

## Pupil premium strategy statement

This statement details our school's use of pupil premium 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	Ormiston Meridian Academy
Number of pupils in school	1079
Proportion (%) of pupil premium eligible pupils	48.2%
Academic year/years that our current pupil premium strategy plan covers	2023/24
Date this statement was published	December 2023
Date on which it will be reviewed	September 2024
Statement authorised by	Claire Stanyer, Principal
Pupil premium lead	Jaime Peacock
Governor / Trustee lead	Stacey Lane

### Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£521,848
Recovery premium funding allocation this academic year	£135,792
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
<b>Total budget for this academic year</b> If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£657,640

# Part A: Pupil premium strategy plan

## Statement of intent

The Pupil Premium is additional funding given to schools so that they can support their disadvantaged students and close the attainment gap between them and their peers. The Pupil Premium was introduced in April 2011 and is allocated to schools to work with students who have been registered for free school meals at any point in the last six years (known as 'Ever 6 FSM').

The government believes that the Pupil Premium, which is additional to main school funding, is the best way to address the current underlying inequalities by ensuring that funding to tackle disadvantage reaches the pupils who need it most. Ormiston Meridian Academy is committed to ensuring that this funding is directed effectively to support the specific needs of the students and is robustly evaluated to judge the effectiveness and impact of the strategies.

The 'Living Standards Outlook' forecasts that the post-pandemic economic fallout will hit low-income households most sharply. Our ambition is that our disadvantaged students are future-proofed for any employment opportunities and emerging needs of the labour market. Therefore, our curriculum and teaching underpins students' success in terms of their academic and personal development, and goes a long way to negate against our local context, ensuring that they leave our academy ready to ignite not only their futures, but the future of our local area.

### **Demography and School Context**

Ormiston Meridian Academy is situated in Meir South, within Stoke on Trent Local Authority District which is ranked 15 out of 317 using the National IMD indices of deprivation 2019.

The academy is situated in Meir South. This LSOA is ranked 691 out of 32,844 placing it in the bottom 1.8% of the country for IMD rank; thus it is in the top 5% of wards in the country in terms of multiple deprivation.

Our Pupil Premium eligibility is 48.2% of our cohort and rising. The Income Deprivation Affecting Children Index average for the 7 LSOAs within our catchment indicates that the adverse childhood experiences for some of our learners includes household income deprivation as these children live in areas ranked in the bottom 7% of the country nationally.

All other deprivation indicators, including health, housing and levels of education within the households, fall within the bottom 10% of the country nationally. However, mental and physical health deprivation, and education, skills and training deprivation within the working age population are well below this and fall within the bottom 6% and 2% respectively.

This is not an excuse for capping what our remarkable students are capable of. We have a relentless moral purpose to raise the bar for our learners by setting high standards. We work closely with other schools and an extensive variety of external agencies to support students to achieve the academy's vision of 'shaping lives, building ambition and igniting futures'.

### **Academy Priorities for Disadvantaged Students:**

There are a large number of reasons why some of our disadvantaged students do not yet achieve as highly as their non-disadvantaged peers. There are some barriers that affect large numbers of disadvantaged students in similar ways, however some of the barriers to

achievement are highly complex and personal to individual students. We have analysed the reasons for underachievement to enable us to get to the root cause of the problem, then using the Pupil Premium Grant the aim is to overcome these barriers and therefore diminish the achievement difference between disadvantaged students and other students nationally. We have considered the seven priorities of our disadvantaged school community very carefully and these are listed in the 'challenges' section of the document.

Alongside an excellent curriculum and teaching, by tackling the seven priorities below we are best placed to make a positive difference to our disadvantaged students and can ensure that they have successful lives. This list is not exhaustive and will change according to the needs and support our socially disadvantaged students require.

## Challenges

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

Challenge number	Detail of challenge
1	<p><b>Attendance:</b> Some disadvantaged students do not attend school as regularly as non-disadvantaged students. This reduces their school hours and hinders their progress against our curriculum aims and goals.</p> <p>School assessment data indicates that absenteeism has a negative impact on disadvantaged students' progress; in 2023, the P8 score of disadvantaged students with attendance of 90% or below was -0.69 below the P8 score of disadvantaged students with attendance of 96% or above. Therefore, reducing the number of disadvantaged students that are 'persistently absent' continues to be a priority.</p> <p>In addition, SEND attendance was lower than non-SEND attendance in 2023, and within that SEMH was one of the lowest attending areas of need. Disadvantaged SEMH students must be a priority to improve access to education for this vulnerable group.</p>
2	<p><b>Social, emotional and behavioural support:</b></p> <p>Nationally, Social Emotional Mental Health (SEMH) needs are now the second largest category of SEND behind speech and language needs, with over 250,000 young people were identified with an SEMH need in 2021. At present, 52% of students on the SEN Register at our academy have SEMH as an area of need.</p> <p>2023 Progress 8 demonstrated that there is still a difference in achievement between disadvantaged SEND students compared to non-disadvantaged SEND. 91% of these disadvantaged SEND students had SEMH as an area of need and 60% of these students were male.</p> <p>In addition, 34% of suspensions last academic year were of SEN disadvantaged students, the majority of which were males. Research demonstrates that SEMH needs have a clear correlation with behavioural needs in this cohort, which can lead to vulnerable students not accessing learning.</p>
3	<p><b>Tuition:</b> Some disadvantaged students do not have the ability to study effectively at home, and do not always experience consistency and security</p>

	<p>in terms of their accommodation. Due to high levels of deprivation locally, this can lead to challenges for some students to study effectively at home. Many of these students do not have parents/carers who can support them adequately with academic study, and do not have the financial means to pay for expert tuition outside of school hours.</p> <p>Furthermore, KS2 data demonstrates that some students have a significant disparity between their reading and their numeracy skills. Therefore, these students are targeted with additional catch-up tuition from their arrival in Year 7 so that they can excel in both areas.</p>
4	<p><b>Reading:</b> Some disadvantaged students enter the academy without the ability to read fluently. There are marked differences in the levels of exposure to sophisticated language which can result in a broad vocabulary gap between disadvantaged students and their peers.</p> <p>Analysis of the KS2 data for the 2023-24 Year 7 intake shows that disadvantaged students have particularly depressed reading ability with the number of disadvantaged students meeting the expected standard being 5% lower than national performance.</p> <p>However, internal NGRT Reading assessments across 2022-23 show that our robust reading interventions and strategies have a positive impact on students' standardised scores for reading.</p>
5	<p><b>HAL:</b> Some disadvantaged HAL students do not achieve as well as their non-disadvantaged peers because these students have 'further to fall'. Without continued robust support from school, these students can sometimes significantly underachieve and this has an impact on their future prospects.</p> <p>2023 outcomes demonstrated that the robust interventions that have been put in place for disadvantaged most able students is now having significant impact, with the gap in Progress 8 between most able disadvantaged and most able non-disadvantaged having closed. However, 2023 outcomes show that HAL disadvantaged males need to continue to be an academy focus, with their being a gap of over 1.0 between the Progress 8 score of HAL PP males compared to HAL PP females; the gap is most pronounced in GCSE English.</p>
6	<p><b>Ambition: Disadvantaged boys</b></p> <p>For some students, school is the only place where they receive a consistent message of high academic achievement and relentless ambition and aspiration. Lack of ambition can lead to some disadvantaged males not always demonstrating the behaviour for learning skills that allow them to achieve their potential in all lessons.</p> <p>Lack of cultural capital can reinforce social divisions, hierarchies of power and inequality within society. Enrichment and entitlement opportunities can ensure all students, regardless of disadvantage, have access to wider school opportunities to develop their cultural capital and expand networks which enhance their knowledge, skills and positive behaviours.</p>

	Through the implementation of our 'Igniting Futures' strategy, we need to ensure that our students are motivated to embark on a successful post-16 progression route in order to achieve lifelong and limitless employment that will have a positive impact on our community in years to come.
7	<b>Remaining at the forefront of excellent curriculum and teaching practice:</b> Due to the high proportion of disadvantaged students in the school, every teacher is a teacher of disadvantaged students. Therefore, we have a strong strategic expectation of high performance, founded on cutting edge evidence-based research. In addition, trauma-informed teaching, starting with an understanding of how trauma can impact learning and behaviour, will be used as a basis for adaptive teaching and reasonable adjustment.

## 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
<b>Attendance:</b> To achieve and sustain improved attendance for all disadvantaged students, particularly SEND K, and disadvantaged boys so that their attendance is in line with non-disadvantaged peers nationally.	<p>Demonstrate sustained high attendance for disadvantaged students. Families are well supported by pastoral and attendance liaison support teams in dealing with anxieties surrounding attendance to school, learning and achievement, resulting in:</p> <ul style="list-style-type: none"> <li>attendance for the whole school at least in line with National figures by September 2024.</li> <li>attendance for disadvantaged, and SEND at least as high as their peers with an aspirational target of 95% by 2024.</li> <li>an aspirational target of reducing persistent absence (PA) figures for disadvantaged and SEND to 13% by 2024.</li> </ul>
<b>Social, emotional and behavioural support:</b> Disadvantaged Students with Social Emotional Mental Health needs (SEMH) are so well supported; they learn the full curriculum and achieve highly.	<ul style="list-style-type: none"> <li>All disadvantaged Social Emotional Mental Health Students will achieve a successful post-16 progression, with 0% NEET.</li> <li>The quality of education for SEND students is exceptional as recognised in curriculum indicators and teaching indicators.</li> </ul>

	<ul style="list-style-type: none"> <li>• Reduction in suspensions for disadvantaged SEMH students by September 2024.</li> <li>• By 2024, disadvantage SEMH students will achieve as highly as their non-disadvantaged peers.</li> <li>• Attendance for disadvantaged SEND SEMH students will be at least as high as their peers, with a target of 95% for 2024.</li> </ul>
<p><b>Tuition:</b> Disadvantaged students will achieve as highly as their non-disadvantaged peers as a result of high-quality tuition in English, mathematics, and a range of other subjects.</p>	<ul style="list-style-type: none"> <li>• By 2024, disadvantaged students will achieve as highly as their non-disadvantaged peers across the Basics.</li> <li>• English and mathematics progress for disadvantaged students will be in line with National non-disadvantaged.</li> <li>• Progress of disadvantaged students in the English Baccalaureate, specifically science, will be broadly in line with their non-disadvantaged peers.</li> <li>• Identified disadvantaged students (with a focus on SEND disadvantaged) have access to resources that will support with their academic achievement.</li> <li>• Identified disadvantaged students (with a focus on SEND disadvantaged) will have access to tuition based on identified areas of need.</li> <li>• By the end of Year 7, end of year assessments will demonstrate that students targeted for 'catch-up' revision have made significant gains in relation to their peers.</li> </ul>
<p><b>Reading:</b> Improved reading comprehension and range of vocabulary among disadvantaged students.</p>	<ul style="list-style-type: none"> <li>• The reading and vocabulary data of disadvantaged students is improving rapidly and is at least in line with their non-disadvantaged peers.</li> <li>• Students' reading ability, tested by STAR/NGRT will improve to at least 'average' (SS 95+).</li> </ul>
<p><b>HAL:</b> Disadvantaged HAL students achieve as highly as their non-disadvan-</p>	<ul style="list-style-type: none"> <li>• By 2024, most able disadvantaged students will achieve at least in line with National other students.</li> </ul>

<p>taged peers, specifically in English, mathematics and other English Baccalaureate subjects</p>	<ul style="list-style-type: none"> <li>• HAL SEND students will perform exceptionally well.</li> <li>• Separate science, specifically Physics, performance for HAL disadvantaged students will improve significantly.</li> <li>• The progress gap between HAL disadvantaged males and females in Chemistry and Biology will reduce significantly, with HAL disadvantaged females achieving at least in line with national outcomes.</li> <li>• The progress gap between HAL disadvantaged females and males in English and Maths will reduce significantly, with HAL disadvantaged males achieving at least in line with national outcomes.</li> <li>• The number of most able disadvantaged students achieving grades 7-9 across English Baccalaureate subjects will improve.</li> </ul>
<p><b>Ambition:</b> Disadvantaged students from years 7-11 are provided with excellent wider curriculum experiences and opportunities that develop them as confident, ambitious and aspirational learners.</p>	<ul style="list-style-type: none"> <li>• As a result of the 'Igniting Futures' strategy, the vast majority of KS3 students will have excellent careers provision across all of the 8 Gatsby benchmarks. Students will demonstrate exceptional personal development skills and characteristics, and be intrinsically motivated to achieve highly.</li> <li>• By 2024 100% of disadvantaged students will engage with a house event within faculty areas, developing character and building ambition by completing activities within the curriculum.</li> <li>• Increase the participation of disadvantaged and SEND disadvantaged students in the Student Leadership Team.</li> <li>• Increase the number of disadvantaged students who achieve the SSAT the Student Leadership accreditation by 2024.</li> <li>• Engage all disadvantaged students with physical and mental health education conducted successfully by student leadership team by 2024.</li> <li>• 0% NEET for all disadvantaged students and POST 16 progression</li> </ul>

	<p>route that is suitably challenging and ambitious.</p> <ul style="list-style-type: none"> <li>• 100% of disadvantaged students will engage with the entitlement pledge as part of their cultural capital experience.</li> </ul>
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## 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: £234,680**

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Teaching in the science faculty, specifically physics, will continue to be developed through robust CPD:</p> <ul style="list-style-type: none"> <li>• STEM provision is of a consistently high quality through a science teacher undertaking STEM Assured Status accreditation.</li> <li>• Physics Teacher undertaking training with the Ogden Trust to innovate Physics teaching.</li> </ul>	<p>Sutton Trust research has found that schools with the highest percentages of FSM eligible students have lower proportions of specialised Physics teachers. Therefore, many disadvantaged students do not have access to teachers with specialist knowledge of their subject, who may be more able to stretch them and answer complex subject specific questions in lessons. The CPD undertaken by members of the science faculty addressed this barrier.</p> <p><a href="#">Potential for Success   The Sutton Trust</a></p> <p>The Ogden Trust strives to develop science capital for all students and to increase the uptake of physics post-16. Evaluation of school partnerships with The Ogden Trust indicated that significant progress was made towards an improved culture around physics in partnership schools.</p> <p><a href="#">The Ogden Trust</a></p>	7



<p>Appointed of a new Assistant Principal for the strategic leadership of Pupil Premium and High Ability Learners.</p> <p>High quality CPD to enhance the knowledge of this leader include:</p> <ul style="list-style-type: none"> <li>• Pupil Premium Conference 2023</li> <li>• The Most Able Pupils Conference December 2023</li> </ul>	<p>Most able students have ‘further to fall’ and therefore, without robust support from school can sometimes significantly underachieve; this has an impact on their future prospects. The 2015 Ofsted report into most able disadvantaged students states that schools should identify designated staff to champion the needs of these students.</p> <p><a href="#">The Most Able Students   Ofsted</a></p> <p><a href="#">The Pupil Premium Reviewer Training</a> is written in partnership with the Department for Education the National College for Teaching and Leadership, and The Education Endowment Foundation.</p> <p><a href="#">The Most Able Pupils Conference 2022</a> is a government CPD event. Best practice from this will be disseminated to academy staff throughout the year so that their teaching routinely challenges the most able students</p>	7, 5
<p>Purchasing of CPD resources for staff to enhance curriculum development and teaching and learning. This includes a range of high-quality external resources:</p> <ul style="list-style-type: none"> <li>• National College school membership.</li> <li>• Faculty access to funding for subject specific pedagogy.</li> </ul>	<p>The National College uses videos to deliver remote CPD on a range of school improvement strategies, including specific modules on improving outcomes for disadvantaged and vulnerable learners.</p> <p><a href="https://thenationalcollege.co.uk/">https://thenationalcollege.co.uk/</a></p> <p>The EEF states that supporting staff to apply general pedagogy to specific subject domains can ensure a tight focus on student outcomes.</p> <p><a href="#">Professional Development   EEF</a></p>	7

<p>Purchase of 'Steplab' a professional learning platform.</p>	<p>Steplab is a piece of software designed to improve teaching and support powerful mentoring.</p> <p>Effective professional development includes high-quality follow-on coaching beyond initial training.</p> <p><a href="#">Professional Development   EEF</a></p>	<p>7</p>
<p>Further developing SEND provision across the academy through ongoing robust CPD. This includes:</p> <ul style="list-style-type: none"> <li>• dissemination of training from the SENDCO to improve Wave 2 teaching for SEND K students across the curriculum.</li> <li>• release of SEND staff to complete training on the 'Strengthening Minds' Programme.</li> <li>• evaluating and refining the strategies used by teaching assistants within the classroom to support numeracy and number skills.</li> <li>•</li> </ul>	<p>Students with SEND have the greatest need for Quality First Teaching, and are entitled to provision that supports their achievement. Nationally, the attainment gap between students with SEND and their peers is double the gap between students eligible for free school meals and their peers. However, students with SEND are also more than twice as likely to be eligible for free school meals*. We believe that closing the disadvantage gap means finding better ways to support students with SEND.</p> <p>Therefore, the academy follows the Department for Education SEND Code of Practice, and the EEF Guidance Report, to deliver the best quality of education for our SEND students:</p> <p><a href="#">SEND information   DfE</a>  <a href="#">*SEND in mainstream schools   EEF</a></p> <p>Catch Up<sup>®</sup> Literacy/Numeracy is structured one-to-one intervention for learners who find reading difficult. It enables struggling readers to achieve more than double the progress of typically developing readers.</p> <p><a href="#">Catch Up Literacy</a>  <a href="#">Catch Up Numeracy</a></p>	<p>7, 2</p>

	<p>Some of our disadvantaged SEND students lack social, emotional and mental strength to enable them to operate as effective learners and regularly attend lessons. The ‘Strengthening Minds’ programme provides tailored support to encourage students to develop positive behaviour traits. The EEF states that there is some evidence that social and emotional approaches can benefit disadvantaged children more than their peers.</p> <p><a href="#">EEF   Social and Emotional Learning Strategies Strengthening Minds</a></p>	
<p>Purchase of ‘Fresh Start Training’ for English specialists and teaching assistants to further develop the teaching of phonics for struggling readers.</p>	<p>Phonics approaches have a strong evidence base that indicates a positive impact on the accuracy of word reading, particularly for disadvantaged pupils:</p> <p><a href="#">Phonics   Toolkit   EEF</a></p>	7, 2
<p>Recruitment of Head of Oracy with a specific accountability for ensuring that all students demonstrate confidence and expertise in public speaking skills.</p>	<p>Oracy skills are vital to success in school and in life. And yet, for many children, especially those growing up in poverty, opportunities to develop these vital skills are missed. Only a minority of schools have consistent, coherent or adequately resourced provision to develop these skills in their students.</p> <p><a href="#">Our Impact   Voice 21</a></p>	6, 7
<p>Further developing literacy across the academy through ongoing CPD.</p> <p>Staff trained on the OMERA ‘Six Pillars of Literacy’, enhancing quality first teaching across the curriculum which includes reading opportunities in every lesson and explicit</p>	<p>Reading comprehension strategies (inferring meaning from context and summarising or identifying key points) can have a positive impact on students’ ability to understand a text. Disadvantaged children are less likely to have read at home with family members, and so may not have acquired the necessary skills for reading and understanding challenging texts.</p>	7, 4

<p>vocabulary instruction. This will involve ongoing teacher training and support, and release time for some staff members.</p>	<p><a href="#">Reading comprehension strategies   Toolkit Strand   Education Endowment Foundation   EEF</a></p> <p>The academy follows the EEF recommendations for improving literacy in secondary schools, related to reading, writing, talk, vocabulary development and supporting struggling students.</p> <p><a href="#">Improving literacy   EEF recommendations</a></p>	
<p>Further developing adaptive teaching, including assessment for learning across the academy through ongoing CPD. This will involve ongoing teacher training and support, and release time for some staff members.</p>	<p>Teachers can provide increased opportunities for students to achieve success through adapting lessons, whilst maintaining high expectations for all.</p> <p><a href="#">Adaptive Teaching   EEF</a></p> <p>The EEF state that it is important to provide feedback when work is correct, as well as being used to identify errors. Students require clear and actionable feedback to employ metacognitive strategies as they learn, as this information informs their understanding of their specific strengths and areas for improvement. Providing high quality feedback to students in lessons is well-evidenced to have a high impact on learning outcomes, and may have a greater impact on disadvantaged students and lower prior attainers than other students. Studies of verbal feedback show slightly higher impacts overall (+7 months).</p> <p><a href="#">Feedback   Toolkit   EEF</a></p>	7

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

**Budgeted cost: £196,042**

Activity	Evidence that supports this approach	Challenge number(s) addressed
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<p>Provision of expert-led targeted support and tuition for disadvantaged students in mathematics and English. In addition to this, a vigorous timetable of supplementary teaching outside of school hours (boot camps, Saturday school and half term sessions) has been planned for targeted Year 11 disadvantaged students across all subjects.</p>	<p>Tuition targeted at specific needs and knowledge gaps can be an effective method to support low attaining students. The Education Endowment Foundation state that additional small group support can be effectively targeted at students from disadvantaged backgrounds, and should be considered as part of a school's pupil premium strategy. <a href="#">Small group tuition   Toolkit Strand   Education Endowment Foundation   EEF</a></p> <p>The Ofsted publication "The Pupil Premium: How schools are spending funding successfully to maximise achievement" highlights targeted support as one of the top ten 'gap busters'.</p> <p><a href="#">Spending the PP funding successfully   Ofsted</a></p>	<p>3, 5, 2</p>
<p>Some disadvantaged students are unable to access high-quality revision materials and resources outside of school. Therefore, the academy will purchase these resources and work with the student to ensure that they are implemented in a way that will support academic progress. The 'Home and Independent Learning' strategy includes purchase of exam board endorsed revision guides and computer aided tuition such as Sparx Math and My GCSE Science.</p>	<p>The Education Endowment Foundation find that Homework has a positive impact on average (+ 5 months), particularly with students in secondary schools.</p> <p><a href="#">Homework   Toolkit   EEF</a></p> <p>Data from maths and science GL Assessment 'Progress Tests' taken at the start of Year 7 show that students in receipt of free school meals come to us with standardised scores significantly below their non-disadvantaged peers within our academy and other students nationally. Sparx Maths and My GCSE Science are high quality resources used by students as part of their 'Home and Independent Learning' (HAIL); subject leads are able to analyse the engagement and achievement of disadvantaged students and put interventions in place.</p> <p><a href="#">My GCSE Science</a> <a href="#">Sparx Maths</a></p>	<p>3, 5</p>
<p>A daily 'Home and Independent Learning' after school club (HAIL Club) provides access to computer equipment and teaching assistant support to enable self-study.</p> <p>In addition, there is a daily 'Kickstart' HAIL Club for</p>	<p>Some students, particularly those eligible for Pupil Premium funding, do not have access to the resources needed to study at home, for example the internet, a laptop or a quiet workspace. These difficulties may increase the gap in attainment for disadvantaged pupils. Homework clubs can help to overcome these barriers by offering pupils the resources and support</p>	<p>3, 2</p>

<p>targeted SEND disadvantaged learners.</p>	<p>needed to undertake homework or revision.</p> <p><a href="#">Homework   Toolkit   EEF</a></p> <p>The Ofsted publication “The Pupil Premium: How schools are spending funding successfully to maximise achievement” states that providing good facilities for supported self-study is one of the top ten ‘gap busters’ for disadvantaged students.</p> <p><a href="#">Spending the PP funding successfully   Ofsted</a></p>	
<p>Development of the ‘Jet Set Programme’ to raise the aspirations and outcomes for targeted most able disadvantaged students in English, mathematics, science and MFL. This programme is in addition to the curriculum and includes high level reading groups, national competitions, and additional ‘stretch and challenge’ resources.</p>	<p>The Sutton Trust ‘Potential for Success’ report states that there is evidence that most able students benefit from being given more advanced content; if these students are grouped and also have enriched or advanced opportunities for learning, they have been found to outperform equivalent students by two to three months.</p> <p><a href="#">Potential for Success   The Sutton Trust</a></p> <p>Gifted education programmes and strategies have been found to longitudinally benefit most able students, helping students increase aspirations for post-16 progression and career plans, develop creativity and achieve more highly than equivalent students.</p> <p><a href="#">Gifted students   Examination of Research   Reis and Renzulli</a></p>	<p>3, 5, 6</p>
<p>Purchase of dyscalculia screeners and the GL Exact screener for literacy to early identify areas of literacy weakness likely to compromise attainment.</p>	<p>Students with dyslexia may not be able to demonstrate their true knowledge of a topic through written work unless extra support is available. Therefore, early identification of dyslexia is needed to remove literacy barriers.</p> <p><a href="#">EEF   Improving Literacy in Secondary Schools</a></p> <p>Dyscalculic learners may have difficulty understanding simple number concepts, lack an intuitive grasp of numbers and have problems learning number facts and procedures. Therefore, early identification of dyscalculia is needed to remove barriers to mathematics.</p> <p><a href="#">Hertfordshire SEND   Numbers</a></p>	<p>2</p>

<p>Purchase of 'Fresh Start' as a targeted intervention to ensure that all students can read accurately and fluently with good comprehension. 'Fresh Start' trained teaching assistants support trained English specialists with the delivery of 'Fresh Start' and reading intervention for Year 7 RS groups.</p>	<p>Phonics approaches have a strong evidence base that indicates a positive impact on the accuracy of word reading (though not necessarily comprehension), particularly for disadvantaged pupils:  <a href="#">Phonics   Toolkit   EEF</a></p> <p>The Ofsted publication 'Removing Barriers to Literacy' states that it is necessary for learners to have secure grasp of the link between sounds and letters to develop their literacy. The more effective secondary schools referenced in the publication had put in place a range of support for students in need of intensive help with reading. This support included introducing lessons on phonics for Year 7 students with low reading ages.  <a href="#">Removing barriers to literacy   Ofsted</a></p>	<p>3, 2, 4</p>
<p>Delivery of Tier-4 small group reading interventions for students whose NRSS is below 85. This will include the 'Project X Catch Up and Intervention Programme' which will continue to develop students' reading fluency using decodable texts once they have graduated from 'Fresh Start'. Funding will be used for 'Project X' CPD for a HLTA and the purchase of the intervention package.</p> <p>This will be supplemented with a weekly reading club targeted at disadvantaged SEND students who are struggling readers.</p>	<p>Project X CODE is a proven reading intervention programme for students who are a year or more behind in their word reading. It is a book-by-book series to ensure the systematic development of synthetic phonics and comprehension skills. CODE combines phonics and comprehension development in an exciting and motivational character adventure series.</p> <p><a href="#">Project X Reading Intervention</a></p> <p>Phonics approaches have a strong evidence base that indicates a positive impact on the accuracy of word reading (though not necessarily comprehension), particularly for disadvantaged pupils:  <a href="#">Phonics   Toolkit   EEF</a></p>	<p>3, 2, 4</p>

**Wider strategies (for example, related to attendance, behaviour, wellbeing)**  
**Budgeted cost: £234,918**

Activity	Evidence that supports this approach	Challenge number(s) addressed
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<p>Embedding the principles of good practice set out in the DfE’s <a href="#">Improving School Attendance</a> advice.</p> <p>This will includes:</p> <ul style="list-style-type: none"> <li>• attendance officer strategy</li> <li>• mini bus transportation support</li> <li>• school welfare officer</li> <li>• ‘Team around Child’ attendance strategy</li> <li>• specific support from the SEND team uniform and equipment hardship fund</li> </ul> <p>The Director of Inclusion holds a caseload of the most vulnerable disadvantaged students including LAC, CP, CIN and EH students ensuring maximum attendance for all.</p>	<p>A school’s absence rate is the strongest predictive factor of the progress made by its pupil premium students.</p> <p><a href="#">Against All Odds Report   Social Mobility Commission</a></p> <p>The DfE guidance has been informed by engagement with schools that have significantly reduced levels of absence and persistent absence.</p> <p><a href="#">Improving School Attendance   DfE</a></p> <p>Our experience has shown that working closely with families and their individual needs has a positive impact on the attendance of persistently absent students. Team Around the Child (TAC) is made up of safeguarding, inclusion, pastoral and SEND, attendance and senior leaders who are skilled in supporting pupils and their families to identify and overcome barriers to attendance.</p> <p>The Ofsted publication “The Pupil Premium: How Schools are Spending Funding Successfully to Maximise Achievement” highlights that schools that successfully use the funding to maximise achievement for disadvantaged students provided well-targeted support to improve attendance and links with families where these were barriers to a student’s learning – <a href="#">Spending the PP funding successfully   Ofsted</a></p>	<p>1, 2</p>
<p>Reducing suspension strategy.</p> <p>The academy is committed to reducing suspension rates, and offers multiple faceted support to students who have received a suspension.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Vice Principal responsible for behaviour/ DSL and TAC Chair</li> </ul>	<p>Both targeted interventions and universal approaches can have positive overall effects.</p> <p>Team Around the Child (TAC) made up of safeguarding, inclusion, pastoral, and SEND, attendance and senior leaders who are skilled in supporting pupils and their families to identify and overcome barriers to repeat negative behaviour. By engaging with parents swiftly and exploring the multiple intervention strategies the academy has reduced FTE from 448 (2019) to 175 (2021)</p>	<p>1, 2, 6</p>



<ul style="list-style-type: none"> <li>• Director of Safeguarding</li> <li>• Assistant Principal for Inclusion</li> <li>• Director of SEND and Metal Health (including anti-bullying)</li> <li>• Suspensions Manager</li> <li>• A Pastoral Lead for every year group.</li> <li>• Five Heads of Year</li> <li>• PALP (Inclusion Director OAT)</li> <li>• TAC 'Team around Child' attendance strategy</li> <li>• Suspensions Manager</li> <li>• Restorative Justice Coordinator</li> <li>• CPD on behavior strategies with the aim of developing our school ethos and improving behaviour across school.</li> <li>• Specific support from the SEND team: uniform and equipment hardship fund.</li> <li>• HLTA for SEMH</li> </ul>	<p>Intentionally repairing harm to the relationship after a negative interaction has been shown to have a positive effect on creating a calm and purposeful culture in schools.</p> <p><a href="#">Behaviour interventions   Toolkit   EEF</a>  <a href="#">Behaviour and discipline in schools</a>  <a href="#">Internal Exclusion Guidance   DCSF</a>  <a href="#">Improving Behaviour in Schools   EEF</a></p> <p>Promoting the health and wellbeing of pupils and students within schools and colleges has the potential to improve their educational outcomes and their health and wellbeing outcomes.</p> <p>Pupils with better health and wellbeing are likely to achieve better academically.</p> <p>Effective social and emotional competencies are associated with greater health and wellbeing, and better achievement.</p> <p><a href="#">The link between pupil health and wellbeing and attainment   Public Health England</a></p>	
<p>Breakfast club for all Year 7 students will have access to breakfast should they need it.</p>	<p>Ofsted's 'Evaluation of Breakfast Clubs in Schools with High Levels of Deprivation' reports the positive impacts of breakfast clubs. As well as reducing hunger, breakfast clubs have been found to improve concentration and behaviour in class and to improve punctuality for some students. They were also found to have additional positive impact on social development as they support students to make wider friendship groups.</p> <p><a href="#">Evaluation of breakfast clubs   Ofsted</a></p>	
<p>The academy provides a range of support for students' emotional wellbeing. These interventions for specific students who require</p>	<p>The Education Inspection Framework's report on adolescent mental health found good evidence that CBT interventions support young people's social and emotional skills, and can reduce symptoms of anxiety and depression:</p>	<p>1, 2</p>

<p>support with regulating their behaviour and emotions includes:</p> <ul style="list-style-type: none"> <li>• Counselling (both the school counselor and MHST)</li> <li>• therapeutic support</li> <li>• school therapy dog</li> <li>• additional breakfast club, with a focus on developing social skills for students in KS3</li> <li>• emotional regulation</li> <li>• Mentoring through pastoral staff</li> <li>• 'Furry Friends' animal and equine therapy</li> </ul>	<p><a href="#">Adolescent mental health   EIF</a></p> <p>Ofsted's 'Evaluation of Breakfast Clubs in Schools with High Levels of Deprivation' reports the positive impacts of breakfast clubs. As well as reducing hunger, breakfast clubs have been found to improve concentration and behaviour in class and to improve punctuality for some students. They were also found to have additional positive impact on social development as they support students to make wider friendship groups.</p> <p><a href="#">Evaluation of breakfast clubs   Ofsted</a></p> <p>Animal therapy can support children who have autism, ADHD, learning disabilities, sensory processing challenges and anxiety. Connecting with an animal can help students feel grounded and help to regulate their emotions.</p> <p><a href="#">Child Mind Institute</a></p>	
<p>'Connect', a new element of the inclusion provision, created to support the 'hardest to reach' most vulnerable disadvantaged students. These students are at risk of severe absence.</p> <p>The students are supported in Connect with a bespoke learning package:</p> <ul style="list-style-type: none"> <li>• Referral process to evaluate the individual needs of the student</li> <li>• Personalised timetable with specialist teaching</li> <li>• Access to a bespoke high-quality careers programme</li> <li>• Daily wellbeing support</li> </ul>	<p>Pupils can become disengaged and disenfranchised with education when at risk of repeat suspensions. There is a heightened risk of poor attendance Some students have a gap in school-based provision and therefore lose the routine and rhythm of the school day.</p> <p><a href="#">AP Quality Toolkit   Centre for Justice</a></p> <p>Research demonstrates that there are long term mental health risks for students frequently suspended from school, particularly those with SEND.</p> <p><a href="#">CHADD   School Suspension Risk</a></p>	1, 2, 6
<p>Purchase of 'Emotionally Based School Avoidance' (EBSA) training for staff.</p>	<p>Emotionally Based School Avoidance (EBSA) is a term used to describe children</p>	1, 2

	<p>and young people who experience challenges in attending school due to negative feelings (such as anxiety). EBSA is commonly associated with emotional and physical distress, and a reluctance to attend school, which can lead to reduced attendance and further anxiety regarding school.</p> <p><a href="#">Support Services for Education</a></p>	
<p>Crisis Prevention Institute (CPI) training for targeted members of staff.</p>	<p>CPI Verbal Intervention™ incorporates trauma-informed and person-centred approaches. The programme trains staff to respond to crisis situations with a focus on prevention using verbal de-escalation skills and strategies where restraint is inappropriate.</p> <p><a href="#">Crisis Prevention Institute</a></p>	2
<p>Purchase of the School Synergy Parent App to facilitate rapid communication with parents in relation to attendance, behaviour and rewards.</p>	<p>Research shows a consistent relationship between <b>increasing parental engagement (particularly of hard to reach parents) and improved</b> attendance, behaviour and student achievement.</p> <p><a href="#">Engaging Parents in Raising Achievement</a>   DCSF</p>	1, 6
<p>Provision of a robust careers education that ensures disadvantaged students can make informed decisions about their choices and are very well prepared for their future lives beyond 16. This includes:</p> <ul style="list-style-type: none"> <li>• TLR for a member of staff to create a high quality 'Igniting Futures' curriculum to be bespoke planned and delivered to each year group.</li> <li>• bespoke careers support packages for disadvantaged SEND students.</li> <li>• a robust work experience programme for all Year 10 students to amplify their career aspirations.</li> </ul>	<p>Due to localised issues pertaining to the context of the academy, some disadvantaged students can be at risk of being exposed to harmful social norms that perpetuate inequality. A high-quality careers education facilitates upward social mobility for these students. The academy follows the career guidance as set out by the Gatsby Benchmarks <a href="#">Good career guidance</a>   Gatsby</p> <p>A review of international evidence conducted by the Education Endowment Foundation found that teenagers who underestimate the education needed to get their chosen job are more likely to end up NEET and young people from disadvantaged backgrounds are disproportionately more likely to have career aspirations that don't match their educational goals. Therefore, providing students with first-hand experiences of the world of work alongside independent and impartial career guidance is imperative to give disadvantaged young people the type of insights, exposure and experiences that will help them succeed in the world of work.</p>	6, 2

	<p><a href="#">Career aspirations   Research   EEF</a></p> <p>The Ofsted publication “The Pupil Premium: How Schools are Spending Funding Successfully to Maximise Achievement” highlights that schools that successfully use the funding to maximise achievement for disadvantaged students carefully map careers advice and experiences for all disadvantaged students.</p> <p><a href="#">Spending the PP funding successfully   Ofsted</a></p>	
Continuation of rewards and house system, with students being rewarded for all above and beyond actions with house points.	<p>Disadvantaged learners respond best to a positive learning environment where mutually respectful relationships are developed. Since launching the rewards system, all students have been awarded for personal and academic achievements by gaining house points.</p> <p>The Education Endowment Foundation guidance ‘Improving Behaviour in Schools’ states that reinforcement programmes based on students gaining rewards encourage positive behaviour and improve students’ learning behaviours.</p> <p><a href="#">Improving behaviour in schools   EEF</a></p> <p>The Education Policy Institute report into the ‘Key Drivers of the Disadvantage Gap’ states that a student’s sense of belonging is associated with positive attitudes towards school, which are in turn positively predictive of attainment. Therefore, we promote the wearing of house badges on blazers to further develop a culture of pride, confidence and achievement.</p> <p><a href="#">Key drivers of the disadvantage gap   EIP</a></p>	6, 1
The embedment of the SSAT Student Leadership strategy, including academy accreditation. There is a drive for disadvantaged males to participate in student leadership activities, specifically	<p>A lack of confidence and of social skills has been recorded as risk factor for the success of most able disadvantaged students.</p> <p><a href="#">Academically Able Disadvantaged   DfE</a></p> <p>The Student Leadership strategy facilitates students to fulfil their potential as future leaders.</p>	6

<p>those who also SEND, in order to develop transferrable skills for the world beyond school.</p>		
<p>Purchase of Renaissance MyOn Digital Library and additional books for the school library to foster independent reading skills and improve outcomes for struggling readers at KS3.</p>	<p>The Department for Education publication 'Research Evidence on Reading for Pleasure' states that having books of their own has an impact on children's attainment. There is a positive relationship between the estimated number of books in the home and attainment and children who have books of their own enjoy reading more and read more frequently.</p> <p><a href="#">Reading for pleasure   Research   DfE</a></p>	<p>4, 2</p>
<p>Purchase of books for the 'Reading Widely and Often' full texts strategy which takes place in extended form time for students in Years 7-9.</p> <p>Students read a carefully chosen range of fiction texts allowing them access to a wide range of quality texts which expand their vocabulary. The texts are specifically selected to link to Fundamental British Values, the OMER A core values and PSHE education.</p>	<p>Reading texts that promote Fundamental British values develops students into valuable and fully rounded members of society who treat others with respect and tolerance, regardless of background.</p> <p>The Department for Education publication 'Research Evidence on Reading for Pleasure' states that students who receive free school meals are less likely to read fiction outside of the classroom. Evidence suggests that there is a positive relationship between reading frequency, reading enjoyment and attainment.</p> <p><a href="#">Reading for pleasure   Research   DfE</a></p> <p>Research suggests that the act of reading aloud to the class from a challenging text may support the development of children's spoken language comprehension and therefore contribute to their reading comprehension skills.</p> <p><a href="#">Reading aloud with your class   EEF blog</a></p>	<p>4, 5</p>
<p>All KS3 students, including those who are disadvantaged, will complete a HAIL ('Home and Independent Learning') reading project that is linked to the curriculum in all subjects.</p>	<p>Prior general knowledge, which encompasses whatever students already know about events, ideas or objects, influences the meaning that they construct from texts. Its importance is anchored in the schema theory of reading (<a href="#">Anderson and Pearson, 1984</a>) which proposes that comprehension occurs when the reader builds up systems of relationships between existing schemas and the information presented in the text. <a href="#">General knowledge &amp; reading   Journal of Research in Reading</a></p>	<p>4, 2</p>

	<p>By exposing students to a wide variety of texts linked to their subjects, we will help students to find reading that they enjoy and will wish to continue for pleasure.</p> <p>Socio-economic factors can mean that some disadvantaged students are very much behind their non-disadvantaged peers in language development and general knowledge. This strategy encourages wider reading across a wide genre of texts to support knowledge of current affairs and related subject matter.</p> <p>An article from SecEd states that disadvantaged students are at risk of becoming more disadvantaged as they progress through school because they do not possess the foundational knowledge they need in order to access and understand the school curriculum. It is the responsibility of every adult working in a school (not just English teachers) to show that reading is one of the hallmarks of civilised adult life. The texts purchased for this strategy are carefully chosen to develop students' vocabulary, language comprehension, general knowledge, and love of reading.</p> <p><a href="#">Pupil Premium   Closing the vocabulary gap   SecEd</a></p>	
<p>Funding is used to offer a wide range of extra-curricular and enrichment opportunities for our students. This includes:</p> <ul style="list-style-type: none"> <li>• over 35 hours of extracurricular activities per week.</li> <li>• Staffordshire County Coach delivering cricket coaching for targeted students</li> <li>• peripatetic music lessons.</li> <li>• one of the largest cohorts of Duke of Edinburgh in Staffordshire.</li> <li>• 'Active' lunchtimes with bespoke sporting</li> </ul>	<p>An article published by The Sutton Trust reports that a child from the richest fifth of families is four times more likely to enjoy paid for extra-curricular activities than one from the poorest fifth.</p> <p><a href="#">Benefits of extracurricular   The Sutton Trust</a></p> <p>The Social Mobility Commission report 'An Unequal Playing Field: Extracurricular Activities, Soft Skills, and Social Mobility' states that too many students from disadvantaged backgrounds lose out on the benefits of extracurricular activities such as: increased confidence which helps social interaction, a real aspiration to go onto higher education, more soft skills and a sense of wellbeing and belonging. It is children from the poorest households that are much less likely to take part in any extracurricular activity, particularly music and sport.</p>	1, 6



<p>activities for all year groups.</p> <p>The academy Head of Extracurricular relentlessly drives up the participation rates of disadvantaged students and SEND students in our rich offer of extra-curricular activities.</p>	<p><a href="#">Unequal Playing Field   Social Mobility Commission</a></p> <p>The Department for Education identify that the fact that some disadvantaged students have no or limited experience of belonging to out of school clubs or community associations and that this can be a risk factor for academic achievement.</p> <p><a href="#">Successful approaches   DfE</a></p> <p>A positive association exists between academic attainment and physical activity levels of students. Promoting physical and mental health in schools creates a virtuous circle reinforcing children’s attainment and achievement that in turn improves their wellbeing, enabling students to thrive and achieve their full potential.</p> <p>In addition, physical activity has been linked to improved classroom behaviour across the whole school.<sup>33</sup> Notable among the benefits are improved pro-social behaviour and peer relationships, with resulting reductions in disruptive classroom behaviour.</p> <p><a href="#">The link between pupil health and wellbeing and attainment   Public Health England</a></p>	
<p>Funding for the KS3 entitlement offer so that it provides a range of activities and events that support an ‘awe and wonder’ culture within the delivery of all subjects for all students, specifically 100% participation for disadvantaged students. The (free to all) curriculum entitlement includes visits to a variety of places of religious worship, museums, Chester Zoo, visiting a major city, a theatre performance, and other subject specific talks/visits.</p>	<p>Faculties can bid for funding for subject specific experiences. Each faculty must provide evidence to support their bid in order to successfully receive funding.</p> <p>The Ofsted publication “The Pupil Premium: How Schools are Spending Funding Successfully to Maximise Achievement” states that providing a range of educational experiences is one of the top ten ‘gap busters’ for disadvantaged students.</p> <p><a href="#">Spending the PP funding successfully   Ofsted</a></p> <p>The Department for Education identify that the fact that some disadvantaged students have no or limited experience of cultural activities and that this can be a risk factor for academic achievement.</p> <p><a href="#">Successful approaches   DfE</a></p>	<p>1, 6</p>

Contingency fund for acute issues.	Based on our experiences and those of similar schools to ours, we have identified a need to set a small amount of funding aside to respond quickly to needs that have not yet been identified.	All

**Total budgeted cost: £657,640**



## 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 2022 to 2023 academic year.

**Attendance:** Attendance rates of all students nationally have struggled to recover in-line with the national picture back to pre-pandemic levels. We use Fischer Family Trust (FFT) which gathers data from 2600 secondary school as an early indicator of our performance and areas for development. Using the FFT reports, we are able to see that in 2022/2023 disadvantaged students' attendance at our academy was 2.9% above the FFT average, SEND support students' attendance was 1.3% above FFT average, and SEND EHCP students' attendance was 3.1% above the FFT average.

As a result of the attendance strategies listed in this document and implemented by the attendance team last year, there continues to be positive impact on disadvantaged students' attendance this year. In the first term of the current academic year, 2023,

- Disadvantaged SEND students' attendance is 3.1% higher than the FFT average
- Disadvantaged Boys' attendance is 1.4% higher than the FFT average
- Disadvantaged SEND Boys' attendance 3.7% higher than FFT average

The Attendance Officer will use the Pupil Premium funding to continue to ensure the trend of PP and PP SEND K students' attendance remains competitive compared against national figures available and are aspirational in closing the gap between their non-disadvantaged peers. We will endeavour to accelerate improvements further through strategic use of SEND staff and the Attendance Team. This will include refining the caseload of the school welfare officer with a focus on disadvantaged SEND students and a new focus on disadvantaged girls into 2023/2024.

**SEND:** Through intensive work between the attendance team and the SEND department, the attendance of SEND E students has continued to improve from 2021/2022 to 2022/2023. SEND E attendance improved from 92.65% to 95.4%. Within this, the attendance of students with Social, Emotional and Mental Health Needs (SEMH) listed as their primary need has increased by 1.5%.

From 2021/2022 to 2022/2023 the number of PA disadvantaged SENDK students has reduced from 34% to 31%. SEND students' increased attendance has correlated with a significant improvement in SEND attainment. In particular, those students who had 95% and above attendance had a positive progress score of 0.61. The Overall SEND K and E progress in 2022 was -0.94. In 2023 this increased to -0.59.

100% of SEND students received an Achiever Plan, which highlights appropriate reasonable adjustments to support and overcome barriers to learning. These were shared with parents/carers and students were actively involved in deciding their appropriate strategies/adjustments.

**Tuition:** 29 disadvantaged students received intense Maths tutoring from a freelance Maths tutor across the academic year, and 18 disadvantaged students received intense English tutoring from a freelance English tutor. This totalled over 300 hours of tutoring to disadvantaged students in Year 11.

In addition, over 150 hours of out of school class teacher led tutoring (Saturdays, P6/7) was delivered across the year, with all disadvantaged students targeted.

This resulted in a significant improvement in the number of disadvantaged students achieving the Basics measure for grade 4+ and grade 5+. Comparison is made against 2019 achievements due to this being the first year post-Covid where students sat the full English and Maths GCSE examinations. There was a 4.8% increase from 2019 in the number of disadvantaged students achieving the grade 4+ basics, and a 2.2% increase from 2019 for the grade 5+ basics.

There was a notable improvement in the number of disadvantaged males achieving the Basics grade 5+ measure, from 11.1% in 2019 to 25% in 2023, and in the number of disadvantaged males achieving the basics grade 4+ measure, from 30.6% in 2019 to 47.5% in 2023.

In addition, there was also notable difference in the number of SEND students achieving the basics measure, with an improvement of 9.1% since 2019 for grade 5+ and 2% for grade 4+. Thus, demonstrating that the tuition catch-up programme was successful.

### **Reading:**

**HAL:** The outcomes of most able disadvantaged students improved in terms of the number of students achieving the highest grades in 2023. In Maths, there was a 2.9% increase in the number of students achieving grades 7-9. In English Language there was an improvement of 5.7% and in English Literature there was an impressive improvement of 22.9% in students achieving those the top grades.

The progress of most able disadvantaged students has vastly improved across a range of EBacc subjects for 2022-23. When reviewing the subjects separately, in French, progress of the most able disadvantaged students increased from -0.75 in 2022 to and astounding +0.82 in 2023. The number of students achieving a grade 7-9 also increased to 67% (compared to 0% in 2022).

In the Sciences, the number of most able disadvantaged students achieving grade 7-9 in Biology, Chemistry and Physics was 50%. In the Triple Sciences, significant improvements in Progress 8 were made across Biology, Chemistry, and Physics. In addition, in Science Trilogy (Combined Science) there was an increase of 8.3% of students achieving the highest grades (7-9) and also a 21% increase students achieving a grade 6 or above. The most improved Progress 8 score for disadvantaged most able students was in Combined Science.

In addition, there were improvements in the Progress 8 score for most able disadvantaged students in Sport BTEC, Music BTEC Travel and Tourism BTEC, French and History. In order to raise the aspirations of our HAL students, Year 11 most able students, including those who are disadvantaged, received daily Science intervention tuition and aspirational sessions from the Most Able Lead. HAL CEIAG opportunities for HAL disadvantaged students were provided, with targeted most-able disadvantaged students participating in bespoke sessions focussing on Russell Group University Education, next steps and options in such as High-Level Apprenticeships.

**Ambition:** ‘You’re Hired’ (now been rebranded as ‘Igniting Futures’) was developed across 2022/23 in-line with a city-wide priority of developing students’ understanding of in-demand, skills based careers. All students received at least two careers interviews with a specialist advisor, with disadvantaged students receiving three interviews as well as dedicated intervention and support through the application process. As a result of the ‘You’re Hired’ programme, more Year 11 leavers secured an apprenticeship placements, totalling 7% of the cohort.

The academy NEET figure was 1% for 2023, improvement on 1.8% from 2022. In addition, 100% of disadvantaged Year 11 leavers went onto secure a post-16 destination.

Since its launch in 2020, the ‘house competition’ system has continued to grow. Last year, 100% of disadvantaged students received a formal award in the form of house points, certificate, Head of Year Award or Vice/Principal Award through the use of success score within lessons.

The Student Leadership Team has now been developed into ‘OMERA Parliament’. This parliamentary modelled structure supports students through the inclusion of a ‘mentoring system’. As a result, the number of disadvantaged males participating in leadership activities doubled in 2022/23 due to these students receiving additional support from their peers.

## Externally provided programmes

Programme	Provider
Exams MADE Easy	MADE-Training
Sparx Maths	Sparx Maths
Fresh Start	Ruth Miskin
The Brilliant Club ‘Scholars Programme’	The Brilliant Club

## Further information (optional)

### Planning, implementation, and evaluation

In planning our new Pupil Premium Strategy, we evaluated the needs of the disadvantaged students in our academy in relation to the barriers that they face as part of their individual and local contexts. There are some barriers that affect large numbers of disadvantaged students in similar ways, however some of the barriers to achievement are highly complex and personal to individual students. Academy leaders triangulated evidence from multiple sources of data including assessments data, behaviour data, and conversations with parents, students and staff in order to identify the challenges faced. The Pupil Premium Lead and Pupil Premium Policy Holders conducted an extensive literature review of published research about effective use of Pupil Premium funding, the impact of disadvantage on educational outcomes, and how to address challenges to learning presented by socio-economic disadvantage.

An evaluation of previously planned activities and the impact that this had on the lives of our disadvantage students was also undertaken. We will continue with the programmes that have had the biggest impact on students' achievement and progress as identified in Part A:

- additional tutoring by specialists in English and mathematics
- additional teaching sessions across all subjects for Year 11 students
- delivering a robust careers programme to ensure that Year 11 student secure a successful post-16 progression route
- additional reading tuition and literacy development strategies
- further targeted support for the most vulnerable disadvantaged SEND and HAL students
- implementation of robust attendance interventions

### Additional non-funded strategies

To fulfil our academy vision of 'Shaping Lives, Building Ambition, and Igniting Futures' our Pupil Premium Strategy will also be supplemented by additional non-funded strategies that are not being funded by Pupil Premium or Recovery Premium. This will include:

- CPD throughout the year on high impact non-funded Pupil Premium strategies, with monitoring through learning walks, book scrutinies and student voice.
- embedding more effective practice around feedback. Education Endowment Foundation research demonstrates this has significant benefits for students, particularly those who are disadvantaged
- SENDCO monitoring quality first teaching and wave 2 SEND intervention at class teacher level to meet individual needs.
- CPD to support with data analysis and a new data manager to evaluate successes and areas for development, to inform faculty and class teacher decision making for their disadvantaged students.
- developing students' vocabulary through the use of Tier 3 vocabulary key words every lesson. Planning of academic vocabulary alongside the curriculum for all subjects will mean that vocabulary builds up cumulatively through the years.
- identification of classes with a significant proportion of disadvantaged students and providing additional high-profile visits to support these classes.
- consistent implementation of the academy behaviour policy to close the attainment gap between disadvantaged boys and their peers by challenging harmful

social norms, building their ambition, providing inspiration, improving engagement, behaviour and attendance.

- fortnightly review of internal behaviour data with a specific focus on disadvantaged students, identifying possible 'triggers' to poor behaviour.
- utilising GL assessment data to inform curriculum planning so that students catch-up on the areas identified as weaknesses in English, mathematics and science.
- ensuring students understand our 'catch-up' plan by providing information about the support they will receive (including targeted interventions listed in Part A), how the curriculum will be delivered, and what is expected of them. This will help to address concerns around learning loss - one of the main drivers of student anxiety.
- monitoring the quality of homework submitted by disadvantaged students and intervening as necessary. The attendance of most able disadvantaged students to HAIL Club will be monitored.
- most able disadvantaged students (as identified by NCOP) will continue to participate in 'The Brilliant Club', funded by Higher Horizons, and other funded Uni-Connect opportunities.

We have put a robust evaluation framework in place for the duration of our three-year approach and will adjust our plan over time to secure better outcomes for our disadvantaged students.