

# Pupil Premium Strategy Statement 2020 – 2023: John Port Spencer Academy

1. Summary Information					
School	John Port Spencer Academy	Strategic Plan 2020 - 2023	Publication Date 04.11.20	Review Date 01.10.21	
Principal	Karen Squire	Pupil Premium Lead	Tom Crowther		
Academic Year	2020 - 2021	Total PP Budget for 2020 - 2021			£186,000
Total number of pupils Y7-11	1,642	Number of pupils eligible for PP			220 13% of roll

2. Attainment for the Last Academic Year (2019-20)						
Measure	School PP			National non PP		
Progress 8	-0.38			+0.13		
% Grade 5+ EM	32%			58%		
% Grade 4+ EM	59%			79%		
Other Indicators						
	Overall Attendance PP	National All Attendance	National PP Attendance	Persistent Absence PP (PA)	National All PA	National PP PA
Attendance	93.2%	94.6%	92.7%	17.1%	13.6%	23%

3. Strategy Aims for PP students	Indicator for PP outcomes: (Target Date: September 2023)
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/literacy	PP students in KS3 show that their English Standard Age Score is above national average (>100)
KS3 Maths/numeracy	PP students in KS3 show that their Maths Standard Age Score is above national average (>100)
Attendance	Improve attendance of disadvantaged pupils to national average for all students
Attendance	The % of PP students with persistent absence is below the average for all students nationally
Behaviour	The number of X (negative behaviour) points for PP students is in line with non-PP students
Behaviour	The number of days that PP students are excluded is below the national average for all students
Quality of teaching	>90% of lessons are graded good or better
Quality of teaching	100% of lessons show evidence of the 'First for Everything' strategy
Resourcing	100% of PP students have access to the learning resources that they require to succeed
Cultural capital	PP students are over-represented in every extra-curricular activity compared to non-PP students
Careers	100% of Y10 and Y11 PP students receive individual career interviews and advice
Intervention	All subject teams are able to explain the current academic performance of PP students and what is being done to support those below target
Pastoral care/wellbeing	100% of PP students say that they feel well supported in school
Parental engagement	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	
Develop a CPD library in school to improve teacher pedagogical and subject knowledge	
Launch new KS3 assessment and reporting system to motivate students put in more effort and highlight those in need of additional support	
Implement 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	
'First for Everything' teaching and learning strategies applied by every teacher. First for...premium 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	
	Projected Spending for 2020/21
	£26,000
<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 Y7-10 to take online GL assessment tests in English, Maths and Science. Y11 teachers to identify students through classwork and mock exams	
Deliver catch-up lessons on a 6 week rotation for students in all year groups	
Provide small group tuition for all PP students in all years using the National Tutoring Programme	
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 Tutoring and Peer Mentoring programme	
Brilliant Club Scholar's Programme to improve literacy skills and highlight the opportunities that Universities can offer	
	Projected Spending for 2020/21
	£60,000
<b>c. Wider Strategies</b>	
<b>Activity to be Funded from the PP Budget</b>	
Supply all PP students with laptops for online learning	
Employ two attendance officers to undertake family liaison work	
Provide free school meals for those eligible during holidays/periods of working from home	
Provide rewards for good attendance, behaviour and effort	
Provide opportunities for PP students to take part in trips and cultural visits (when permitted)	
Support students with wider resourcing needs e.g. uniform, revision guides, equipment	
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	
	Projected Spending for 2020/21
	£100,000

5. Review of Last Year's Aims and Outcomes (2019/20)	
Aim	Outcome 2019/20
PP students have a positive Progress 8 score, in line with non-PP students in school and nationally	Not yet achieved but Progress 8 improved again for PP students (best ever) and gap narrowing to non-PP students
PP students have a positive Progress score in each of the elements of Progress 8	Achieved for English, Ebacc and Open elements (best ever)
PP students have an Attainment 8 score in line with non-PP students in school and nationally	Overall attainment improved for PP students (best ever) but attainment gap remains steady
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
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
PP students in KS3 show that their reading/literacy Standard Age Score is above national average (>100)	Difficult to measure as reading assessments impacted by COVID-19 – new assessments planned for Autumn 2020
PP students in KS3 show that their Maths Standard Age Score is above national average (>100)	Difficult to measure as reading assessments impacted by COVID-19 – new assessments planned for Autumn 2020
The average attendance of PP students is higher than the national average for all students	Not yet achieved but close and closing
The % of PP students with persistent absence is below the national average for all students	Not yet achieved but PP persistent absence % is below the national average for PP students
The number of X (negative behaviour) points for PP students is in line with non-PP students	Not yet achieved but number of X points for PP students continue to reduce
The % of PP students receiving at least one Fixed Term Exclusion is below the national average for all students	Achieved
>90% of lessons are graded good or better	Achieved based upon evidence from subject reviews, learning walks, work scrutiny and observations
100% of lessons show evidence of the 'First For Everything' strategy	Achieved based upon evidence from subject reviews, learning walks, work scrutiny and observations
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
PP students are over-represented in every extra-curricular activity compared to non-PP students	Achieved and ongoing
100% of Y10 and Y11 PP students receive individual career interviews and advice	Achieved and ongoing
Academic, behaviour and attendance data for all PP students is updated every 4 weeks and is shared with SLT, Heads of Year, Pastoral Managers, Heads of Faculty and Heads of Subject.	Achieved and ongoing
All Heads of Faculty, Heads of Subject and teachers are able to explain the current academic performance of PP students and what is being done to support those below target (below FFT20)	Achieved and ongoing
Every intervention strategy is measured for impact	Achieved and ongoing – particularly in relation to catch-up sessions
Interventions that show evidence of success are repeated	Achieved e.g. GCSE Maths/English revision sessions
100% of PP students say that they feel well supported in school	Achieved and ongoing
The % of PP parents that attend Parents' Evenings is >80% and in line with non-PP	Achieved and ongoing