

## Pupil Premium Plan and Strategy – Secondary Phase

1. Summary information					
<b>School</b>	Serlby Park Academy				
<b>Academic Year</b>	19/20	<b>Total PP budget</b>	£141,185	<b>Date of most recent PP Review</b>	Oct 2019
<b>Total number of pupils</b>	380	<b>Number of pupils eligible for PP</b>	148	<b>Date for next internal review of this strategy</b>	Mar 2020

Serlby Park Academy is a comprehensive 3-18 school serving Bircotes and Harworth and the surrounding community. We are an Academy sponsored by DELTA Academies, an educational charity that sponsors a chain of Academies across Yorkshire and the Humber. In our determination to ensure that our students are given every chance to realise their full potential, we create an atmosphere of high aspirations and ambitions for all our students and we believe that no individual should be left behind. At Serlby Park Academy the percentage of students classified as disadvantaged is 39% on secondary site, this is significantly above the National Average. The proportion of PP students in Year 7 is 37.5%, Year 8 is 50.6%, Year 9 is 46.6%, Year 10 is 45.8%, and Year 11 is 53.3%.

Our key objective in using the Pupil Premium Funding is to narrow the gap in attainment between pupil groups. Through targeted interventions, we are working to eliminate barriers to learning and progress. Many of our disadvantaged children enter Secondary Phase with lower than average attainment and our aim is to ensure that they make accelerated progress in order to meet or exceed the age related expectations as they move through the Academy. We recognise how attendance and punctuality can play a part in this. We have also recognised a progress gap for higher ability students at the end of KS4 and we are making it a priority to eliminate this gap.

A range of strategies are being put in place to improve attainment by improving literacy, the behaviour, engagement, resilience, attendance and punctuality of Pupil Premium Students with a particular focus on the Ebacc subjects at KS4.

Plan of PP budget Spending			
Item/project	Projected cost	Objective	Projected Outcome
<b>SLT Mentoring Programme</b>	<b>£5,400</b>	Identified PP students have a mentor to support motivation and academic achievement.	Achievement and Progress gaps between Pupil Premium (PP) and Non-Pupil Premium students will continue to narrow when comparisons are made between the attainment and progress of students in 2019.
<b>Marking and feedback-</b>  Resources – Feedback sheets and display materials. Staff training and CPD. Admin support.	<b>£5,765</b>	Feedback training for staff so that staff can confidently deliver specific, accurate and clear feedback with the right balance of support and challenge.	PP students to be prioritised when marking, and on some occasions be given more regular feedback.
<b>Teaching and learning CPD</b>	<b>£7,500</b>	Continue to further develop staff CPD for staff on changing mind set, supporting PP students in particular.  CPD sessions to be delivered on differentiation and challenge.	Achievement and Progress gaps (2020) between Pupil Premium (PP) and Non-Pupil Premium students will narrow at SPA. Progress of PP students to remain above non-pupil premium students nationally.

<p><b>Music School</b></p> <p>Free tuition and instruments for Pupil Premium Students.</p>	<p><b>£2,200</b></p>	<p>The resilience of Pupil Premium Students who have an instrument (KS3 and KS4) improves.</p> <p>Pupil Premium Students take a proactive part in the wider Academy life.</p>	<p>Pupil Premium Students in music to achieve progress in line with non-Pupil Premium students at KS3. All Pupil Premium Students who have been loaned an instrument and provided with free tuition take part in at least one performance.</p>
<p><b>Pupil Premium Champion</b></p>	<p><b>£5,100</b></p>	<p>To ensure that PP students have access to regular mentoring slots focusing on academic work and barriers to learning.</p> <p>Support PP students in after school sessions to complete homework and prepare for controlled assessments.</p>	<p>Achievement and Progress gaps (2020) between Pupil Premium (PP) and Non-Pupil Premium students will narrow at SPA. Progress of PP students to remain above non-pupil premium students nationally.</p>
<p><b>Delta Director Support</b></p> <p>School Improvement Leadership Teaching and Learning</p>	<p><b>£18,000</b></p>	<p>Continue to develop and support middle leaders to ensure consistency across the curriculum with a direct focus on supporting disadvantaged students.</p> <p>Develop teaching to ensure consistent planning for progress to ensure that the gaps are closing for pupil premium students.</p>	<p>The achievement and progress of Pupil Premium students continues to improve as a result of middle leadership sharing good practice and improved teaching. Middle leaders now have regular progress meeting to discuss and focus on Y11 data with a particular focus on PP students. This is now separated into areas of progress- Ebacc, English and Maths, and Open Basket.</p>

<p><b>Provision of Targeted intervention for Y11 Pupil Premium Students</b></p> <p>Delta EBacc Directors to deliver and lead targeted interventions. Resources to deliver Master classes and small group interventions.</p>	<p><b>£21,000</b></p>	<p>To reduce the 2019 gap between Pupil Premium and Non-Pupil Premium Nationally. Each year 11 student will have a personalised timetable from Easter. Students will have access to a daily revision programme. Whole cohort exam prep in the exam hall - marked and feedback quickly, to support progress. Weekly RAG meetings that identify PP students will allow for intervention groups to be swapped when appropriate.</p>	<p>Achievement and Progress gaps (2020) between Pupil Premium (PP) and Non-Pupil Premium students will narrow at SPA. Progress of PP students to remain above non-pupil premium students nationally.</p>
<p><b>Literacy Intervention across KS3</b></p> <p>Literacy intervention groups in KS3.</p>	<p><b>£6,150</b></p>	<p>To reduce the Academy Achievement gap between Pupil Premium and Non-Pupil Premium Students in Years 7 to 9. Improved literacy to support all subjects as students will be able to access work to an age related expectation.</p>	<p>Improved attainment and progress in KS3 in comparison to all Delta schools.</p>

<p><b>Pupil Support</b></p> <p>Money spent supporting pupils with purchasing uniform, equipment, textbooks and other essentials.</p>	<p><b>£12,360</b></p>	<p>Ensure that the any educational barriers to learning are removed. Where students do not have the materials/resources to ensure that they are 'prepared' for learning then they are provided.</p>	<p>All PP students are fully prepared for learning and there are no differences between the materials /resources available to Pupil Premium and Non-Pupil Premium students.</p>
<p><b>Pupil Premium Tracking System - Data Manger</b></p>	<p><b>£1,450</b></p>	<p>To collect, analyse and track data across all year groups for pupil premium students to ensure that gaps are clearly identified and intervention is in place.</p>	<p>The achievement and progress of Pupil Premium students improve as a result of more consistent use of data.</p>
<p><b>Improve the behaviour, engagement, attendance and punctuality of pupil premium students</b></p> <p>Attendance team</p>	<p><b>£34,380</b></p>	<p>Continue to reduce the number of fixed term exclusions of pupil premium students. Continue to improve the resilience of pupil premium students. Continue to provide wellbeing and emotional support for pupil premium students. Reduce the 2019 Academy gap (attendance) between Pupil Premium and Non-Pupil Premium Students.</p>	<p>The gap between the number of fixed term exclusions of Pupil Premium Students and Non-Pupil Premium Students to narrow. The attendance gap between Pupil Premium and National Non-Pupil Premium Students to narrow. Key students and cohorts are monitored closely and are the first students to be contacted regarding attendance and the first students to have home visits every day.</p>

<p><b>PP Development Fund</b></p> <ul style="list-style-type: none"> <li>• Interventions</li> <li>• Trips</li> <li>• Enrichment</li> <li>• Rewards</li> </ul>	<p><b>£15,890</b></p>	<p>Ensure that there is financial capacity throughout the academic year to additionally support PP students. Departments can apply for PP funding to run additional intervention/trips/enrichment to specifically support PP students.</p>	<p>Achievement and Progress gaps (2020) between Pupil Premium (PP) and Non-Pupil Premium students will narrow at SPA. Progress of PP students to remain above non-pupil premium students nationally.</p>
<p><b>Provision of high quality careers guidance</b></p>	<p><b>£6,000</b></p>	<p>Pupil Premium Students in years 10-11 have access to high quality and frequent careers information and guidance.</p>	<p>The percentage of year 11 Pupil Premium Students classified as NEET (2020) to be zero.</p>

<p><b>Total PP Budget</b></p>	<p><b>£141,185</b></p>
<p><b>Total PP expenditure</b></p>	<p><b>£141,185</b></p>
<p><b>Total remaining</b></p>	<p><b>£0</b></p>