

Pupil premium strategy statement – September 2023 Update

This statement details our school's use of pupil premium (and recovery premium for the 2022 to 2023 academic year) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	Laurence Jackson School
Number of pupils in school	1248
Proportion (%) of pupil premium eligible pupils	25% (311 students)
Academic year/years that our current pupil premium strategy plan covers (3-year plans are recommended)	2021-2024
Date this statement was published	September 2023
Date on which it will be reviewed	December 2024
Statement authorised by	Catherine Jukes
Pupil premium lead	John Stewart
Governor / Trustee lead	Derek Benn

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£ 342,935
Recovery premium funding allocation this academic year	£83,628
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£426,563

Part A: Pupil premium strategy plan

Statement of intent

Ultimate objectives for our disadvantaged students

1. Disadvantaged students achieve in line with non-disadvantaged students, nationally
2. Disadvantaged students are provided with, and take advantage of, a range of opportunities to develop cultural capital
3. Disadvantaged students acquire the knowledge and develop the skills needed to pursue the next stage in their education, training, or employment

Our pupil premium strategy plan works towards achieving our objectives in the following ways:

- a. Quality First Teaching for all students
- b. Strategies employed to close vocabulary gaps and allow students to develop as effective readers and in turn enable them to access a rich and deep curriculum
- c. Use of 'gap analysis' and timely intervention so that students know more and remember more
- d. Provide support to improve attendance so that all Disadvantaged students can access a full curricular and extra-curricular offer
- e. Support to improve and manage behaviour to achieve a more consistently positive attitude towards learning
- f. Provide a programme of CEIAG provision and enrichment opportunities to support the development of cultural capital and character education and reduce the risk of disadvantaged students becoming NEET

Key principles of our strategy plan

- Narrowing the gap between Disadvantaged and non-Disadvantaged students is the responsibility of all staff
- Our school has an ethos of inclusivity
- Strategies employed are evidence based
- Our strategy is fluid, impact is regularly monitored and reviewed, and plans are modified accordingly

Challenges

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

Challenge number	Detail of challenge
1	Support and challenge our PP students and their families to ensure that they have high aspirations and expectations
2	Support and challenge our PP students and their families so that their attendance continues to improve
3	Provide support to ensure behaviour of PP students improves, suspensions are reduced and learning time in lessons is maximised
4	Ensure a detailed literacy development plan is in place to ensure that vocabulary gaps and less developed reading skills apparent at the end of KS2 are closed and do not become evident across KS3-4
5	Embed recall and retrieval practice into every lesson in order to address poor recall of core knowledge

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
1. Culture of high aspiration and expectation is evident in the PP cohort - Embed effective recall and retrieval practice into every lesson in every subject	<ul style="list-style-type: none"> ▪ Increase in PP students taking triple science and MFL; distribution of PP students in sets resulting in improved outcomes. ▪ PP involvement in CEIAG events (in all Year Groups) is in line with non-disadvantaged students
2. Improve attendance and reduce persistent absenteeism across the PP cohort	<ul style="list-style-type: none"> ▪ PP attendance continues to improve so that it is in line with national attendance figures for all students and the gap between Disadvantaged and non-Disadvantaged students narrows to <2% ▪ Level of persistent absenteeism in PP cohort reduces to <25% or less.
3. Improve behaviour and attitudes to learning across the PP cohort	<ul style="list-style-type: none"> ▪ Reduction in suspensions across the academy and particularly within the PP cohort, so that rate of suspension for PP and non-PP students are similar ▪ Proportion of PP students exhibiting low level disruption and attending detentions are in line with non-PP students. ▪ Enhanced pastoral care – use of BSA / Evolve base to improve engagement.
4. Embed a reading culture across the PP cohort and whole school	<ul style="list-style-type: none"> ▪ Literacy development plan is well embedded, so that reading skills are improved and fewer students in Years. 8-11 require reading interventions ▪ Vocabulary gaps are diminished
5. Improve co-curricular / enrichment participation of the PP cohort.	<ul style="list-style-type: none"> ▪ Appropriate proportion of PP students (at least in line with school average) represent student leadership groups, sports teams and Scholar's Award. ▪ Barriers to participation in co-curricular / enrichment activities are reduced by offering free to access activities run by school, financial support with the cost of external opportunities (Duke of Edinburgh), and the introduction sports opportunities to mitigate transport challenges
6. Improve % PP students achieving 5+ in English and maths	<ul style="list-style-type: none"> ▪ Disadvantaged students 'Basics' measure at 4+ = 55% and at L5+ = 35% or more

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: £213,281.50

Focus	Activity	Evidence that supports this approach	Challenge number(s) addressed
Students are supported to know more and remember more through the delivery of high-quality teaching and learning across the curriculum	a) Regular Quality Assurance of Quality First Teaching for PP students	Routine quality assurance through lesson visits, book scrutiny, data review and learning conversations (including Deep Dive process) ensures that the delivery of QFT to PP students is a focus for consequent staff development and CPD opportunities	1, 3, 4, 5
	b) Regular and effective feedback via structured teacher (STAR), self and peer assessment – adaptive teaching (check ins, questioning, scaffolding, annotated seating plans)	The development of effective feedback is an EEF suggested strategy for maximum impact (very high impact for very low cost, based on extensive evidence: impact +6)	1, 5
	c) Development and Implementation of Trust-wide Literacy Development plan (including action plan to improve Reading)	The development of reading comprehension strategies and oral language interventions are EEF suggested strategies for maximum impact (very high impact for very low cost, based on extensive evidence: impact +6). <i>“Literacy is the gateway to the curriculum”</i>	1, 4, 5
	d) Specific target setting and review in all curriculum areas for underachieving PP students	Specific and personal targets, with associated in-class and extra-curricular tasks will support students in closing any gaps in their learning – including interventions, and Post Progress Check analysis to enhance support for PP students.	1,4, 5
	e) CPD programme incorporating PP focus to support and develop best practice in teaching, learning, assessment and personal development	Sutton Trust research states that the difference between the effect of poor teaching and that of highly effective teaching is just under half a year’s extra progress for most students. Appropriate and timely CPD for all staff will raise the profile of PP students and ensure that effective teaching strategies are used in lessons to support them	1, 3, 4, 5

<p>Gaps in learning, and barriers to learning are identified and appropriate intervention strategies are employed to close them.</p>	<p>f) Identification and addressing of gaps in learning (identified through question level analysis of planned assessments, including CATs)</p>	<p>As a result of the pandemic, students have gaps in the learning. Using strategies to identify these gaps and then suitable interventions to support the closing of the gap will enable students to know more and remember more</p>	<p>4, 5</p>
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Targeted academic support

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

Budgeted cost: £ 106,640.75

Focus	Activity	Evidence that supports this approach	Challenge number(s) addressed
All teaching staff share accountability for PP student progress.	a) Enhanced accountability for PP progress for SLs / class teachers	SLs are responsible for robust SoLs in their curriculum areas and ensuring that these support students in knowing more and remembering more. They are best placed to interpret data for their subject to identify trends, gaps in learning, etc.	1, 4, 5
In-school systems & structures are developed to support the academic progress of PP students	b) Further development of homework and revision support for KS4	Homework is one of the strategies identified by the EEF as having a considerable impact on improving progress (high impact for very low cost, Impact +5).	1, 4, 5
	c) Improved on & off-site Alternative Provision: including the Evolve base and deployment of Behaviour support.	Bespoke programmes for PP students to engage/re-engage with learning across KS3 & 4. EEF evidence shows that behaviour interventions can support progress (moderate impact for low cost, Impact +4).	1, 2, 3, 4, 5
	d) Intervention programmes for targeted students across KS 3 & 4; small group tuition, online tuition provision and gap-specific intervention to support progress	EEF research suggests that tuition can accelerate progress of disadvantaged students (high impact for moderate cost, Impact +5).	1, 5

Wider strategies

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

Budgeted cost: £106,640.75

Focus	Activity	Evidence that supports this approach	Challenge number(s) addressed
The cultural capital of PP students is developed in the wider curriculum	a) Mentoring	Regular conversations will support progress and encourage the development of successful learning habits. (EEF: low impact for moderate cost, based on moderate evidence: Impact +2).	1, 2, 3
	b) Improve engagement of PP students with extra-curricular offer	The provision of a broad range of extra-curricular activities helps to support the development of cultural capital and character education. PP students are targeted to participate in wide ranging opportunities including student leadership, sport and academic challenge.	1, 2, 3
	c) Bespoke provision for PP students with specific attendance, behaviour, progress or social and emotional wellbeing needs. Discussed at <i>Vulnerable Students Panel</i>	This approach is justified as early intervention in terms of support to minimise absence and improve behaviour to ensure that students are supported educationally, socially and emotionally. Outcomes can include interventions ranging from 'Time 4 You' appointments to alternative provision or respite placements	2, 3
	d) Improving attendance of PP cohort. Further embed attendance protocols enabling swift daily interventions to further improve the attendance of PP students	This approach is justified as early intervention in terms of support to minimise absence and improve behaviour to ensure that students are supported educationally, socially and emotionally.	2
	e) CEIAG prioritised for PP students	This additional intervention will be targeted at PP students across KS 3 & 4 and will work in conjunction with activity c) from Targeted Academic Support.	1, 2, 3

Total budgeted cost: £426,563

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.

Our original targets for 2022-23 were as follows:

A. Improve attendance rates for pupils eligible for PP

- Improvement of 1.4% in the attendance of PP students in comparison to 21-22 attendance.
- Attendance Panel process introduced to support parents and students to improve attendance with strong focus on pupil premium students
- As a result of a specific focus on PP persistent absence rates, including student meetings and detailed information being provided to students who are on the cusp of PA, the rate of Persistent Absenteeism for PP students reduced by 9.5%.

B. Behaviour management and communication systems are refined and embedded and ensure high expectations from all students but particularly vulnerable students

- Systems and processes to target support for students who are disadvantaged have been further developed by the creation of a Vulnerable Student Panel process. This has led to 40 of our most vulnerable students receiving targeted additional internal support through their referral to Vulnerable Student panel
- The most challenging students have received effective support either from internal or external sources through the referral processes with 20% of the Year 11 cohort open to at least one external service or agency
- An effective Designated Adult approach to student and parent interactions for students where there are concerns about progress, attendance or behaviour which has supported them to build positive relationships in school and allowed school staff to build positive relationships with harder to reach families.
- There has been a 13% reduction in the number of pupil premium students who have been suspended, a 25% reduction in permanent exclusions issued to Pupil Premium students and 27% of Pupil Premium students at risk of suspension who received internal support did not receive an external suspension.

C. Increased engagement and aspiration by PP students in extra-curricular provision

- Examples of provision that students are offered include the following activities: mental health awareness raising music performances and Macbeth & A Christmas Carol theatre productions
- We have been part of the One Vision careers programme which has been focused specifically on supporting pupil premium students and has offered visits and support for this group
- As a result of targeting our provision and engaging pupil premium students with our excellent provision, 86% of PP students have accessed enrichment activities this academic year

D. Improve the performance of disadvantaged students in English and Maths. Narrow the gap between the performance of Y11 disadvantaged and non-disadvantaged

- School Lead tutoring has been used to support students who are disadvantaged. Students who have accessed school lead tutoring have shown improved progress. Year 11 tutoring impact seen in grade improvement averages for students accessing the provision: 0.35 grades in English, 0.88 grades in Maths, 1.08 grades in Triple Science, 1.59 grades in Combined Science
- Where Pupil premium students' progress is a concern they are targeted for in class support, this includes additional checks ins and live marking in class. On average students who were targeted for this support from their teachers made 0.67 grades progress between data points in Year 11

- Progress Data at Key Stage 3 shows that gap between PP and non PP students has narrowed in English Maths and Science last year in Year 7 and 8.

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 pupil premium funding (optional)

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

Measure	Details
How did you spend your service pupil premium allocation last academic year?	In 2022-23 there were 27 students in this cohort Those in receipt of the service pupil premium funding receive the same support as the PP cohort.
What was the impact of that spending on service pupil premium eligible pupils?	It is difficult to quantify the impact of the above support on service pupil premium eligible pupils. This is due to the nature of support provided and the fact that this support was provided for students across all year groups, therefore cannot be measured against academic achievement. The remaining service pupil premium eligible students continue to attend more regularly than all students, behave well and have fewer suspensions than their peers.

Further information (optional)

Additional information – Spending of PP funding

This section will be updated at key points throughout the academic year in order to:

- illustrate progress towards our targets
- reflect any amendments made to our PP Strategy
- outline additional activity which will supplement our PP Strategy

Summer Term Update – May 2024

UPDATE ON STRATEGY STATEMENT	
Intended outcome 1 update	<p><i>Culture of high aspiration and expectation is evident in the PP cohort - Embed effective recall and retrieval practice into every lesson in every subject –</i></p> <p>Routine quality assurance through lesson visits, book scrutiny, data review and learning conversations ensures that the delivery of quality first teaching to pupil premium students is a focus. There is a strong focus on staff development for teaching staff to ensure that classroom practice is strong. Aspiration is reinforced through rewards; disadvantaged students proportionally receive the same number of positive points and other. They receive 27% of all points awarded where they make up 25% of the cohort.</p>
Intended outcome 2 update	<p><i>Improve attendance and reduce persistent absenteeism across the PP cohort -</i></p> <p>There was an improvement of 1.4% in the attendance of pupil premium students in 22-23 in comparison to 21-22. The year-to-date improvement in attendance for the pupil premium cohort is 1.5%. As a result of a specific focus on pupil premium persistent absence rates, the rate of Persistent Absenteeism for pupil premium students reduced by 9.5% in 22-23. Year to date there has been a 4.6% reduction in Persistent Absenteeism in 23-24</p>
Intended outcome 3 update	<p><i>Improve behaviour and attitudes to learning across the PP cohort –</i></p> <p>There has been a 29% reduction (34% since 2021-22) in the number of Pupil Premium students who have received at least one suspension in comparison to the same period last year. There has been a 30% reduction in the number of PP suspensions compared to 2022-23 and 42% compared to 2021-22.</p>
Intended outcome 4 update	<p><i>Embed a reading culture across the PP cohort and whole school -</i></p> <p>Effective strategies to teach reading in lessons are established and a range of interventions are used with success to improve the reading ages of students whose reading age is below their chronological age. These strategies are ensuring that students' reading ages are improving and that as a consequence they better able to access the curriculum. All pupil premium students who need help to improve their reading are accessing interventions or personalised support.</p>
Intended outcome 5 update	<p><i>Improve co-curricular / enrichment participation of the PP cohort -</i></p> <p>As a result of targeting our provision and engaging PP students with our provision, this year to date 68% of of PP students have accessed enrichment activities last academic year. This compares to 81% of the whole cohort.</p>
Intended outcome 6 update	<p><i>Improve % PP students achieving 5+ in English and maths -</i></p> <p>PP students are targeted in lessons and through intervention strategies. Year to date 95% of PP students targeted for a grade 5 have received intervention either in form time or through additional timetable curriculum support. PP students in English have on average made 1/2 grade progress between progress check 1 and 3 in Year 11 and in maths 0.8 of a grade.</p>
Next Steps	<p>We continue to put the needs of pupil premium students strategically at the centre of our decision making and we recognise that our universal offers must always consider pupil premium students due to the considerable barriers they face. Essentially our approach to pupil premium is that of positive discrimination; where students need additional support they receive as a priority if they are pupil premium.</p>

Our pupil premium strategy will be supplemented by additional activity that is not being funded by pupil premium or recovery premium. That will include:

- Embedding more effective practice around assessment and feedback

- Offering a wide range of high-quality extracurricular activities to boost wellbeing, behaviour, attendance, and aspiration. Activities (e.g., The Duke of Edinburgh's Award), will focus on building life skills such as confidence, resilience, and socialising. Disadvantaged pupils will be encouraged and supported to participate