

Pupil premium strategy statement for St John's Academy

This statement details our school's use of pupil premium (and recovery premium for the 2021 to 2022 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	St John's Marlborough
Number of pupils in school	1719
Proportion (%) of pupil premium eligible pupils	12% (198)
Academic year/years that our current pupil premium strategy plan covers (3-year plans are recommended)	2021 – 22 2022 – 23 2023 - 24
Date this statement was published	November 21
Date on which it will be reviewed	November 22
Statement authorised by	Ian Tucker
Pupil premium lead	Maeve McNeill
Governor / Trustee lead	Caroline Thomas

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£255 080
Recovery premium funding allocation this academic year	£23 984
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	£279 064

Part A: Pupil premium strategy plan

Statement of intent

What are your ultimate objectives for your disadvantaged pupils?

Our intention is that all pupils irrespective of their background or the challenges they face make good progress and achieve high attainment across the curriculum, particularly in EBacc subjects. The focus of our pupil premium strategy is to support disadvantaged learners to achieve that goal, including progress for those who are already high attainers. We consider the challenges faced by vulnerable learners, such as those who have a social worker and young carers. The activity we have outlined in this statement is also intended to support their needs, regardless of whether they are disadvantaged or not.

To achieve these objectives, we aim:

1. To ensure that all disadvantaged pupils **participate** the academic and wider curriculum to the same extent as their peers
2. To ensure that disadvantaged pupils on average make **increasingly substantial progress** year on year (i.e., Achieve on average a positive value-added Progress 8 Score within 5 years (2026)
3. To increasingly address and **remove the barriers** faced by our disadvantaged pupils e.g., literacy, poor attendance, lack of social capital, etc.
4. For Disadvantaged post 16 destination data to reflect an increasing number of pupils accessing **level 3 pathways**

How does our current pupil premium strategy plan work towards achieving these objectives?

To achieve these objectives the school is adopting the tiered approach recommended by the EEF (Education Endowment Foundation), which places the greatest focus on promoting high quality teaching, supported by academic interventions and wider non-teaching strategies. Therefore, underpinning this three-year plan is the development of high-quality teaching CPD (Continuing Professional Development) aided by the recruitment/ retention of high-quality teaching staff.. Internal data suggests that weak literacy is a substantial barrier for many of our pupils, especially disadvantaged pupils, and therefore developing literacy in both Key Stage 3 and 4 is central to this plan, alongside other specific interventions based on identified need. Finally, there is a both internal data and academic literature that highlights the need for high quality pastoral support and attendance intervention to meet the needs of our disadvantaged pupils, especially for our Looked After Children and Post Looked After Children. As such funding is directed to ensure that high quality pastoral care is available to all pupils, including a specific specialist team to support the most vulnerable pupils.

What are the key principles of our strategy plan?

The strategy plan is based on the following principles:

- That we promote an ethos that promotes the school's ethos of "Challenge, Resilience and Independence" **for all, regardless of disadvantage or need.**
- **That we are an evidence-based school, and that decisions and interventions should be informed by research and data**
- That the most effective method of addressing disadvantage is through a strong focus **on improving teaching and learning**, as advocated by the EEF.

- That **developing literacy** of pupils, especially where literacy is below chronological age is essential so that pupils can access the wider curriculum.
- That providing **high quality pastoral and Careers Education Individual Advice and Guidance support** is essential to meet the wider needs of all pupils.
- That the use of a robust monitoring system, **focused on outcomes**, that can identify barriers and effectively inform and evaluate interventions is essential to maximise the impact of funding.
- That specific interventions should be based on **identified need**.
- That PP funding is leveraged to benefit as many pupils as possible, including non-disadvantaged pupils.
- Clear, responsive leadership – setting high aspirations and responsibility for raising attainment by all staff

Challenges

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

Challenge number	Detail of challenge
1	Disadvantaged pupils have lower levels of achievement than their peers on entry to the school and this gap continues to grow during KS 3 & 4 This evident in the Year 7 data which shows that disadvantaged students have an Average EAP of -0.7 compared to Non disadvantaged -0.6.
2	Disadvantaged pupils' attendance is lower than their peers. September 21 – October 21 Disadvantaged attendance was 88.71% compared to non-disadvantaged 91.13%. For all students' attendance (in non-Covid times) to be in line with national average 94.4% or higher.
3	Disadvantaged pupils' reading ages are lower on average than their peers on entry to the school. 23% of our disadvantaged pupils arrive below age-related expectations compared to 16% of their peers (entry 2020)
4	Disadvantaged pupils' attitude to learning is on average lower than their peers, which is reflected both in behaviour and effort. Average effort score of a disadvantaged student is 4.3 compared to peers 4.5 (Year 7 data October 2021).
5	Disadvantaged pupils' home learning environment, social capital, and parental engagement (e.g., attendance at parents' evenings) is on average lower than their peers, with many pupils living in areas of significant deprivation, especially educational deprivation. 27% of disadvantaged pupils' parents did not attend Parent's evening compared to 17% of non-disadvantaged (November 2021)
6	The impacts of Covid19 and associated lockdowns have had a disproportionate effect on disadvantaged pupils compared to their peers.

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
<p>Disadvantaged pupils progress improves in all year groups</p> <p>Improved attainment and entry into the English Baccalaureate among disadvantaged pupils at the end of KS4.</p>	<p>Progress data for Y10 and Y11 shows a narrowing gap. The difference between Disadvantaged KS3 students' attainment compared to targets is comparable to peers. By the end of our current plan 2024, 75% of all, including those from disadvantaged backgrounds enter the English Baccalaureate (EBacc) Last year the figure was 39% for disadvantaged compared to 64% of non-disadvantaged students. Disadvantaged students to have a positive P8 score.</p>
<p>Improved attendance of disadvantaged pupils. Our attendance data over the past year 2021 specify the year has been 3% lower than for non-disadvantaged pupils.</p>	<p>Attendance for disadvantaged pupils in line with peers by 2024. The overall absence rate - for all pupils being no more than 5% and the attendance gap between disadvantaged and non-disadvantaged peers being reduced. (National average 94.4%)</p>
<p>The literacy gap in reading has reduced between disadvantaged and their peer group. Assessments, observations, and discussion with KS3 pupils indicate that disadvantaged pupils generally have lower levels of reading comprehension than peers. This impacts their progress in all subjects. On entry to year 7 in the last year, 23% of our disadvantaged pupils arrive below age-related expectations compared to 16% of their peers. This gap remains steady during pupils' time at our school</p>	<p>Literacy monitoring tools show an improvement in all literacy measures. Improved reading comprehension among disadvantaged pupils across KS3. Reading comprehension tests demonstrate improved comprehension skills among disadvantaged pupils and a smaller disparity between the scores of disadvantaged pupils and their non-disadvantaged peers. Teachers should also have recognised this improvement through engagement in lessons and work scrutiny.</p>
<p>Ensure that all pupils experience a positive learning environment where all pupils feel challenged and confident to contribute and to ask questions.</p>	<p>Learning walks and Class Charts data show effective use of behaviour for learning strategies and routines in line with whole school policy. The number of sanctions is reduced and behaviour in and out of lessons reflects this.</p>
<p>Disadvantaged pupils to engage in a wide range of enrichment activities to the same level as their non-disadvantaged peers. This will build social capital and encourage personal growth.</p>	<p>An effective system of tracking of participation is put in place</p> <p>Levels of engagement for disadvantaged pupils is in line with non-disadvantaged pupils by 2024</p>
<p>Provide high quality CEIAG provision to all disadvantaged pupils i.e.:</p> <ul style="list-style-type: none"> • Improve access to further education paths in to post 16 education. • Ensure all disadvantaged pupils provided with at least two meaningful encounters with a careers adviser. 	<p>Attendance of disadvantaged pupil's parents and pupils at Sixth Form open event in line with peers by June 2024.</p> <p>Apprenticeship and college information event provided to all year 11 pupils, with attendance of disadvantaged pupils in line with non-disadvantaged pupils.</p>

<ul style="list-style-type: none"> • Improve attendance of disadvantaged pupils on careers related trips and experiences. • Improve access to further education paths in to post 16 education. • Ensure all Disadvantaged pupils provided with at least two meaningful encounters with a careers adviser <p>The aim to ensure all disadvantaged students make successfully transitions and none are NEET post 16.</p>	<p>All Year 9-11 pupils to have 1 career related trip / experience per school year. Attendance of disadvantaged parents and pupils at Sixth Form open event in line with non-disadvantaged by June 2014.</p>
<p>Increase disadvantaged pupil's parents' engagement with school</p>	<p>Attendance at parents evening for Disadvantaged pupils is in line with their peers by 2024. Currently there is a 10% gap between attendance rates of for non-disadvantaged parents compared to disadvantaged parents.</p>

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 (for example, CPD, recruitment and retention)

Budgeted cost: £150 000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Recruitment and retention of key specialist teachers - Making sure pupils have teachers who are specialists	Research reported by the DFE (Department for Education, 2015), Supporting the attainment of disadvantaged pupils suggests that student attainment in core subjects such as maths is greater when delivered by a specialist teacher.	1,4
Teaching and Learning focus on evidence-based strategies to support Quality First Teaching. We aim to provide a consistently high standard, through setting expectations, monitoring performance, tailoring teaching, and support to suit our pupils, and sharing best practice. This	Supporting the Attainment of disadvantaged Pupils (DFE, 2015) suggests high quality teaching as a key aspect of successful schools. Wider educational literature e.g., Lemov (2010) & Sherrington, (2019) suggests that selected methodologies are most effective at improving student outcomes. This is further supported by the EEF Tool Kit (2021) which claims significant improvement in learning e.g. Interleaving and questioning +7 Months Assessment for learning / feedback + 6 Months	1,4

approach is supported by a body of research which has found that good teachers are especially important for pupils from disadvantaged backgrounds.		
CPD and T&L briefings implemented to develop consistent high-quality behaviour for learning techniques in all lessons. Literacy will be a key focus of sessions.	CPD to be based on the methodologies that are highlighted as most effective in wider literature e.g., Rodgers (2015) This is further supported by the EEF Tool Kit (2021) which claims that effective behavioural management strategies have a benefit of significant improvement in learning i.e., +4 Months to learning	1,4
Regular assessments to identify underperforming pupils and to signpost interventions.	Wider educational literature e.g., Lemov (2010) & Sherrington, (2019) highlights importance of effective assessment improving student outcomes. This is further supported by the EEF Tool Kit (2021) which claims effective assessment has a significant improvement in learning i.e., +7 months impact	1, 4
QA led by teaching and learning Team, SLT and HoDs to provide developmental feedback, identify training needs and to share best practice.	DFE guidance on Teacher Standards states that 'Systems of appraisal and monitoring of teaching are necessary and can help to determine starting points for professional development.' Collected teacher efficacy is highlighted by Hattie (2016) as the most effective influence on student achievement (+1.57) and therefore supports strategy of sharing good practice.	1, 4

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £60 000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Providing subject specific revision and intervention sessions. E.g., In school & lunchtime sessions. Providing specific revision material e.g., revision guides</p>	<p>Engagement scores for disadvantaged pupils during lockdown was lower than that of their peers, suggesting larger gaps in knowledge.</p> <p>Internal assessment data suggests that targeted academic intervention of grade 4/5 pupils has had a significant impact in mocks in previous years. This is supported by the EEF Toolkit (2021) which reports that extending school day has an effect of + 3 Months.</p>	<p>1,5,6</p>
<p>Increased 1:1 career adviser Interviews</p>	<p>CEC report (2020): highlights importance of careers guidance. Effect sizes reported by Hattie (2016) show that Career's interventions have an effect size of +0.38 and are likely to have positive effect on student achievement</p>	<p>1,4</p>
<p>Improving literacy in all subject areas in line with recommendations in the EEF Improving Literacy in Secondary School guidance KS3 Accelerated Reader. Promote programme to staff in other departments in twilight sessions</p>	<p>Accelerated reader has been reported (Baye, Slavin, & Haslam, 2019) to have a significant effect size of +0.24 ($p < .05$).</p> <p>Acquiring disciplinary literacy is key for students as they learn new, more complex concepts in each subject.</p> <p>Reading comprehension, vocabulary and other literacy skills are heavily linked to attainment in English and Maths</p>	<p>1,3</p>
<p>Small group tuition using National Tutor Programme</p>	<p>EEF Toolkit (Education Endowment Foundation, 2021) suggests that small group tuition has +4 months benefit and 1:1 tuition can have a benefit of +5 months</p>	<p>1,6</p>

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £70 000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Provide high quality pastoral care including mentoring and support of vulnerable pupils by Pastoral Team</p>	<p>EEF Toolkit (2021) reports that mentoring has a +2-month benefit to pupils</p> <p>Effect sizes reported by Hattie (2016) show that behavioural intervention programmes have an effect size of 0.62 and specific interventions linked to needs has an effect size of 0.77.</p>	<p>1,4</p>
<p>Embedding the Thrive Approach across the school to deliver right-time and reparative support for adolescent social and emotional development.</p> <p>Use of ImpactEd to monitor through the Wellbeing survey.</p>	<p>Based on neuroscientific research and an understanding of the brain's "neuroplasticity." The impact on staff approaches towards behaviour being key. https://www.thriveapproach.com/tag/secondary-school/</p>	<p>1,2,5,6</p>
<p>Expand the alternative provision (AP) on site and the staff who deliver this by:</p> <ul style="list-style-type: none"> • AP staff to provide INSET to class teachers for individual pupils they work with. • Bespoke curriculum package established for learners at risk of exclusion. 	<p>Effect sizes reported by Hattie (2016) show that behavioural intervention programmes have an effect size of 0.62 and specific interventions linked to needs has an effect size of 0.77.</p>	<p>1,4</p>
<p>Targeted attendance activities, including:</p> <ul style="list-style-type: none"> • Review and update attendance policy • Incorporate attendance into transition planning • Work with disadvantaged pupils' parents and pupils to identify specific barriers to attendance • Target support based on specific barriers 	<p>Research presented by organisations such as Welsh Assembly Government (2011) & Durrington Research School (2018) suggest that the identified activities all have a significant impact on attendance outcomes for PP student.</p> <p>Embedding principles of good practice set out in DfE's Improving School Attendance advice. Staff will get training and release time to develop and implement new procedures. Attendance/support officers will be appointed to improve attendance. The DfE (Department for Education) guidance has been informed by engagement with schools that have significantly reduced persistent absence levels.</p>	<p>1, 2</p>

Work with partners (DFE, Wilts Council) to provide laptops and ICT access for all pupils	Wider literature e.g., Colman (2021) shows that disadvantaged pupils significantly affected by digital divide, especially during pandemic.	5,6
Increase Parents Evening engagement by: <ul style="list-style-type: none"> Develop early online booking for disadvantaged parents Where disadvantaged pupil's parents have not attended, encourage alternative contact via Pastoral staff 	Current anecdotal evidence suggests that many disadvantaged pupil parents are unaware of parents evening resulting in poorer attendance (approx. 10% gap) EEF Toolkit (2021) reports that that effective parental engagement can have +2 months benefit to student progress	5,1
Ensure that pupils can access full taught and extra curriculum	EEF's tool kit reports +2 months benefit from both arts and sports participation	5
Continued development of leadership of disadvantaged e.g., Continued appointment of pupil premium co-ordinator	The EEF's guide "Putting Evidence to Work, A Guide for Implementation" (Sharples, Albers, & Fraser, 2018) – highlights the importance of building leadership capacity to deliver school improvement	1,2,3,4,5,6,
Increase number of careers events attend by Year 9-11 pupils to 1 per year	CEC report (2020): <u>highlights importance of careers guidance</u> . Effect sizes reported by Hattie (2016) show that Careers interventions have an effect size of +0.38 and are likely to have positive effect on student achievement.	1 ,4
Creation of "data team" to ensure robust tracking systems are in place	The EEF's guide "Putting Evidence to Work, A Guide for Implementation" (Sharples, Albers, & Fraser, 2018) – highlights the importance of building teams such as "data teams" to improve leadership capacity and deliver school improvement	1,2,3,4,5,6,

Total budgeted cost: £280 000

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2020 to 2021 academic year.

REVIEW OF PP FUNDING ACADEMIC YEAR: 2020/2021		
Quality of teaching for all		
Action	Intended outcome	Evaluation
To create high quality teaching for all	Overwhelming majority of teaching is good or outstanding. Appraisal records and lesson observations show this.	<p>Learning walks and book checks indicate that majority of teaching is consistently good. Departmental Quality Assurance folders show evidence that this is monitored across the school. Parental feedback from surveys during lockdown indicate that the majority were satisfied with our online provision.</p> <p>The data this year is unvalidated. The gap between PP and Non-disadvantaged has not changed from the previous year. 59% achieve basics 9 – 4 (non-disadvantaged 82%). 35% PP achieved basics 9 –5 (non-disadvantaged 61%)</p> <p>Challenge Partners Quality Assurance Review in 2019 praised the provision for Disadvantaged young people. This was unable to be repeated in 2020 because of COVID restrictions. Next review Jan 2022.</p>
Use of accelerated Reader Program to support literacy of disadvantaged pupils	Disadvantaged pupils' reading ages in Year 7&8 to catch up with their chronological age	Due to the pandemic our students had a significantly reduced access to Accelerated Reader Programme. A mobile library service meant that there was access to books throughout the lockdown.
Targeted support		

Provision of ICT equipment (e.g., laptops / dongles etc) to those pupils that are unable to access online curriculum during lockdown	Ensure all pupils (subject to funding) can access online / blended curriculum if required	49 DfE laptops and iPads were distributed along with I I routers. Pupil and parental surveys determined that all disadvantaged families had access to IT. Mobile library took resources directly to those in need.
Literacy tools provided in a range of formats to ensure that pupils can practise and develop their literacy skills, literacy audit carried out and used to drive the support required.	To embed the use of literacy tools with a specific focus on reading comprehension, specifically Bedrock Vocabulary and Accelerated Reader.	Achieved – literacy tools have been purchased and are being used across subjects e.g., Bedrock Vocabulary, Accelerated Reader, writing age assessment. Due to the impact of lock down their impact is not clear. This is a continuing focus for 2021-22
Providing materials/financial support to aid learning	To reduce some of the barriers and provide enrichment opportunities for disadvantaged pupils. Many extracurricular activities were offered through the year including online music lessons through the lock down.	Practical support was provided through the year for activities. Unfortunately, many clubs, trips and activities were impacted by COVID and the restrictions in place.

Other approaches

Alternative provision when school is not appropriate and does not meet student needs	Not all young people engage with in school learning. To ensure that their self-esteem and confidence with learning is not impacted we can tailor learning around an individual's needs. It also reduces impact on other pupils.	Every young person in Year 11 was offered an educational package to meet their individual needs. This included bespoke timetables, increased mental health support, and working collaboratively with other agencies.
Increase PP parents' engagement with school	Reduce gap in attendance at parents evening between PP and non-PP Parents compared to 2018-19 baseline	The introduction of the online parent's evening system increased the uptake of appointments. This gap has closed but will remain a focus for the next academic year
Support put in place for vulnerable pupils to talk and discuss issues as they arise.	Achieved – additional counselling provided, increased the capacity in the pastoral team	A dedicated sixth form counsellor has been able to fill a need in this area. Take up of appointments has been extremely high and every one of the slots available was filled. Online appointments were offered through the lockdown to provide continuing support. Ongoing use of a time to talk adult for KS3 and 4.

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
GCSE Maths / English tuition	Tutor cruncher
Building confidence course	Greatwood
Equine therapy course	Herd Thyme

Service pupil premium funding (optional)

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium allocation last academic year?	Service pupils were provided with revision resources, stationary. There is a dedicated member of staff Service Pupil Champion who oversees their pastoral care
What was the impac of that spending on service pupil premium eligible pupils?	Service pupils have excellent attendance in school and student voice surveys are positive

