

Pupil Premium Strategy Statement



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



Our Values



Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- be **brave**

Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

Collaboration

- build **trust**
- build **strong relationships**
- be **stronger together**

How will we succeed?



This statement details our school’s use of pupil premium (and recovery premium for the 2023 to 2024 academic year) funding to help improve the attainment of our disadvantaged pupils. It outlines our Pupil Premium Strategy, how we intend to spend the funding in this academic year and the effect that last year’s spending of pupil premium had within our school.

School Overview

Detail	Data
School name	Marine Academy Plymouth
Number of pupils in school	982
Proportion (%) of pupil premium eligible pupils	45.3%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021-2024
Date this statement was published	November 2023
Date on which it will be reviewed	July 2024
Statement authorised by	Leigh Withers
Pupil premium lead	Jordan Cole
Governor / Trustee lead	Aaron Meredith

Funding Overview

Detail	Amount
Pupil premium funding allocation this academic year	£395,370
Recovery premium funding allocation this academic year	£105,432
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£500, 802

Part A: Pupil Premium Strategy Plan

Statement of Intent

At Marine Academy Plymouth, we believe that every child deserves a world-class education. We are relentlessly driven in our aim to ensure that ‘every child will have the opportunity to go to University when they leave’. We are committed to achieving this by delivering a challenging and academic curriculum in a culture of aspiration and the highest of expectations.

When making decisions about using Pupil Premium funding, it is important to consider the context of the school and the subsequent challenges faced. This, alongside research conducted by the EEF, suggests that common barriers to learning for disadvantaged children can be: less support at home, weak language and communication skills, lack of confidence, more frequent behaviour difficulties and attendance and

punctuality issues. There may also be complex family situations that prevent children from flourishing. The challenges are varied and there is no “one size fits all”. We will ensure that all teaching staff are involved in the analysis of data and identification of pupils, so that they are fully aware of strengths and weaknesses across the school.

Our school will:

- Have a designated Senior Leader who is part of the Trust Disadvantaged Network and contributes to termly review of impact and the sharing of best practice.
- Have a named Governor for Disadvantaged.
- Have a costed Pupil Premium Strategy that uses a consistent framework based on the three areas of need identified through the EEF research. This plan will be available on the website and reviewed termly by senior leaders and Governors.
- Contribute to Disadvantaged peer reviews and will also undertake an external review every 3 years.
- Provide funding for DS to access extra-curricular opportunities and ensure they are represented in every aspect of school life.
- Ensure every aspect of the school’s KPI’s have a reporting mechanism for Disadvantage.

In addition, we will use the following guiding principles as part of our work in supporting Disadvantaged children:

- First, all staff are aware of the disadvantaged students they teach, tutor or mentor: we consciously build strong relationships with these students, gaining knowledge of their subject strengths and areas for development, their individual contexts and aspirations.
- We focus relentlessly on developing them as individuals: their talents, their academic endeavours and acknowledge and address the unique barriers they face.
- At the front of our minds we remember that we are powerful advocates: we have a responsibility to ensure that every disadvantaged student is prioritised for enriching academic and extra-curricular opportunities that challenge and inspire them.
- We develop disadvantaged students as leaders in our community: we believe in them, even when they don’t believe in themselves; we prioritise them at every opportunity; proactively encourage them to take on leadership roles and ensure they develop the skills in order for them to be successful.
- We know that excellent teaching is at the heart of disadvantaged learners’ success: supported by our ambitious learning culture, our pedagogy, knowledge-rich and cohesive curriculum, consistent routines, feedback, high expectations and strong knowledge of individuals can and do make a difference to our most vulnerable students.
- We know that excellent teaching is adaptive and meets the needs of the learner: teachers engage with incremental coaching and evidence-informed approaches to refine, develop and improve in order to ensure our learners achieve their potential. We understand the importance of subject mastery and seek always to develop subject knowledge and expertise.
- We address financial and practical barriers to learning and enrichment: we know how parents or carers can apply for bursaries to support access to activities and enrichment opportunities; we provide essential equipment, discounts for uniform and study guides for disadvantaged students.
- We offer opportunities for independent practice: we explicitly teach students learning habits, which are embedded in lessons and monitor their success throughout their school career and intervene, where necessary, to support progress.
- We raise aspirations and focus on the future: we provide guidance and support that allow our students to explore opportunities they may not have considered. Students are prioritised for careers advice and work experience. We develop strong links with universities and businesses in order to encourage all students to broaden their horizons.

We understand that excellent attendance is fundamental to student success: we intervene early and positively when students are absent and ensure

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge Number	Detail of Challenge
1	<p>Disadvantaged students are less likely to achieve a Progress 8 average in line in line with non-disadvantaged students.</p> <p>Disadvantaged students' 2020/2021 progress 8 score significantly improved by +1.35 on 2019/20 with more recent data showing that there has been a sustained improvement in outcomes for PP students in 2022; An increase in disadvantaged students' Progress 8 of +0.21 with the gap narrowing by 0.1. Current predictions indicate that this academic year's (2022/2023) Year 11 cohort will see that gap narrowed further. Whilst this demonstrates that strategies are indeed working to close the gap, there is still work to be done to narrow this further.</p>
2	<p>Disadvantaged students are less likely attain in line with the national average compared with non-disadvantaged students</p> <p>2022 results data demonstrates that overall attainment 8 was 45. This is a significant improvement from 2019 data which was 31.74. The gap in 2022 has decreased to 6.33 from 9.37 however there is still work to be done to eliminate the gap between disadvantaged students and non-disadvantaged.</p>
3	<p>Disadvantaged students are less likely to achieve a 5+ in English and Maths in line with similar schools compared with non-disadvantaged students</p> <p>The 2022 data shows that the overall attainment for the entire cohort was 31.4%. This is a improvement from the 2019 score of 17%(DS 10%). However, there was a gap between disadvantaged students and non- disadvantaged students.</p> <p>Analysis of our outcome data and our Year 7 Maths baseline test indicates that numeracy skills is an area of challenge for our disadvantage students here at MAP, an area that we recognise as hugely influential in improving outcomes for our disadvantaged students.. The EEF emphasizes that achieving a strong GCSE in Mathematics is a fundamental requirement for advancing into well-regarded employment opportunities, apprenticeships, and higher education.</p>
4	<p>Not all students reading at or above their chronological reading age by the end of Year 9</p> <p>The literacy levels of our students continue to grow year on year despite more (54%) students entering in Year 7 with below age expected reading levels (especially noticeable when compared with a national average, as per NGRT GLS assessment guides, of 40% below age expected reading ages). Despite year on year progress, our NGRT assessments conducted at the start of the academic year have shown that:</p> <ul style="list-style-type: none"> - 54% of Year 7 students are not reading at their chronological reading age. 60% of these students are disadvantaged. - 48% of Year 8 students are not reading at their chronological reading age. 52% of these are disadvantaged (down from 62%)

	<p>- 40% of Year 9 students are not reading at their chronological reading age. 49% of these students are disadvantaged (down from 52.32%)</p> <p>By the start of year 10: 31% of students are not reading at their chronological reading age. 46% of these students are disadvantaged.</p>
5	<p>Attendance not in line with national average</p> <p>Attendance for students during the academic year 2021-2022 was below national average. Furthermore, attendance of disadvantaged students is yet to reach that of the non-disadvantaged student population.</p>
6	<p>More frequent behaviour difficulties</p> <p>Disadvantaged students are more likely to get a referral from a lesson to the Compass room. This has an effect on their academic progress and that of their peers.</p>
7	<p>Accumulation of skills and experiences needed to improve social capital and life aspirations.</p> <p>Careers provision at Marine Academy has improved significantly, with Compass reporting data to reflect the progress made on Gatsby benchmarks. After, the Covid-19 pandemic significantly restricted opportunities. All students are once again having the opportunity to take part in employer engagement and Higher education talks and visits</p>
8	<p>High social deprivation and aspirations that are sometimes limited by social and familial experiences.</p> <p>As identified through IDACI deciles, 72% of our whole cohort are from the most deprived band and often, though not uniformly, display sometimes inappropriate or low social, academic and career aspirations that can become inconsistent at different stages of their child's education. Furthermore, findings from The Sutton trust evidence the importance of increasing the engagement of parents of students in receipt of PP as a driver for improving outcomes.</p>
9	<p>Participation in additional, enrichment opportunities</p> <p>Our disadvantaged students have lower participation rates in our extra-curricular activities and additional enrichment opportunities such as the MAP award. The Sutton Trust recognises that social mobility is hugely influenced by young people's opportunities for personal development and enrichment activities.</p>

Intended Outcomes

This explains the outcomes we are aiming for by the end of our current strategy plan, and how we will measure whether they have been achieved.

Intended Outcome	Success Criteria
To attain an average P8 in line with non-disadvantaged population	<p>Disadvantaged students' average P8 score will increase year-on-year</p> <p>Disadvantaged students will attain an average P8 score in line with their non-disadvantaged peers.</p> <p>Disadvantaged students targeted to attend the tutorial revision programme.</p>
Achieve national average for attainment for all pupils	<p>Disadvantaged students will achieve the national average attainment score for all pupils. This will be in line with their non-disadvantaged peers.</p> <p>Disadvantaged students targeted to attend the additional tuition sessions.</p>
Achieve national average English and Maths 5+ scores for similar schools	<p>Disadvantaged students will achieve the average English and Maths 5+ scores for similar schools. This will be in line with their non-disadvantaged peers.</p> <p>Disadvantaged students prioritised allocation into subject specialist tutor group for weakest English, maths and science subjects.</p>

All KS3 students reading at or above their chronological reading age by the end of Year 9	Disadvantaged students will be reading at age expected levels by the end of KS3 Disadvantaged students' reading levels will be in line with non-disadvantaged peers.
Improve attendance to national average	Overall disadvantaged attendance to be at 95% or above.
More frequent behaviour difficulties	Reduce percentage of Disadvantaged students receiving behaviour referrals. Disadvantaged behaviour referrals to be in line with non-disadvantaged.
Disadvantaged students to accumulate the skills and experiences needed to improve social capital and life aspirations	All disadvantaged students will have at least 2 employer engagement opportunities each year. All disadvantaged students to receive/attend at least 1 Higher education engagement opportunity each year. All disadvantaged students to attend at least 1 extra-curricular activity.
High social deprivation and aspirations that are sometimes limited by social and familial experiences.	Disadvantaged students will attend at least 1 Higher education engagement opportunity each year. Disadvantaged MAP Measure Effort score will improve in line with non-disadvantaged peers Disadvantaged students to receive credits in line with non-disadvantaged peers.
Participation in additional, enrichment opportunities	Disadvantaged students' attendance to extra-curricular opportunities will be above the percentage of overall disadvantaged students in the school. Disadvantaged students will achieve MAP award pin drops in line with their non-disadvantaged peers.

Activity in this Academic Year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year** to address the challenges listed above.

Teaching

Budgeted cost: £250,401

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>High quality teaching inclusive of:</p> <p>Incremental Coaching</p> <p>High quality CPD (inclusive of ECT support)</p> <p>Curriculum design and direct instruction</p>	<p>Many different evidence sources recognise quality first teaching as the most effective way to improve progress and attainment. Including the EEF publication 'Closing the Attainment Gap'. Teachers will evaluate effectively to ensure misconceptions are addressed and personalised learning is available. Teachers will also benefit from Incremental Coaching; Kraft, Blazar and Hogan (2017) found 'large positive effects of coaching on teachers' instructional practice.' Effective CPD, as per the EEF's Effective Professional Development Report Finding, will ensure provision focusses on mechanisms, develops teaching techniques and involves practice whilst taking into account the context of the school and needs of the students</p> <p>This also includes Effective early careers support will ensure that new teachers rapidly develop high quality first teaching</p>	<p>1,2,3,4,6,7</p>
<p>Incremental Coaching</p>	<p>To maintain high quality teaching, continued professional development must be embedded. Incremental coaching is a form of teacher development based on an approach to observation and follow-up conversations advocated in Leverage Leadership by Paul Bambrick-Santoyo. This is closely entwined with whole-school CPD.</p>	<p>1,2,3,4,6,7</p>
<p>Curriculum resourcing</p>	<p>Evidence from the EEF suggests that the use of 'metacognitive strategies' can be worth an additional 7 months progress when used well. Scholar's guides, scholar's workbooks and tutor workbooks have been devised using these strategies to support students in the effective completion of homework and tutor-based activities. Alongside this, Reading Packs across subjects prioritise literacy and are used to deliver key conceptual knowledge,</p>	<p>1,2,3,4,6,7</p>
<p>Whole School literacy strategy</p> <p>Tutor Read Programme</p> <p>Independent read programme</p> <p>Independent learning – Reading.</p>	<p>In line with EEF Disciplinary Literacy Recommendations EEF recognises the importance of supporting fluency development. Teaching and Curricula leverage reading, as per the academy's literacy strategy, by focussing on disciplinary literacy (inclusive of utilisation of reading packs, subject-specific reading strategies, written modes and purposes), explicit vocabulary instruction, Reading, writing and structured talk.</p> <p>Our tutor read programme involves reading aloud in order to model excellent reading and allow students to have a shared cultural experience of a book. This approach is supported by research in to reading at pace, with minimal interruption as linked below:</p> <p>http://sro.sussex.ac.uk/id/eprint/70702/1/___smbhome.uscs.susx.ac.uk_dm50_Desktop_Westbrook%20et%20al.pdf</p> <p>EEF +6 for Reading Comprehension strategies</p> <p>Independent reading programme, inclusive of Sparx Reader, to</p>	<p>1,2,3,4, 6</p>

	leverage reading outside the classroom with the EEF demonstrating the possible impact of +5 Months. Further	
--	---	--

Targeted academic support

Budgeted cost: £125,200

Activity	Evidence that supports this approach	Challenge number(s) addressed
KS3 Literacy: <ul style="list-style-type: none"> • Reading comprehension programme (Lexia) • Literacy subject lessons • Sparx Reader • Little Wandle Phonics intervention. 	<p>The EEF shows on average, reading comprehension approaches deliver an additional six months' progress. Successful reading comprehension approaches allow activities to be carefully tailored to pupils' reading capabilities, and involve activities and texts that provide an effective, but not overwhelming, challenge.</p> <p>Lexia is used to intervene appropriately based on students' literacy need. Research has proven that Lexia PowerUp® is more than twice as effective than the average (traditional) adolescent reading intervention for 11-13-year-olds. Further, an independent evaluation found that children offered Lexia made the equivalent of 2 additional months' progress in reading, on average, compared to other children.</p> <p>Little Wandle Little Wandle Letters and Sounds Revised is a phonics programme validated by the Department for Education. We utilised the Catchup programme. Phonics teaching has demonstrated +5 months additional progress as per the EEF.</p>	1,2,3,4,6,7
Small Group tuition: Brilliant Club: Scholars programme Coachbright University tutoring programme	<p>In the EEF, there is extensive evidence supporting the impact of high quality one to one and small group tuition as a catch-up strategy. To be most effective, creating a three-way relationship between tutor, teacher and pupils is essential, ensuring that tuition is guided by the school, linked to the curriculum and focused on the areas where pupils would most benefit from additional practice or feedback.</p>	7,8,9
Year 11 mentoring programme and 'tuition' support: <ul style="list-style-type: none"> • Mentoring programme • Maths Advancement programmes • Small-group tuition • Non-term time Subject Tuition • Tutorial afterschool sessions 	<p>In the EEF, there is evidence that shows that for pupils from disadvantaged backgrounds, mentoring interventions will be beneficial for these pupils, as the development of trusting relationships with an adult or older peer can provide a different source of support. In successful mentoring programmes, 2 months progress can be seen.</p> <p>Further, extending time in school has been proven to offer up +3 months benefit whilst stating that "on average, evidence suggests that pupils who attend holiday school revision make approximately three additional months' progress compared to similar pupils who do not attend a holiday school.</p>	1,2,3,4,5,6,7,8,9

<ul style="list-style-type: none"> • KS4 Numeracy intervention groups • EBACC RAG meetings that focus on driving attainment using data 		
Learning café	The EEF reports that homework has a positive impact (5 months) with pupils in secondary schools. Students from Disadvantaged backgrounds are less likely to have a quiet working space, access to a device suitable for learning or a stable internet connection. They may also receive less parental support to complete homework and develop effective learning habits.	1,2,3,4,6,7,8,9

Wider strategies

Budgeted cost: £125,200

Activity	Evidence that supports this approach	Challenge number(s) addressed
Breakfast club	<p>Evaluation from the EEF found that in schools where there are free of charge, universally provided breakfast, there was improved attendance. The EEF 'Magic Breakfast' research also showed that pupil behaviour and attainment improved for schools that ran a breakfast club.</p> <p>EEF Research has shown that nearly a third (32%) of children in the UK regularly miss breakfast before school and this affects concentration and energy levels. EEF research also shows Schools that had a Breakfast Club saw improved attendance</p>	1,2,3,5,6
Extra-Curricular Activities and Curriculum Enrichment	<p>One of the key lessons learned in the Closing the Attainment Gap document produced by the EEF is that essential life skills (character) are important in determining life chances.</p> <p>"Intelligence plus character-that is the goal of true education." — Martin Luther King, Jr.</p> <p>To build cultural capital, pupils not only need knowledge, they also need attitudes, tastes, values and language. Pupils at Marine Academy Plymouth need access to experiences to enable them to accumulate these skills.</p>	7,8,9
Raising aspirations programme	In the EEF guidance report 'Employer engagement in education' it is acknowledged that 'the character of aspirations is strongly rooted in young people's sense of what is 'reasonable', and 'natural' for 'people like me' to pursue'. The merits of employer engagement are discussed. It states that 'encounters with new people can lead a young person to change an important element	6,7,8,9

	of their own thinking about themselves and their own sense of agency’.	
<p>Education Welfare Service</p> <ul style="list-style-type: none"> - Whole school focus on attendance - Higher-sensitivity thresholds for PP students - Nudge attendance system - Family Liaison officer 	<p>Evidence shows that pupils with an attendance of 95% or less do not achieve as well academically as peers with an attendance of over 95%.</p> <p>Improving ‘Attendance Guidance Report’ and ‘Working with Parents to Support Children’s Learning Guidance Report’ from the EEF suggests that effective parental engagement can lead to learning gains of +3 months over the course of a year.</p>	5
<p>25% reduction of Uniform cost and support with equipment.</p> <p>Poverty proofing the school day.</p>	<p>The EEF suggest that wearing a uniform is not, on its own, likely to improve learning, but can be successfully incorporated into a broader school improvement process which includes the development of a school ethos and the improvement of behaviour and discipline. Having a school uniform has been shown to have a positive effect on self-esteem, identity and in turn behaviour. Children will know what it means to be ready to learn and will take pride in their appearance.</p> <p>At MAP, over 72% of our cohort, regardless of PP eligibility, hail from the most deprived IDACI band and therefore many struggle with the costs associated with a secondary education. Exasperated by the cost of living crisis, it is vital to ensure all areas of our curriculum and extra-curricular provision are appropriately subsidised to facilitate an unimpeded, comprehensive education experience that also mitigates any potential stresses or mental wellbeing concerns regarding finances for parents/carers and student.</p>	5,6, 8
<p>Behaviour intervention support through PDP programme and Pathfinder</p>	<p>The EEF suggest that the average impact of behaviour interventions can add 3 additional months’ progress over the course of the year. Evidence suggests that ‘Pupils who are aware of their own behaviour, who can self-regulate and deploy coping skills, will be less likely to misbehave in school. Once such strategies have been developed and strengthened, they turn into essential life skills and help students to become motivated and determined to succeed.’</p>	6
<p>Breakfast club</p>	<p>Evaluation from the EEF found that in schools where there are free of charge, universally provided breakfast, there was improved attendance. The EEF ‘Magic Breakfast’ research also showed that pupil behaviour and attainment improved for schools that ran a breakfast club.</p>	1,2,3,5,6
<p>Music tuition - peripatetic lessons</p>	<p>Research from the EEF indicates a clear connection between household income and involvement in nearly all extracurricular activities examined in their study. Children from the most economically disadvantaged households were significantly less</p>	7,8,9

	inclined to participate in extracurricular activities, with a notable decrease in engagement evident in music and sports.	
--	---	--

Total budgeted cost: £500, 802

Pupil Premium Strategy Outcomes

Outcomes for disadvantaged pupils

We have analysed the performance of our school's disadvantaged pupils during the previous academic year, drawing on national assessment data and our own internal summative and formative assessments.

The data demonstrated that our overall progress 8 measure for 2022-2023 indicates an increase of 0.88 in comparison with 2019. Equally attainment⁸ has increased from 31.28 to 42.74. A further trend from this data identifies how we had a record number of students (32.27%) achieved grade 5 or above in English and Maths (an increase of 15.2% in comparison to 2019) whilst those achieving grade 4 or above in English and Maths also increased by 22.1%. Finally, our EBacc entry rate continued to remain high at 42%, above local authority (29%) and England (39%) averages.

To help us gauge the performance of our disadvantaged pupils we compared their results to those for disadvantaged and non-disadvantaged pupils at national and local level (though these comparisons are to be considered with caution given ongoing pandemic impacts) and to results achieved by our non-disadvantaged pupils.

The data demonstrates that 24.4% of our disadvantaged pupils achieved a grade 5 or above in English and Maths (an increase from 10% in 2019) with 50.7% achieving a grade 4 or above in English and Maths, (an increase from 20% in 2019). Both gaps have narrowed in comparison to prior years (5+ gap narrowed by 9.34%, 4+ gap narrowed by 5.4%). Our Progress 8 gap for disadvantaged pupils reduced to its narrowest ever size at -0.31 (the national gap in 2022 was -0.7 whilst we await publication of the gap for 2023). This continued a decrease in the three year rolling average and also an improvement of 0.96 since 2019. The latest 2023 year did see a Progress 8 score of -0.5 for our disadvantaged pupils that again falls under 2022's national average of -0.55 (as we again await the latest data update for 2023). This represents a P8 score increase of 0.97. Therefore, whilst this analysis demonstrates that strategies are indeed working to close the gap, there is still work to be done to narrow this further and to promote better outcomes and higher attainment.

We have also drawn on school data and observations to assess wider issues impacting disadvantaged pupils' performance, including attendance, behaviour and wellbeing. The data demonstrated that our disadvantaged students were proportionally represented in their achievement of MAP award Pin drops, attendance in extra-curricular activities and achievement of credits. Further, all students received and attend at least one higher education engagement opportunity and had at least two employer engagement opportunities which formed part of our raising aspirations programme. Disadvantaged pupils' behaviour referrals are slightly above proportionality however they have, and continue to, decrease from last year. Finally, attendance

of our disadvantaged pupils does remain stubbornly lower than expectation though does show an increase in 2022/23 when compared with the prior academic year.

Based on all the information above, the performance of our disadvantaged pupils did not meet expectations across all areas of challenged, and we are at present not universally on course to achieve the outcomes we set out to achieve by 2024/25, as stated in the Intended Outcomes section above, though gaps are all narrowing.

Our evaluation of the approaches delivered last academic year indicates that whilst green shoots are evident in increasing the attendance of our disadvantaged pupils, our strategic activities needed to remain responsive to the level of need and overall attendance. Therefore, our attendance activities have been refined and we have further leveraged activities that made biggest impact, such as a dedicated team attendance officers, and will further build on this through the deployment of new family liaison officers. Our literacy intervention activities continue to ensure that disadvantaged pupils benefit from the impact of our bespoke interventions alongside our whole school literacy strategy. Specifically, within our whole school literacy strategy, students independent reading programme has been bolstered and enhanced and now includes the use of SparxReader whilst our tutor read programme has undergone a reiteration of the books shared in tutor time and teacher delivery. Our Small group tuition saw Brilliant club replace our previous providers due to concerns around impact. This new activity demonstrated tangible impact on our HPA disadvantaged students, with improvement in wellbeing reported and increases in students MAP Measure effort report scores. However, whilst valuable, this programme serves to enrich students' learning with a new, extra-curricular topic in addition to their curriculum. Therefore, this year we are trialling a programme call Coachbright to coach our disadvantage students on their English and Maths. Our approach to poverty proofing the school day for students has been effective with specific activities such as breakfast club, music tuition, support with uniform, subsidies for trips and required curriculum items will continue to be incredibly important as society, and particularly our community, struggles with the cost of living crisis. Finally, the largest lever to pull for the outcomes and future life success of our disadvantaged pupils is of course high-quality teaching. Last year, our culture of development and weekly incremental coaching for all staff allowed teaching and learning in the academy to flourish which disproportionately benefits ours disadvantaged pupils. Further supporting this, our high-quality teaching, responsive to data from learning walks and coaching action steps, allowed the academy to prioritise aspects of teaching and curriculum to focus on for greatest impact. This year, to further enhance this, weekly, practice based teaching CPD will continue to drive standards of teaching and learning.

This details the impact that our Pupil Premium activity had on pupils in the 2022 to 2023 academic year.

Intended Outcome	Success Criteria	21-22	22-23	23-24
To attain an average P8 in line with non-disadvantaged population	Disadvantaged students' average P8 score will increase year-on-year	Green	Yellow	
	This will be in line with their non-disadvantaged peers.	Yellow	Yellow	
	Disadvantaged students targeted and attend the tutorial revision programme.	Green	Green	
Achieve national average for attainment for all pupils	Disadvantaged students will achieve the national average attainment score for all pupils. This will be in line with their non-disadvantaged peers.	Yellow	Yellow	
	This will be in line with their non-disadvantaged peers.	Yellow	Yellow	
	Disadvantaged students targeted to attend the tutorial revision programme.	Green	Green	
Achieve national average English and Maths 5+ scores for similar schools	Disadvantaged students will achieve the average English and Maths 5+ scores for similar schools	Yellow	Yellow	
	This will be in line with their non-disadvantaged peers.	Yellow	Yellow	
Improve attendance to national average	Overall disadvantaged attendance to be at 95% or above.	Red	Red	
Disadvantaged students to accumulate the skills and experiences needed to improve social capital and life aspirations	All disadvantaged students will have at least 2 employer engagement opportunities each year.	Green	Green	
	All disadvantaged students to receive/attend at least 1 Higher education engagement opportunity each year.	Yellow	Green	
	All disadvantaged students to attend at least 1 extra-curricular activity.	Yellow	Yellow	
More frequent behaviour difficulties	Reduce percentage of Disadvantaged students receiving behaviour referrals.	Yellow	Yellow	

	Disadvantaged behaviour referrals to be in line with non-disadvantaged.			
All KS3 students reading at or above their chronological reading age by the end of Year 9	Disadvantaged students will be reading at age expected levels by the end of KS3, in line with national average.			
	Disadvantaged students' reading levels will be in line with non-disadvantaged peers.			
High social deprivation and low aspirations	All disadvantaged students to receive/attend at least 1 Higher education engagement opportunity each year			
	Disadvantaged MAP Measure Effort score will improve in line with non-disadvantaged peers			
	Disadvantaged students to receive scholar's points in line with non-disadvantaged peers.			
Participation in additional, enrichment opportunities	Disadvantaged students' attendance to extra-curricular opportunities will be above the percentage of overall disadvantaged students in the school.			
	Disadvantaged students will achieve MAP award pin drops in line with their non-disadvantaged peers.			

Success criteria met	On track to meet success criteria	Started but not on track to meet success criteria	Not yet started
-----------------------------	--	--	------------------------

Externally Provided Programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider
Lexia Power up	Lexia UK
Sparx Maths, Sparx Reader and Sparx Science.	Sparx
StepLab (Coaching programme)	Powerful action steps
NGRT	GLS Assessment
Class Charts	Class Charts
Unifrog	Unifrog
Quizlet	Quizlet
Tassomai	Tassomai
Seneca	Seneca
Loom	Loom

Service Pupil Premium Funding

Measure	Details
How did you spend your service pupil premium allocation last academic year?	<i>Service student support and The core club, increase in pastoral staffing to support (AHOY)</i>
What was the impact of that spending on service pupil premium eligible pupils?	<p>Students were able to take part in a weekly one-hour club which was bespoke and responsive to student demands. New activities were created each session for them to take part in and during this time they were able to share their experiences of living in a Military family, creating a support network.</p> <p>Where appropriate, pastoral support worked to ensure students had all resources needed to catch up on learning they missed from previous places of education</p> <p>Students also benefited from bespoke tutorial sessions in which they were involved in a programme in partnership with the Little Troopers charity that focussed on supporting mental wellbeing.</p>

Further Information (optional)

We use school funds in addition to our pupil premium funding allocation and Recovery Premium funding allocation to resource the above strategies