

## Pupil premium strategy statement

This statement details our academy's use of pupil premium (and recovery premium for the 2021 to 2022 academic year) funding to help improve the attainment of our disadvantaged students.

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 academy.

### School overview

Detail	Data
School name	Priory Academy LSST
Number of students in school	1781
Proportion (%) of student premium eligible students	11.34%
Academic year/years that our current student premium strategy plan covers ( <b>3 year plans are recommended</b> )	2021-22 – 2023-24
Date this statement was published	December 2021
Date on which it will be reviewed	October 2022
Statement authorised by	Mrs J Hopkinson
Pupil premium lead	Mr I Dinnie
Governor / Trustee lead	Mr I Dodd

### Funding overview

Detail	Amount
Student premium funding allocation this academic year	£224,015
Recovery premium funding allocation this academic year	£25,665
Student premium funding carried forward from previous years (enter £0 if not applicable)	£15,889
<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	£265,569

# Part A: Pupil premium strategy plan

## Statement of intent

To achieve the **Priory Trust's** mission of improving life chances of our students so that they become true citizens of the world, we support our academies to act to mitigate the impact of disadvantage on educational outcomes.

**The Pupil Premium framework will be at the heart of whole academy and Trust-wide effort, and we endeavour to ensure all staff understand the strategy and their role within it.** Leaders ensure that they consider technical and practical definitions of disadvantage and determine to respond to need rather than label.

**The following structural principles apply to the use of additional funding in all Priory Academies:**

- Effective senior leadership and governance;
- Commitment to a range of ongoing diagnostic assessments of learning need so that actions are based on a range of data and meet the specific needs of all students but particularly those at risk of underachievement due to impact of socio-economic disadvantage;
- The Trust Professional Development offer is built on the knowledge that the most effective lever for addressing disadvantage is inclusive quality first teaching and this will benefit all students;
- The strategy is integral to the whole-academy plans for education recovery.

In line with the Trust mission, at the Priory Academy LSST, our intention is that all students, irrespective of their background or the challenges they face, engage in a broad and balanced curriculum with particular emphasis on the inclusion of Ebacc subjects through to the end of Key Stage 4. This is complemented by an enriching Personal Development curriculum. All students will make good progress and achieve high academic attainment to enable them to successfully move on to the next phase of their lives and become true citizens of the world.

The focus of our pupil premium strategy is to support disadvantaged students to achieve that goal, including progress for those who are already high attainers. We will consider the challenges faced by vulnerable students, such as those who have a social worker, young carers and others who face challenging circumstances. The approach we have outlined in this statement is also intended to support their needs, regardless of whether they are disadvantaged or not.

High-quality teaching is at the heart of what we do and fundamental to our support of disadvantaged students, with a careful focus on areas in which disadvantaged students require the most support. This is proven to have the greatest impact on closing the disadvantage attainment gap and at the same time will benefit the non-disadvantaged students in our academy. Implicit in the intended outcomes detailed below, is the intention that non-disadvantaged students' attainment will be sustained and improved alongside progress for their disadvantaged peers.

Our strategy is also integral to wider school plans for education recovery, notably in its targeted support through the use of School Led Tutoring for students whose education has been worst affected, including non-disadvantaged students. Alongside academic support our strategy is also based on providing strong pastoral care to develop emotional wellbeing to enable all students to thrive personally and academically.

Our approach will be responsive to common challenges and individual needs, rooted in robust diagnostic assessment, not assumptions about the impact of disadvantage. The approaches we have adopted complement each other to help students excel. To ensure they are effective we will:

- ensure disadvantaged students are sufficiently challenged in their learning
- use regular assessment to identify concerns early and ensure appropriate intervention
- place high emphasis on the development of reading and language skills
- carefully monitor the attendance of disadvantaged students alongside other external influences to provide early support and access to external agencies where necessary
- adopt a whole school approach in which all staff take responsibility for disadvantaged students' outcomes and raise expectations of what they can achieve

## Challenges

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

Challenge number	Detail of challenge
1	Our internal baseline assessments alongside available data from primary schools during transition has indicated that disadvantaged students have lower levels of reading comprehension in comparison to non-disadvantaged students at the same stage. This has also been seen through teacher feedback and further observation and assessment work with students.
2	Information from Primary Schools and our own internal assessments show that numeracy skills are not as developed in disadvantaged students compared to non-disadvantaged students at the same stage. Internal assessment data on entry to Year 7 indicates that non-disadvantaged students achieved on average 4-5% higher than disadvantaged students and the gap in Year 9 and 11 has become 9-10%. It is also important to note that internal assessments also show that there are very high performing disadvantaged students and it is important to sustain their progress and attainment.
3	Our attendance data over the last 3 years shows that disadvantaged students' attendance is 2-3% lower than non-disadvantaged students. This data also shows that rates of Persistent Absence (PA) are 9-10% higher for disadvantaged students than non-disadvantaged students. Assessments, observations and teacher feedback indicates that this level of absence is negatively impacting on the progress of disadvantaged students.
4	Our assessments (including Pupil Perception Survey and Pupil Attitude to Self and School Survey), observations and discussions with students and families

	<p>have identified social and emotional issues for many students, such as anxiety, depression (diagnosed by medical professionals) and low self-esteem. This is partly driven by concern about catching up lost learning and exams/future prospects, and the lack of enrichment opportunities due to the pandemic. These challenges particularly affect disadvantaged students, including their attainment.</p> <p>During the pandemic, teacher referrals for support markedly increased. 111 students (36 of whom are disadvantaged) currently require additional support with social and emotional needs and are accessing individual or small group interventions for emotional wellbeing.</p>
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## 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
Sustained improvement in reading fluency and comprehension by the end of Key Stage 3 for all students, including those that are disadvantaged.	Reading tests taken by all students in Year 7 and Year 9 demonstrate improved comprehension skills among disadvantaged students and a smaller disparity between the scores of disadvantaged students and their non-disadvantaged peers. English assessments across Key Stage 3 also demonstrate sustained improvement in reading comprehension and fluency. There will also be indications of these improvements across all subject areas shown through engagement in lessons and book reviews.
Sustained improvement in numeracy skills by the end of Key Stage 3 for all students, including those that are disadvantaged.	Maths assessments throughout Years 7 and 8 demonstrate improved numeracy skills and a smaller disparity between disadvantaged students and their non-disadvantaged peers.
Sustained improvement in attendance for all students, including those that are disadvantaged.	By 2024-25 improved attendance will be demonstrated by: Overall attendance rates being above the national average. Attendance rates for disadvantaged students being above the national average. Persistent Absence rates for all students being below the national average. Persistent Absence rates for disadvantaged students being below the national average. Levels of attendance and persistent absence for disadvantaged students being in line with non-disadvantaged students.

<p>Sustained improvement in wellbeing for all students, including those that are disadvantaged.</p>	<p>By 2024-25 this will be demonstrated by:</p> <ul style="list-style-type: none"><li>Responses to PASS and Pupil Perception Surveys.</li><li>Numbers of students accessing additional support for social and emotional wellbeing.</li><li>Qualitative information from student voice and teacher observations.</li><li>Increased participation in enrichment and extra-curricular activities.</li></ul> <p>This should also be indicated to some extent in attainment and progress data.</p>
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## Activity in this academic year

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

### Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 99,967

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Teaching staff engage in the Trust Professional Development Programme.</p> <p>The implementation of the Federation wide approach of Language For Learning will develop students' skills in reading, speaking and writing across all subjects.</p> <ul style="list-style-type: none"> <li>• To focus on developing literacy skills in all students one of the 3 main strands of CPD across the Trust is based on language for learning.</li> <li>• Staff across the academy will use this CPD to implement strategies to improve literacy skills in all students.</li> <li>• To support this and to increase cultural capital there will also be a focus on reading in form time and in English lessons from a selected list of books to ensure students are accessing high quality literature.</li> <li>• Some of the pupil premium funding has been used to purchase copies of these books to make sure they can be accessed by all students.</li> </ul>	<p>Our Trust professional development, lodged in our Maximising Learning Programme, focuses on Metacognition, Language for Learning, Assessment and Behaviour. The Trust has reviewed the evidence and produced operational <u>frameworks</u> to enable effective implementation.</p> <p>Developing literacy and reading skills is key for students as they learn new, more complex concepts in each subject:  <a href="#">Improving Literacy in Secondary Schools</a></p>	<p>1, 2, 3, 4</p> <p>1, 2</p>

<ul style="list-style-type: none"> <li>• There are also adapted versions of these books available for students of all abilities to access.</li> <li>• Funding is also used for a subscription to 'The Day' online news magazine for Form Tutors to access with students.</li> </ul>		
Other areas of Professional Development, utilising the Walk Thrus programme, focus on Metacognition, cognition, SEND and assessment to support these areas and develop high quality teaching and learning across the curriculum.	<p>A range of sources have identified the positive impact on learning that the development of these areas can have.</p> <p><a href="#">Metacognition and Self-regulated Learning   EEF</a> (<a href="http://educationendowmentfoundation.org.uk">educationendowmentfoundation.org.uk</a>)</p> <p><a href="#">Teacher Feedback to Improve Student Learning   EEF</a> (<a href="http://educationendowmentfoundation.org.uk">educationendowmentfoundation.org.uk</a>)</p>	1,2

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

Budgeted cost: £ 77,794

Activity	Evidence that supports this approach	Challenge number(s) addressed
Ongoing diagnostic assessment of student performance at all levels – teacher, Head of Department, Head of Year, SENDCO, SLT – to identify students in need of more targeted academic support.	<p>A range of evidence indicates the importance of effective diagnostic assessment to identify the needs of students and provide appropriate intervention and support. Particularly in response to the uneven experience of students during the pandemic.</p> <p><a href="#">EEF Blog: Learning recovery and the role of diagnostic...   EEF</a> (<a href="http://educationendowmentfoundation.org.uk">educationendowmentfoundation.org.uk</a>)</p>	1, 2
A proportion of funding is used towards teaching staff to enable the option of very small group specialist support for the most disadvantaged in Years 9, 10 and 11 to provide additional support in	EEF research shows that small group tuition approaches can support students to make effective progress by providing intensive, targeted academic support to those identified as at risk of falling behind. The approach allows the teacher to focus on the needs of a small number of learners and provide	1, 2

core subjects where specific need is identified.	teaching that is closely matched to student understanding. EEF Teacher Toolkit	
Engaging with the National Tutoring Programme to provide a blend of tuition, mentoring and school led tutoring for students whose education has been most impacted by the pandemic with a particular emphasis on using school led tutoring to support students in Year 7 with identified gaps in literacy and numeracy.	Tuition targeted at specific needs and knowledge gaps can be an effective method to support low attaining students or those falling behind, both one-to-one: <u><a href="#">One to one tuition   EEF (educationendowmentfoundation.org.uk)</a></u> And in small groups: <u><a href="#">Small group tuition   Toolkit Strand   Education Endowment Foundation   EEF</a></u>	1, 2
Delivery of a range of evidenced informed, targeted intervention strategies to support development of literacy and numeracy through Learning Support Assistants and Intervention Coordinators.	Well-evidenced interventions can be targeted at students that require additional support and can help previously low attaining students overcome barriers to learning and 'catch-up'.  <u><a href="#">Making Best Use of Teaching Assistants   EEF (educationendowmentfoundation.org.uk)</a></u>	1, 2

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

Budgeted cost: £87,808

Activity	Evidence that supports this approach	Challenge number(s) addressed
PP funding has been used to provide Pastoral Managers to work alongside the Head of Year in Years 7-13. A key part of their role will be to meet with and mentor PP students with a focus not just on academic performance but also on wellbeing and taking advantage of the extra-curricular activities and house events available to them. Learning Support Assistants and Pastoral Managers also provide wellbeing support for the most disadvantaged students, develop	A range of research identifies that to support students to learn they first need to feel emotionally secure and well regulated. This is particularly emphasised in the work of Dr Bruce Perry and the 3 Rs model of Regulate – Relate – Reason, to enable students to effectively access learning. This is the basis for the use of key pastoral staff to support students' emotional wellbeing to allow them to be better regulated to engage with their learning.	3, 4



<p>their extra-curricular interests and support them in attending clubs and activities. Funding has been extended to also contribute towards CCF, DofE and Priory Leisure to make these opportunities more accessible to disadvantaged students.</p>	<p><a href="https://epinsight.com">The Constellation of Regulation: Part 1 of the 3 Rs (epinsight.com)</a></p>	
<p>With the increased numbers of students requiring additional support for mental health and emotional wellbeing we have used PP and Recovery Premium funding to increase provision from external mentoring and counselling services (Energize Mentoring, Nurture Garden Counselling). This is part of a tiered approach to support emotional and social wellbeing – universal support and education for all students, targeted internal support and more specialist external support.</p>	<p>Our designated mental health lead and other staff have worked closely with the local Mental Health Support Team to develop our provision to support young people’s mental health.</p> <p><a href="https://www.gov.uk">Quick read: Transforming children and young people's mental health provision - GOV.UK (www.gov.uk)</a></p> <p><a href="https://priorityacademies.co.uk">adolescent-mental-health-summary.pdf (priorityacademies.co.uk)</a></p>	3,4
<p>To provide further support for student wellbeing as part of our tiered approach we have invested in having a team of Year 12 Wellbeing Ambassadors trained and supported by Nurture Garden counsellors. These ambassadors provide an initial layer of support for students with mild anxiety and social and emotional wellbeing concerns.</p>	<p><a href="https://educationendowmentfoundation.org.uk">Peer tutoring   EEF (educationendowmentfoundation.org.uk)</a></p> <p>There is a range of evidence identifying the importance of early intervention with mental health and wellbeing to stop issues becoming more serious.</p>	3, 4
<p>As part of our Careers Framework we have appointed an independent Level 6 Careers advisor. Priority will be given to meeting with all disadvantaged students in Years 9-13 to provide guidance on a range of possible next steps and raise aspirations.</p>	<p>Every young person needs high-quality career guidance to make informed decisions about their future. Good career guidance is a necessity for social mobility: those young people without significant social capital or home support to draw upon have the most to gain from high-quality career guidance.</p> <p><a href="https://www.gatsby.org.uk">Good Career Guidance   Education   Gatsby</a></p>	1, 2, 3, 4
<p>Pastoral staff embed approaches and procedures set out in DfE guidance to support students improve attendance.</p> <p>Key staff attend training from the Local Authority on the new Emotional Based School Avoidance ladder and PSP. The academy also accesses a</p>	<p>Approaches are closely aligned with good practice set out in DfE’s <a href="https://www.gov.uk">Improving School Attendance</a> and follow the attendance ladder and protocols set out by the Local Authority based on substantial evidence and work with other local authorities - <a href="https://local-offer.org">Introduction (local-offer.org)</a></p>	3, 4

<p>package of support from the local authority on managing and supporting school attendance.</p> <p>Pastoral staff work closely with families to support improving attendance.</p>		
<p>To develop effective approaches for engaging hard to reach families the Head of Year 9 is carrying out a trial with parents of disadvantaged students in Year 9 to identify the barriers that are limiting parental engagement and ways to break these barriers down.</p>	<p><a href="http://educationendowmentfoundation.org.uk">Parental engagement   EEF (educationendowmentfoundation.org.uk)</a></p>	3, 4
<p>Contingency fund to address any additional priorities that arise.</p>	<p>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</p>	All

**Total budgeted cost: £ 265,569**

## 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 students in the 2020 to 2021 academic year.

Our internal assessments during 2020/21 suggested that the performance of disadvantaged students was slightly lower than in the previous year in terms of attainment in key areas of the curriculum. The progress of disadvantaged students was improved on previous years but still negative overall. EBacc entry was 65.22%, which is lower than the previous 2 years and is an area to focus on in the current strategy.

Our assessment of the reasons for these outcomes points primarily to Covid-19 impact, which disrupted all of our subject areas to varying degrees. As evidenced in schools across the country, partial closure was most detrimental to our disadvantaged students, and they were not able to benefit from our pupil premium funded improvements to teaching and targeted interventions to the degree that we intended. The impact was mitigated by our resolution to maintain a high quality curriculum, including during periods of partial closure, which was aided by use of online resources on our SharePoint learning platform and increased use of Teams to deliver live lessons. Although laptops and other necessary technology were provided for all our disadvantaged students, there was still a lack of engagement in the remote learning from some. We endeavoured to get as many of our disadvantaged students as possible to attend during the periods of lockdown. Where students were not in school Pastoral Managers and Heads of Year maintained regular contact and communication with those identified as not engaging. This provided reassurances about their welfare and developed good communication links with families but did not always lead to an increase in engagement. When students returned to the academy from 8<sup>th</sup> March departments carried out further assessment to identify areas of focus, revise curriculums and implement support for students.

Despite the impact of the disruption of Covid 19 all but one of our disadvantaged students in Year 11 successfully accessed the next stage of their education and remained in education, employment or training.

Although overall attendance in 2020/21 was lower than in preceding years at 94.5%, it was higher than the national average. Attendance for disadvantaged students was 91.3% and levels of persistent absence were higher for disadvantaged students. These gaps are larger than in previous years, which is why attendance is a focus of our current plan.

Our assessments demonstrated that student behaviour, wellbeing and mental health were significantly impacted last year, primarily due to COVID-19-related issues. The impact was particularly acute for disadvantaged students. We used pupil premium funding to provide wellbeing support for all students, and targeted interventions where required. We are continuing to build on that approach in our new plan.

## 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

## Service student 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 student premium allocation last academic year?	Dedicated members of staff support and monitor service students and their wellbeing – particularly when a family member is deployed. Support is available to access extra-curricular activities and clubs.
What was the impact of that spending on service student premium eligible students?	Student voice, module grades and the Pupil Perception survey demonstrate positive attitudes in our service students. Many of them engage in a range of activities including CCF and DofE and achieve well.

## Further information (optional)

### **Priory Trust**

The Trust takes a collaborative approach to this important work and generates frequent opportunities for leaders to review progress and share impact and learning from their own contexts. Research findings and guidance about impactful approaches to supporting disadvantaged students are shared via the PD team update and the outcomes for disadvantaged students remains high on every teaching and learning agenda.

The Trust facilitates an annual peer review process to support academies to review the impact of their Pupil Premium and Recovery strategies.