21	Review Date 01.09.22
Statement authorised by:	Karen Squire (Principal)	Pupil Premium Lead	Tom Crowther (Vice Principal)	Governor/Trustee Lead	
Total number of pupils Y7-11	1,678		Number of pupils eligible for PP	229	14% of roll
Pupil premium funding allocation this academic year	£221,195				
Recovery premium funding allocation this academic year	£28,125				
Pupil premium funding carried forward from previous	£0				
Total budget for this academic year	£249,320				

2. Attainment for the Last Academic Year (2020-21) (TAG grades)						
Measure	School PP (2021)		National PP (2020)		National non-PP	
% Grade 5+ EM	45% (32% in 2020)		32%		57%	
% Grade 4+ EM	63% (59% in 2020)		56%		79%	
Attainment 8 Overall	44 (42 in 2020)		42		54	
Attainment 8 English	48 (46 in 2020)		45		55	
Attainment 8 Maths	42 (39 in 2020)		41		53	
Attainment 8 Ebacc	41 (42 in 2020)		40		53	
Attainment 8 Open	44 (42 in 2020)		44		55	
Other Indicators						
	Overall Attendance PP	National All Attendance	National PP Attendance	Persistent Absence PP (PA)	National All PA	National PP PA
Attendance	93.4%	95.3%	92.5%	17.2%	10.9%	22.8%

3. Strategy Aims for PP students	Intended outcomes/success criteria: (Target Date: September 2024)
Progress 8	PP students have a positive Progress 8 score, in line with non-PP students in school and nationally
Progress 8 elements	PP students have a positive Progress score in each of the elements of Progress 8
Attainment 8	PP students have an Attainment 8 score in line with non-PP students in school and nationally
% Grade 5+ EM	The % of PP students achieving 5+ in both Maths and English is in line with non-PP students in school and nationally
% Grade 4+ EM	The % of PP students achieving 4+ in both Maths and English is in line with non-PP students in school and nationally
KS3 English	PP students in KS3 show that their English Standard Age Score is above national average (>100)
KS3 Maths	PP students in KS3 show that their Maths Standard Age Score is above national average (>100)

<b>Attendance</b>	Improve attendance of disadvantaged pupils to national average for all students
<b>Attendance</b>	The % of PP students with persistent absence is below the average for all students nationally
<b>Behaviour</b>	The number of X (negative behaviour) points for PP students is in line with non-PP students
<b>Behaviour</b>	The number of days that PP students are excluded is below the national average for all students
<b>Effort</b>	PP students put excellent effort into their studies (tracked using teacher assessments/progress checks) with an average effort grade that is < 1.5 (1 = excellent, 2 = good, 3 = requires improvement, 4 = cause for concern)
<b>Quality of teaching</b>	>90% of lessons are graded good or better
<b>Quality of teaching</b>	100% of lessons show evidence of the 'First for Everything' strategy
<b>Resourcing</b>	100% of PP students have access to the learning resources that they require to succeed
<b>Cultural capital</b>	PP students are over-represented in every extra-curricular activity compared to non-PP students
<b>CEIAG</b>	100% of Y10 and Y11 PP students receive individual career interviews and advice
<b>Intervention</b>	All subject teams are able to explain the current academic performance of PP students and what is being done to support those below target
<b>Pastoral care/wellbeing</b>	100% of PP students say that they feel well supported in school
<b>Parental engagement</b>	The % of PP parents that attend Parents' Evenings is >80% and in line with non-PP

<b>4. Spending Priorities and Rationale for the Current Academic Year (2020/21)</b>	
<b>a. Teaching Priorities</b>	
<b>Activity to be Funded from the PP Budget:</b>	
Recruitment, retention and professional development of high-quality teachers	
Support/CPD for early career teachers	
Buy-in and embed Accelerated Reader across KS3 to increase reading for pleasure	
Further develop the CPD library in school to improve teacher pedagogical and subject knowledge	
KS3 assessment and reporting system to motivate students put in more effort and highlight those in need of additional support	
Delivery of the 'knowledge curriculum' to increase breadth and depth of student knowledge	
REACH strategy in place (Routines, Engagement, Assessment, Challenge, High Expectations) for every lesson taught in school	
'Teach like a champion' pedagogical strategies used in the classroom e.g. 'teach to the top', 'right is right', 'format matters', 'without apology'	
'First for Everything' teaching and learning strategies applied by every teacher. First for... seating, getting to know them, resources, questioning, reading, differentiation, feedback, praise, intervention, parent communication	
Establish consistent and effective use of Google Classroom by teachers and students	
Adapt curriculum to address gaps in learning that have occurred as a result of the pandemic	
Form group collective reading – teacher led for students in KS3 every week	
Increased collaboration between teachers and teaching assistants to further improve effectiveness of support within the classroom (including differentiation)	
Development of a 'Supra-Curriculum' in History and English to deepen curriculum knowledge and engagement	
	Projected Spending for 2021/22
	£54,000
<b>b. Targeted Academic Support</b>	
<b>Activity to be Funded from the PP Budget:</b>	
Identify PP students that have fallen behind following COVID-19 lockdown – all students in Y7-9 to take online GL assessment tests in English, Maths and Science. Y10 and 11 teachers to identify students through classwork and mock exams	
School led tutoring with 1:3 ratio – English, Maths. Science, Humanities and MFL – 15 week programme (1 hour per week)	

Provide small group tuition using the National Tutoring Programme – 1:3 ratio – Brilliant Club chosen partner for external tutors	
Provide after-school revision sessions for Y11 students prior to exams	
Employing a Maths intervention teacher to support via small group and 1:1 tuition	
Peer Mentoring (Peer Partners) programme – mentoring sessions 3 times per week for students in Years 9-12	
Peer Tutoring by Sixth Form students for students in years 9-11	
Buddy Reading by Sixth Form students with KS3 students	
Brilliant Club Scholar’s Programme to improve literacy skills and highlight the opportunities that Universities can offer	
CEIAG for all PP students via Careers officer and enrichment programmes	
Bespoke careers guidance for all PP students on the Peer Partners programme	
Increased ranges of targeted interventions including Lexonik, Fresh Start, Reading Plus, TA4 numeracy, Step up to English	
Projected Spending for 2021/22	£95,320
<b>c. Wider Strategies</b>	
<b>Activity to be Funded from the PP Budget</b>	
‘The 20% plan’ - PP students are over-represented in all extra-curricular activities	
Supply all PP students with laptops for online learning	
Employ two attendance officers to monitor and further improve pp attendance	
Employ a family liaison officer to support families	
Employ high quality, non-teaching, pastoral staff in all year teams	
Provide free school meals for those eligible during holidays/periods of working from home	
Provide personalised rewards for good attendance, behaviour and effort	
Provide opportunities for PP students to take part in trips and cultural visits	
Provide opportunities for PP students to visit higher education establishments and employers to raise aspirations	
Support students with wider resourcing needs e.g. uniform, revision guides, equipment at the start of the year and throughout the year	
Faculty resourcing	
Library resourcing	
Year Team termly PP progress meetings so that all are aware of all PP students with low attendance / poor behaviour / poor progress	
PP students as school Prefects in all year groups	
Peer led wellbeing initiative – bespoke delivery of welfare support	
Projected Spending for 2021/22	£100,000

5. Review of Last Year’s Aims and Outcomes (2020/21)		
Aim		Outcome 2020/21
<b>Progress 8</b>	PP students have a positive Progress 8 score, in line with non-PP students in school and nationally	Cannot measure Progress 8 this year as national data is unavailable
<b>Progress 8 elements</b>	PP students have a positive Progress score in each of the elements of Progress 8	Cannot measure Progress 8 this year as national data is unavailable
<b>Attainment 8</b>	PP students have an Attainment 8 score in line with non-PP students in school and nationally	Not yet achieved but A8 has improved compared to 2020 and is best ever. A8 is above the national average for PP

<b>% Grade 5+ EM</b>	The % of PP students achieving 5+ in both Maths and English is in line with non-PP students in school and nationally	Not yet achieved although % of PP students achieving 4+ in both Maths and English was the highest yet and significantly above national average for PP
<b>% Grade 4+ EM</b>	The % of PP students achieving 4+ in both Maths and English is in line with non-PP students in school and nationally	Not yet achieved although % of PP students achieving 4+ in both Maths and English was the highest yet and significantly above national average for PP
<b>KS3 English</b>	PP students in KS3 show that their English Standard Age Score is above national average (>100)	Achieved for Y8 PP (SAS 100), Not yet achieved for Y7 PP (SAS 97) or Y9 PP (SAS 97)
<b>KS3 Maths</b>	PP students in KS3 show that their Maths Standard Age Score is above national average (>100)	Achieved for Y9 PP (SAS 105), Not yet achieved for Y7 PP (SAS 97) or Y8 PP (SAS 99)
<b>Attendance</b>	Improve attendance of disadvantaged pupils to national average for all students	Not yet achieved but close and closing. Well above national average for PP
<b>Attendance</b>	The % of PP students with persistent absence is below the average for all students nationally	Not yet achieved but PP persistent absence % is below the national average for PP students
<b>Behaviour</b>	The number of X (negative behaviour) points for PP students is in line with non-PP students	Not yet achieved. PP students accounted for 20% of all Xs in 2020/21 (14% of students are PP). However, the number of Xs collected by PP students is falling year on year
<b>Behaviour</b>	The fixed term exclusion rate for PP students is below the national average for all students (5.4%)	Not yet achieved but the FTE rate (11.7%) is below that of PP students nationally (13.8%).
<b>Effort</b>	PP students put excellent effort into their studies (tracked using teacher assessments/progress checks) with an average effort grade that is < 1.5 (1 = excellent, 2 = good, 3 = requires improvement, 4 = cause for concern)	Almost achieved for Y7 PP - effort is 'better than good' (average of 1.9 - July 2021) Almost achieved for Y8 PP - effort is 'good' (average of 2.0 - July 2021) Almost achieved for Y9 PP - effort is 'good' (average of 2.1 - July 2021) Almost achieved for Y10 PP - effort is 'good' (average of 1.9 - July 2021) Almost achieved for Y11 PP - effort is 'good' (average of 2.0 - July 2021)
<b>Quality of teaching</b>	>90% of lessons are graded good or better	Achieved based upon evidence from subject reviews, learning walks, work scrutiny and observations
<b>Quality of teaching</b>	100% of lessons show evidence of the 'First for Everything' strategy	Achieved based upon evidence from subject reviews, learning walks, work scrutiny and observations
<b>Resourcing</b>	100% of PP students have access to the learning resources that they require to succeed	Achieved and ongoing according to need e.g. laptops for online learning provided to all
<b>Cultural capital</b>	PP students are over-represented in every extra-curricular activity compared to non-PP students	Achieved and ongoing although recovery of extra-curricular activities required as restrictions ease
<b>CEIAG</b>	100% of Y10 and Y11 PP students receive individual career interviews and advice	Achieved and ongoing
<b>Parental engagement</b>	The % of PP parents that attend Parents' Evenings is >80% and in line with non-PP	Achieved