

Pupil Premium Strategy Statement 2019 – 2022: Spencer Secondary Academy

1. Summary Information						
School	Spencer Secondary Academy		Strategic Plan 2019 - 2022	Publication Date 15.09.2019	Review Date 11.10.2020	
Principal	H Corbett	Pupil Premium Lead	S Gooderham		PP Governor Lead	
Academic Year	2019 - 2020		Total PP Budget for 2019 - 2020		£280,500 tbc	
Total number of pupils Y7-11	1,100		Number of pupils eligible for PP		330	30% of roll

2. Attainment for the Last Academic Year 2018-19						
Measure	School PP			National non PP		
Progress 8	-0.13			0.13		
% Grade 5+ EM	22%			42.4%		
% Grade 4+ EM	63%			64.9%		
EBacc entry	38%			44%		
(Other measures)						
Other Indicators						
	Overall Attendance	National All Attendance	National PP Attendance	Persistent Absence (PA)	National All PA	National PP PA
Attendance	95.6%	94.8%	92.2%	9.2%	12.7%	22.8%

3. Strategy Aims for Disadvantaged Pupils				Target Date: September 2022		
Academic Performance for Disadvantaged Pupils				Indicator for PP outcomes		
% Grade 5+ EM				Achieve national average for attainment for similar schools		
% Grade 4+ EM				Achieve national average for attainment for similar schools		
EBacc entry				In line with national average EBacc Entry for all pupils		
Progress 8				Narrow the gap between PP and none PP and achieve an overall + number		
Other Indicators (Examples)						
	Target Overall Attendance	National All Attendance	National PP Attendance	Target Persistent Absence (PA)	National All PA	National PP PA
Attendance	Improve attendance to national average	94.5%	91.9%	Reduce persistent absence to below national average	13.9%	24.6%
Any other Indicators Specific to School (e.g. exclusion rates for PP/destinations post 16)						
<ul style="list-style-type: none"> Reduce incidence of repeat fixed term exclusion of disadvantaged students to below national averages Ensure 0% NEET at end of KS4 and KS5. Reduce number of persistent absentees to below national averages. 						


4. Spending Priorities and Rationale for the Current Academic Year	
Teaching Priorities	
Barriers to Learning	Disadvantaged students do not engage fully as other students in homework or independent learning designed to consolidate learning.
Priority	Activity to be Funded from the PP Budget
Priority 1	Revision sessions/coaching/revision mentoring to be set up for key students based on latest data including period 6 support sessions.
Priority 2	Reward schemes for KS4 mentoring programme.
Targeted Academic Support	
Barriers to Learning	KS2 data rates of progress against none are too wide. Narrow the gap between PP and none.
Priority	Activity to be Funded from the PP Budget
Priority 1	Academic mentoring for identified KS3 and KS4 students
Priority 2	PP postcard, identify category of certainty to get grades and implement targeted support
Wider Strategies	
Barriers to Learning	Absences of pupil premium cohort being below National average and below none PP.
Priority	Activity to be Funded from the PP Budget
Priority 1	Decrease the number of persistent absentees
Priority 2	Engage with pupil premium families and build working relationships.

5. Monitoring and Implementation		
Area	Challenge	Mitigating action
Teaching	Creating resources and opportunities to enable independent learning and time to work with specific students and families.	Use of INSET days to raise the profile of pupil premium students and targeted interventions that will engage them.
Targeted support	Supporting staff CPD to provide teaching and learning strategies and assessment QLA	Effective use of faculty time and CPD offer on Wednesdays
Wider strategies	Engaging the families facing most challenges with the use of the attendance and intervention officer.	Working closely with the Trust schools, and other agencies to support families and students.

6. Review of Last Year's Aims and Outcomes	
Aim	Outcome (What happened? Do you still need to do more work? Or are there new priorities?)
Diminish the difference between PP and non-PP students, with a particular focus on higher achieving student	Cascaded the 7 strategies for our disadvantaged students to all teaching staff. CPD session on Questioning and Pupil Premium students. QA of lessons to ensure quality first teaching, questioning/stretching the most able. Students eligible for the Pupil Premium identified as high attaining from KS2 raw scores make as much progress as other students identified as high attaining across Key Stage 3 so that they are all on track to hit challenging targets for Key Stage 4. This will be evidenced and monitored through Assessment Points and analysed in Progress meetings by CL's/DOL•Where students are falling behind individual interventions will be put in place and progress monitored by subject staff.
BSED students within SEN who are eligible for Pupil Premium are making increased rates of progress in KS3/KS4	Not achieved but gap narrowed from 2018 This will be evidenced and monitored through Assessment Points and analysed in Progress meetings by CL's/DOL Where students are falling behind individual interventions will be put in place and progress monitored by subject teachers and CL's- widening further to another curriculum offers. Lead Provision Coordinator to worked closely with IND to provide support further development of alternative support and curriculum is needed.
Improve the aspirations within the Pupil Premium cohort and structures and resources to complete homework outside of school	Improved access to a range of trips and experiences through the use of 'Challenge days' Access to the 'Brilliant Club' for most able PP students Mentoring scheme running through KS3/KS4

	Access to higher educational establishments and careers fairs and exposure to opportunities for post-16 P6 sessions to run three times per week, staffed by specialist teachers. All resources/internet access
increased rates of progress in Year 7 with lower literacy skills and a smoother transition from Primary school so they are learning straight away.	Where students are falling behind individual interventions were put in place and progress monitored by subject teachers and HOF. Built relationships with Primary Schools in ensuring early intervention with targeted students and investment into family liaison in transition phase.

Annual Overview 2019 - 2020

Teaching <i>(e.g. Professional Development; Recruitment and Retention; Support for Early Career Teachers)</i>	Total Spend: tbc	Our Tiered Approach	Targeted Academic Support <i>(e.g. Structured interventions; Small group Tuition; One-to-One Support)</i>	Total Spend: tbc
<ul style="list-style-type: none"> Quality teaching and reduction of classes sizes particularly in Maths and Science. Reinvigoration of the teaching of metacognition through the 'growth' curriculum and careers provision including widening participation and employment visits/career interviews Quality CPD with a focus on curriculum development throughout 2019/2020 Continue to maintain the profile of PP students at the top of everyone's agenda, including: PP students featuring on all teaching staff appraisals, CPD on PP students, QA on in class provision, data analysis and PP top of all faculty agendas. Numeracy and Literacy Coordinator to improve these two areas across the school. Students to have tailored support to fit with their curriculums to improve attainment Continuation of Associate Leader with responsibility for PP across the school. In charge of QA across the school at regular milestones. 			<ul style="list-style-type: none"> LAC students will receive 1 to 1 English and Maths tuition to ensure they keep up with their peers. Additional hours that result from time tabling will be targeted at PP students underachieving in English and Maths Continual development of the 'Growth' curriculum to teach Years 7 and 8 about the process of learning including the social and emotional aspects. Targeted alternative on site provision for those students who are struggling with main stream education. AP leader will offer bespoke programmes ranging from aspiration coaching to a more specific behavioural management. Career related initiatives including career fayres, industry based visits, university visits, NEC World Skills event, STEM events, Naval and Army days. SLT mentor programme for targeted Year 11 students. Students have a solid support structure in place and are receiving one on one support from the school based mentor Transition for Year 9 students into GCSE. Similar to Year 6 process but to ensure students are fully prepared for GCSE studies. Implementation of the 'Brilliant Club' which uses positive discrimination of students to raise awareness and aspirations. Positive setting across the school. PP students are placed in appropriately challenging sets to encourage and motivate. Introduction of PP only classes within a number of subjects. Ensuring equal access to all trips to off a wider cultural experience Reduced rates and introduction of taster sessions of different instruments to ensure all students experience a wider range of activities. All faculties to have PP placed on the agenda at all meetings. Interventions, students and support are discussed as a priority PP Working Party continuation with representative from each faculty. Interventions, students, ideas and support discussed and cascaded throughout the school P6 continuation – extension of the school day staffed by qualified teachers to offer school facilities to students to improve homework and access to resources Attendance officer recruited to improve relationships with parents and to monitor attendance across the school 	

			<p>Wider Strategies <i>(e.g. Behaviour Approaches; Breakfast Club; After school enrichment which are broad, balanced, and experiential; Increasing Attendance)</i></p>	<p>Total Spend: tbc</p>
			<ul style="list-style-type: none"> • Breakfast offered throughout the week for all PP students to encourage attendance and to ensure all students are fuelled to start their day • Snacks provided at all revision sessions to encourage attendance • Wardrobe already in place but now expended to provide all camping and fieldwork equipment. • 'Cash builder' initiative to encourage students to participate and take ownership of own education • Parents evening appointments are tailored to encourage participation from our PP parents. PSAs to chase parents if they have not made appointments, and offer alternative solutions. • Experience days from the Navy, Army and other large scale employers to expand students aspirations • Librarian to develop the 'love of reading' within the school. PP students to gain access to a range of books for free and are encourage to widen their literacy base. • Subject such as Science, Design Technology and Art to run extracurricular clubs to broaden the range of provision provided within the school 	
			<p>Total Spend</p>	<p>£280, 500</p>