

Pupil Premium Strategy Statement 2019 – 2022: Spencer Secondary Academy

1. Summary Information					
School	Rushcliffe School	Strategic Plan 2019 - 2022	Publication Date 05.12.2019	Review Date 11.10.2020	
Principal	Damian Painton	Pupil Premium Lead	Simon Peel	PP Governor Lead	??
Academic Year	2019 - 2020	Total PP Budget for 2019 – 2020		£149,285	
Total number of pupils Y7-11	1463	Number of pupils eligible for PP		161	11% of roll

2. Attainment for the Last Academic Year 2018-19						
Measure	School PP			National non PP		
Progress 8	0.34			0.13		
% Grade 5+ EM	39.29			49%		
% Grade 4+ EM	71%			71%		
EBacc entry	17.86			44%		
English Progress 8	0.64			0.11		
Maths Progress 8	0.23			0.11		
Ebacc Progress 8	0.19			0.14		
Open Progress 8	0.24			0.12		
Other Indicators						
	Overall Attendance PP	National All Attendance	National PP Attendance	Persistent Absence PP (PA)	National All PA	National PP PA
Attendance	93.1%	94.5%	91.9%	26.38%	13.9%	24.6%

3. Strategy Aims for Disadvantaged Pupils				Target Date: September 2022		
Academic Performance for Disadvantaged Pupils				Indicator for PP outcomes (examples below)		
% Grade 5+ EM				Achieve national average for attainment for similar schools		
% Grade 4+ EM				Achieve national average for attainment for similar schools		
EBacc entry				Entry at least in line with non-PP nationally		
Progress 8				Achieve top quartile for progress made by disadvantaged pupils amongst similar schools		
Other Indicators						
	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 - 96%			Reduce persistent absence to below national average Of 10.5%		
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. NEET for disadvantaged students below national average for all students (94% 2017). Increase number of disadvantaged students entering sixth form, current 3 year average of 25%. Increase destination of disadvantaged students into university, 3 year average 12%. 						


4. Spending Priorities and Rationale for the Current Academic Year			
Teaching Priorities			
Barriers to Learning	Lower levels of aspiration and resilience amongst disadvantaged students and hence overall lower achievement		
Priority	Activity to be Funded from the PP Budget		
Priority 1	Provide regular CPD opportunities for teachers to engage with good quality pupil information and ensure effective communication with/from key support staff experts (e.g. PP mentors, LSAs)		
Priority 2	Provide regular CPD to embed 'first focus' approach in lessons (planning, delivery, marking)		
Priority 3	Create individual intervention and action plans for pupils whose behaviour falls below expectation		
Priority 4	QA of disadvantaged groups in all tracking, line management and quality assurance processes to ensure impact of above		
Priority 5	Employ a careers advisor and careers coordinator to support, run events and provide advice for disadvantaged students		
Priority 6	Employ mentor in KS3 and KS4 to mentor and support students in class		
Priority 7	Ensure that PP students are prioritised by well-being coordinator, school councillors and OC intervention teams.		
Priority 8	Provide staffing within core subjects for targeted support and interventions		
		Projected Spending for Current Academic Year	£125,400
Targeted Academic Support			
Barriers to Learning	Improve the levels of literacy for those disadvantaged students with low levels on entry to the school		
Priority	Activity to be Funded from the PP Budget		
Priority 1	Literacy interventions across KS3 for low attaining disadvantaged pupils		
Priority 2	Employ English teacher to coordinate small group interventions for disadvantaged students		
Priority 3	Buy-in and embed Accelerated Reader across KS3 to increase reading for pleasure		
		Projected Spending for Current Academic Year	£51,000
Wider Strategies			
Barriers to Learning	Attendance to school of key pupils.		
Priority	Activity to be Funded from the PP Budget		
Priority 1	Employing an attendance officer to undertake family liaison work, systematic procedures across all year groups with specific rewards for disadvantaged students		
Priority 2	Increasing attendance at after school activities amongst disadvantaged pupils		
Priority 3	Increase 'cultural capital' of disadvantaged students by providing access to all appropriate non-residential trips and providing access to other appropriate wider experiences.		
		Projected Spending for Current Academic Year	£18,800

5. Monitoring and Implementation		
Area	Challenge	Mitigating action
Teaching	Provide regular CPD opportunities for teachers to engage with good quality pupil information and ensure effective communication with/from key support staff experts (e.g. PP mentors, LSAs). Provide regular CPD to embed 'first focus' approach in lessons (planning, delivery, marking).	Use of INSET days, twilight sessions and faculty meeting time.
Targeted support	Ensure that targeted interventions are having a direct impact on the progress and attainment of PP students.	QA of disadvantaged groups in all tracking, line management and quality assurance processes to ensure impact of above
Wider strategies	Engaging the families facing most challenges	Working closely with the Trust schools. Increase the number of events targeting hard to reach parents.

6. Review of Last Year's Aims and Outcomes (examples)¹

Aim	Outcome (What happened? Do you still need to do more work? Or are there new priorities?)
Achieve top quartile for progress made by disadvantaged pupils amongst similar schools	P8 score 0.34, well above national average for PP and non-PP students.
Achieve average English and maths 5+ in line with national average for non-PP students	% of students achieving measure still below national average but 4 year trend of improvement with gap to national narrowing.
Achieve average English and maths 4+ in line with national average for non-PP students	Achieved. In-line with national average.
Attendance in line with national average for non-PP students, reduce percentage of PA PP students.	Improvement in attendance since last year but still below national average and still have too many PA students.

Annual Overview 2019 - 2020

Teaching <i>(e.g. Professional Development; Recruitment and Retention; Support for Early Career Teachers)</i>	Total Spend: £90,400	Our Tiered Approach	Targeted Academic Support <i>(e.g. Structured interventions; Small group Tuition; One-to-One Support)</i>	Total Spend: £86,000
<ul style="list-style-type: none"> Whole school CPD sessions to focus on raising opportunities for teachers to engage with good quality pupil information and ensure effective communication with/from key support staff experts. Provide regular CPD to embed 'first focus' approach in lessons (planning, delivery, marking). Contribution towards the salaries of staff to support with behavioural issues (OC). In class support (LSA) to improve engagement and progress of targeted pupils. Contribution towards the salaries of staff to support with careers. Salaries of KS3 and KS4 PP mentors to provide targeted interventions and in-class support. Contribution towards the salaries of staff to support with pupil wellbeing and councillors. Provide additional capacity within faculties to provide in-class support. 	<p>Spend</p> <p>£5,000</p> <p>£5,000</p> <p>£4400</p> <p>£19,000</p> <p>£7000</p> <p>£34600</p> <p>£15,400</p> <p>£35,000</p>		<ul style="list-style-type: none"> Capacity within English and SEND to provide small group interventions to improve literacy in KS3. Provide all Y7 – 11 PP students with equipment to support studies and independent studies. Buy-in and embed Accelerated Reader across KS3 to increase reading for pleasure 	<p>Spend</p> <p>£55,000</p> <p>£3000</p> <p>£2000</p>
			Wider Strategies <i>(e.g. Behaviour Approaches; Breakfast Club; After school enrichment which are broad, balanced, and experiential; Increasing Attendance)</i>	<p>Total Spend: £18,800</p>
			<ul style="list-style-type: none"> Contribution towards salary of SLT responsible for PP. Attendance reward project for PP students. Contribution towards the salaries of staff to support with attendance. Contributions towards trips and uniform To provide music tuition for targeted PP students across Y7 – 11. 	<p>Spend</p> <p>£11,600</p> <p>£3000</p> <p>£4200</p> <p>£6000</p> <p>£1000</p>
			Total Spend	£201,200

Please refer to the DfE PP Guidance
<https://www.gov.uk/guidance/pupil-premium-effective-use-and-accountability>

and the EEF's Pupil Premium Guide and Family of Schools' Database for Target Setting
<https://educationendowmentfoundation.org.uk/evidence-summaries/pupil-premium-guide/>

¹ For future strategy documents, indicate progress towards achieving the three year goal.

<https://www.gov.uk/guidance/pupil-premium-strategy-statements>

<https://educationendowmentfoundation.org.uk/tools/families-of-schools-database/>