

Pupil premium strategy statement (Secondary)

School overview

School name	The Manor Academy
Pupils in school	992 (Yr7-11) 97 (Sixth Form) 1089
Proportion of disadvantaged pupils	335 (yr7 – 11) 33% 12 (Sixth Form)
Pupil premium allocation this academic year	£351,600
Academic year or years covered by statement	2020/21 – 2021/22
Publish date	October 2020
Review date	September 2021
Statement authorised by	Katrina Kerry
Pupil premium lead	Martin Cooper
Governor lead	Jeff Sale

Disadvantaged pupil performance overview for last academic year

Progress 8 PP (Whole Cohort) (National PP P8)	-0.49 (-0.08) (-0.34)
Ebacc entry	10% (32%) (29%)
Attainment 8	39.2 (46.5) (43.4)
% Grade 4+ in English and Maths	47% (65%) (56%)
% Grade 5+ in English and Maths	25% (40%) (33%)

Strategy aims for disadvantaged pupils 3 year overview (September 2019 – August 2022)

Long-Term Plan (3 Year Timescale)

Priority 1 Metacognition – the academy offers a knowledge rich curriculum that is broad and balanced to all. The ability of our disadvantaged pupils to remember and recall key knowledge is a priority using the latest cognitive learning strategies.

Priority 2 Power of Reading and Literacy – a significant literacy gap has been identified between our disadvantaged learners and our non-disadvantaged when they arrive at the academy. This is around vocabulary, written and spoken language, specifically around cultural capital and a wider knowledge base.

Priority 3 A priority will always be in place around our disadvantaged pupils pastorally. With interventions in place to assist with care, organisation, equipment, uniform, mental health, confidence, homework, revision and relationships to name a few. We have both plans and systems in place at the academy for all of these.

Priority 4 Aspirations and Experiences – there is a clear gap in the aspirations and amount of enrichment experiences that our disadvantaged pupils receive outside of school and before they arrive with us. The priority is to ensure that there are a plethora of experiences that drive forward confidence and aspirations – there should be as many opportunities as possible and a key target group of pupils each year identified who are reluctant and bespoke experiences arranged for them.

Teaching priorities for current academic year (2020-2021)

Measure	Activity
Priority 1	Disadvantaged students' progress 8 gap to significantly reduce across all elements within the school by ensuring high quality teaching, remote learning and appropriate curriculum options.
Priority 2	Introduction of knowledge organisers to assist disadvantaged learners learning of powerful knowledge.
Barriers to learning these priorities address	Resources for learning outside of the classroom can be limited for a large proportion of our disadvantaged learners. The introduction of knowledge organisers will be the students go to place and will be available as a paper copy as some of our students do not have online access.
Projected spending	£135,000

Targeted academic support for current academic year

Measure	Activity
Priority 1	Literacy and reading catch up interventions across KS3 for all disadvantaged pupils
Priority 2	Mentoring of targeted yr11 disadvantaged students to support them in preparation for GCSE examinations
Barriers to learning these priorities address	Low levels of home support for both reading and achieving academic progress.
Projected spending	£172,600

Wider strategies for current academic year


Measure	Activity
Priority 1	Increasing attendance of disadvantaged students with particular focus on YR9 and Yr11.
Priority 2	Increase careers awareness and aspirations of all disadvantaged students through the introduction of Unifrog.
Barriers to learning these priorities address	A culture of missing school needs challenging and the impact of lockdown has magnified the non-attendance issue.

Measure	Activity
Projected spending	£44,000

Monitoring and implementation

Area	Challenge	Mitigating action
Teaching	Ensuring enough time is given over to allow for staff to develop knowledge organiser resources for each key stage	Use of INSET days and Teaching and Learning group to ensure resources are developed. QA to ensure teacher and students use knowledge organisers both in lessons and at home. Zorba tracking that includes knowledge gaps that will be addressed by the knowledge organisers.
Targeted support	Ensuring literacy catch up lessons are well planned and non-specialists engage in the high quality delivery of the lessons.	Clear communication between the Head of English and literacy catch up teaching team. Planned time for weekly the drop everything and read sessions. Update reading books for students to access in the library. Employ a catch up teacher for targeted small group and 1 to 1 intervention.
Wider strategies	Engaging the families facing most challenges	Working closely with the GCR and Heads of Year to target disadvantaged PA in these year groups. First, First, First approach by attendance team to chase up disadvantaged non-attendance each day.

Annual Overview 2020-2021

Teaching	Total Spend	Our Tiered Approach	Targeted Academic Support	Total Spend
<ul style="list-style-type: none"> Quality teaching in all faculties and reduction of classes sizes particularly in English and Maths. 	£90,000		<ul style="list-style-type: none"> LAC students will receive 1 to 1 English and Maths tuition to ensure they keep up with their peers. Additional hours that result from time tabling will be targeted at PP students underachieving in English and Maths 	£5,000
<ul style="list-style-type: none"> Quality CPD with a focus on ensuring students learn key subject knowledge. 	£5000		<ul style="list-style-type: none"> LAC students funding for personal spending plans 	£9,600
<ul style="list-style-type: none"> Continue to maintain the profile of PP students at the top of everyone's agenda, including: PP students featuring on all teaching staff appraisals, CPD on PP students, QA on in class provision, data analysis and PP top of all faculty agendas. 	£10,000		<ul style="list-style-type: none"> KS3 Catch up sessions for literacy and numeracy planned into curriculum time. 	£3500
<ul style="list-style-type: none"> KS3 Literacy lead to improve the quality the Literacy catch up learning through coordinated planning and low key assessment. 	£5500		<ul style="list-style-type: none"> Catch up teacher employed to work with small groups of PP students to improve literacy and numeracy. 	£35,000
			<ul style="list-style-type: none"> Lexia licence renewed as an intervention tool for reading catch up students. 	£1000

<ul style="list-style-type: none"> • PP Lead to QA disadvantaged students learning experience, quality of work and quality of support offered to them. 	<p>£2500</p>		<ul style="list-style-type: none"> • Targeted Yr11 Intervention groups for those PP students who have fallen behind due to school closures. 	<p>£8000</p>
<ul style="list-style-type: none"> • Ensure drop everything and read has high profile and disadvantaged students have access to reading books that engage and enthuse a love for reading. 	<p>£5000</p>		<ul style="list-style-type: none"> • Continual development of the PSHE curriculum to teach students about the process of learning to learn. 	<p>£1500</p>
<ul style="list-style-type: none"> • Literacy and Numeracy PP projects to engage and motivate disadvantaged students and enable them to see links between real life and literacy and numeracy. 	<p>£4000</p>		<ul style="list-style-type: none"> • Targeted alternative on site provision for those students who are struggling with main stream education. AP leader will offer bespoke programmes ranging from aspiration coaching to a more specific behavioural management. 	<p>£90,000</p>
<ul style="list-style-type: none"> • First, First, First strategy used by every teacher in every lesson to prioritise disadvantaged students. 	<p>£500</p>		<ul style="list-style-type: none"> • Career related initiatives including virtual career fayres, industry based visits, university visits, STEM events, Armed Forces days and focused Drop Down Days. 	<p>£6000</p>
<ul style="list-style-type: none"> • Development of knowledge organisers that considers how PP students will engage with them to ensure it 	<p>£5000</p>		<ul style="list-style-type: none"> • SLT mentor programme for targeted Year 11 students. Students have a solid support structure in place and are 	<p>£3000</p>

<p>supports their learning and progress.</p> <ul style="list-style-type: none"> • Implementation of knowledge organisers within lessons and to support learning at home. <i>£7000</i> • Challenge Education online training modules for all staff focussed on supporting improving progress of disadvantaged students. <i>£500</i> 			<p>receiving one on one support from the school based mentor</p> <ul style="list-style-type: none"> • Transition for Year 9 students into GCSE. Similar to Year 6 process but to ensure students are fully prepared for GCSE studies. <i>£2500</i> • Continuation of the 'Brilliant Club' which uses positive discrimination of students to raise awareness and aspirations of university. <i>£2500</i> • Positive setting across the school. PP students are placed in appropriately challenging sets to encourage and motivate. <i>N/A</i> • Introduction of PP only targeted intervention sessions to boost achievement, particularly in BTEC subjects. <i>£3000</i> • All faculties to have PP placed on the agenda at all <i>N/A</i> 	
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<p><i>Wider Strategies</i></p> <ul style="list-style-type: none"> Associate Assistant Head to lead attendance team to ensure yr9 and yr11 PP attendance is prioritised each day. 	<p><i>£10000</i></p>		<p>collaborative planning meetings.</p> <ul style="list-style-type: none"> Zorba group continuation with representative from each faculty. Interventions, students, ideas and support discussed and cascaded throughout the school. Devices offered to those Yr11 and Yr10 PP students who do not have access to them at home to ensure they can continue to learn and access learning materials at home. Revision workshops will be offered to all Yr11 PP students and their parents before the mock examinations 	<p><i>N/A</i></p> <p><i>£DFE funded</i></p> <p><i>£2000</i></p>
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<ul style="list-style-type: none"> • Use of 7.30am wake up calls for targeted PP students. 	<p>£500</p>			
<ul style="list-style-type: none"> • Coordinated bus route planned to pick up PA PP risk students in each year group. 	<p>£3500</p>			
<ul style="list-style-type: none"> • Breakfast clubs for Yr7 and Yr8 PP students to encourage attendance and to ensure all students are fuelled to start their day. 	<p>£1500</p>			
<ul style="list-style-type: none"> • Introduction of the four flag system to plan strategic interventions. 	<p>N/A</p>			
<ul style="list-style-type: none"> • Snacks provided at all intervention sessions to encourage attendance. 	<p>£1000</p>			
<ul style="list-style-type: none"> • Parents evening appointments to use new online video appointments where PP parents will be offered time slots first to ensure they work alongside school. 	<p>£1600</p>			

<ul style="list-style-type: none"> • Drop Down Days to expand students aspirations and wider experiences. These will include elements of the PSHE programme such as personal finance. • Librarian to develop the 'love of reading' within the school. PP students to gain access to a range of books that are free and encourage them to widen their literacy base. • Wide offer of extra-curricular from across the school to engage disadvantaged students to nurture their interests and talents. • Yr7 and Yr10 PP Boys numeracy project using cycling to engage students • Yr8 PP boys literacy projects aimed at improving reading, 	<p><i>£5400</i></p>			
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<p>writing and comprehensions skills</p> <ul style="list-style-type: none"> • Yr9, Y11 and Manor College students registered on Unifrog and HOY's given training to ensure students and parents have access to the package. • Canoville Coaching mentoring programme for double disadvantaged students • Careers interviews for all Yr9 and Yr11 disadvantaged students in the first academic term. • Rewards for Yr11 Zorba students improving progress • Uniform and equipment support for disadvantaged students 	<p>£3500</p> <p>£2000</p> <p>NA</p> <p>£3000</p> <p>£3000</p>			
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