

The Sutton Academy Pupil Premium Improvement Plan

2019-2020

The Sutton Academy Pupil Premium Action	The Sutton Academy Pupil Premium Action Plan 2019-2020								
Pupil Premium Lead Name:	il Premium Lead Name: K Harker								
Pupil Premium Lead Governor Name:	Natalie Morley								

Pupil Premium Profile 2019 – 2020	
Number of eligible pupils:	531 (47%)
Amount per pupil:	TBC
Total pupil premium budget:	TBC

Main Barriers at The Sutton Academy for Disadvantaged students	Historical poor attendance
	2. Limited access to language wide vocabulary
	3. Low literacy levels on intake
	4. Low numeracy levels on intake
	5. Low aspirations
	6. Narrow experience of life outside the academy

Priority Area 1	Improve attainment and progress of disadvantaged students
Priority Area 2:	Improve cultural capital and Vocab for disadvantaged students
Priority Area 3:	Improve attendance for disadvantaged students
Other AIP objectives	Priority Area: Achievement
which support the Pupil	Objective 1 Improve attainment and progress in English and all Ebacc subjects
Premium Improvement	
Plan	Priority Area: Quality of Education
	Objective 6 Curriculum development to ensure students have access to a broad and ambitious curriculum
	Objective 7 To develop teaching strategies to promote the acquisition and retention of knowledge
	Objective 8 To improve students' progress and attainment by developing positive attitudes to learning through adopting the growth mindset principles.

The Sutton Academy Pupil Premium Improvement Plan

Specific detail of Actions Required (what, why and how)	Acco untab le perso n	Success measure (quantitative or qualitative)	Milestones Feb 2020	Upda te Nov 19 RAG	Progress update 1	Upda te Feb 20 RAG	Progress update 2	Upda te May 20 RAG	Progress update 3	Upda te Sep 20 RAG	End of year position and impact	
Priority Area 1 : Improve attainmen	nt and pro	ogress of disadvanta	aged students									
Improved literacy skills for Y7 students who are identified as not secondary ready	LSN	PP Progress to improve to -0.30	Catch Up plan in place. T2 demonstrates literacy is improving		55 PP students taken part in literacy intervention including PowerUp and intervention in the SDC. Awaiting impact from T2.		Still awaiting data from KS3 exams and Tracking 2					
Improved numeracy skills for Y7 students identified as not being secondary ready	LSN	PP Progress to improve to -0.30	Catch Up plan in place. T2 demonstrates numeracy is improving.		20 PP students currently receiving numeracy intervention. Awaiting impact from T2.		Introduction of TT Rockstars for students below in maths. KS3 exam data should demonstrate progress once T2 has been completed.		Plan postponed due to pandemic			
Data driven seating plans and CSI embedded to prioritise disadvantaged students	KHR	PP Progress to improve to -0.30	Mint QA demonstrates PP students are being prioritised for intervention strategies.		Continuing to be monitored through coaching		Y11 T2 disadvantaged progress improved from - 0.36 to -0.30.					
Performance Management targets for staff paid through PP funding to be linked to PP outcomes and impact of strategies	ASM	PP Progress to improve to -0.30	PM targets and reviews completed.		PM targets in place for staff paid through PP funding		PM targets in place for staff paid through PP funding					

5. Intervention groups and Boost	KHR	PP Progress to	Attendance at		All intervention	
and Secure to be targeted based		improve to -0.30	intervention/B		groups have	
on tracking and to prioritise PP		improve to olso	&S for PP	All intervention	minimum of 75%	
students			students is at	groups have	PP cohorts.	
students			least 95%	minimum of 75%	FF COHOICS.	
			least 95%		Facus on DOC DD	
				PP cohorts.	Focus on B&S PP	
					attendance for 4 th	
					half term	
6. All underperforming PP students	KHR	PP Progress to	50% of all		KS3 now moved	
Y7-11 to have accessed and		improve to -0.30	underperformi		onto Rockstar	
successfully completed the Pixl			ng PP students		timetable.	
timestable App			to have			
			successfully		KS4 R2L session	
			completed the	VC2 +:	continues	
			Pixl timestable	KS3 timestable	40% of Y9	
			Арр	group and KS4	underperfoming	
			''	timestable group in	PP have accessed	
				place during R2L	35% of Y10	
					underperforming	
					PP have accessed	
					46% of Y11	
					underperforming	Plan postponed due to pandemic
					PP have accessed.	
7. All Y10 and Y11 PP students to	KHR	No PP NEETs	All careers		Prioritised list in	
have prioritised Careers			interviews for		place with	
interviews			PP to be		Careers Connect.	
			completed		Interviews are	
					currently taking	
				Prioritised list in	place	
				place with Careers		
				Connect.	Extra 20 PP	
				Interviews are	students from	
				currently taking	each year group	
				place	have a	
	1				designated extra	
					careers meeting	
					scheduled during	
					Partnership	
	1				Evening	
8. KS3 termly HAP PP conferences	LSN		1 st conference		Y8 Science	
to promote aspirations	LOIV		to have taken		Medical	
to promote aspirations			place		conference to	
			piace			
					take place 4 th	
					March	

9. KS4 termly HAP PP conferences	KHR		1 st conference		Conferences	
to promote aspirations			to have taken		taken place for:	
			place		Maths	
					Science	
					Maths/English	
					residential	
				Y11 HAP PP internal	French	
				conference taken	Spanish	
				place for Maths and	Girl PP career	
				Science	aspirations	
					LAC career	
				Y10 HAP PP	aspirations	
				external	NCS (2 nd highest	
				conference taken	sign up in St	
				place looking at	Helens/Wigan/Lei	
				careers and	gh)	
				universities	,	
					Due to take place	
					in Spring Term:	
					Maths	
					Career in Politics	
					School Diners	
					Construction	Plan postponed due to pandemic
10. Develop the curriculum provision	KHR	All Y9 and Y10	Curriculum	Y11 students on	Curriculum	
at "The Base" to allow students		students to have	map to be in	track to be entered	provision and	
to maximise the number of		access to at least	place for	for 6 subjects (5	staffing under	
GCSEs they can achieve		8 GCSEs (or	Y9/Y10/Y11	counting toward	review for both	
		equivalent)	Y9 and Y10	P8)	current Y10 and	
		All Y11 students	students to be	,	Y11.	
		to have access to	registered on	Y10 students on	. ==.	
		at least 6 GCSEs	the relevant	start NCFE Health		
		(or equivalent)	vocational	and Fitness		
		, ,	courses	alongside		
				Maths/English/Scie		
				nce		
11. All bucket 1 and bucket 2	PWN	PP progress to	Subject PP	FIPs all produced	FIPs all	
subjects to have a dedicated		improve to -	plans in place	and have	produced and	
pupil premium plan as part of		0.30	as part of FIP	dedicated PP	have dedicated	
their Faculty Improvement Plan.				targets	PP targets.	
man dealty improvement ridin					Reviewed	
42 Parisary satting 1 A4 H	KUD	NI- HAD DD	Davies 1	Onnaina ()	February 2020	
12.Review setting in Maths,	KHR	No HAP PP	Reviewed	Ongoing after	Ongoing after	
English and Science to ensure		students have	after tracking	each tracking	each tracking	

HAPS and MAPS PP students are in the most appropriate sets based on progress and attainment.		restricted progress due to KS3 and KS4 setting in Maths/English/S cience	1 for all year groups			
To review the impact of PP intervention strategies every half term with Achievement Leaders and Faculty Leaders to evaluate impact.	KHR LSN	PP Progress to improve to -0.30	Reviewed impact after each tracking	Meetings taken place after T1. Strategies in place to improve PP progress by T2	Meetings taken place after T1 and T2. Strategies in place to improve PP progress. Y11 T2 disadvantaged progress improved from - 0.36 to -0.30. Y10 T2 disadvantaged progress improved from - 0.49 to -0.39.	Plan postponed due to pandemic
Half termly student voice feedback on English and Ebacc subjects	KHR	Positive ATL in English and Ebacc subjects leading to tracking predicting PP progress -0.30	Student voice undertaken and used to inform improvement s to B&S, R2L, exam preparation	Whole year group student voice undertaken on B&S Average ATL of a grade 2 across these subjects. R2L intervention student voice undertaken HAP student voice undertaken	English student voice taken place Actions put into place from student voice for B&S 100 day plans in place for most Ebacc subjects to improve exam preparation	

Review AEN provision termly for all PP students to ensure their needs are being met in all lessons (PP AEN 33.4%)	KHR TSS	PP progress score of PP AEN students to narrowing the gap on PP Non AEN students	Reviewed impact after each tracking	English B&S HAP student voice to take place in December To take place Jan 20.	Y11 PP AEN improved T1 to T2 from -0.84 to -0.75 Y10 PP AEN improved T1 to T2 from -0.76 to -0.74	
Priority Area 2: Improve cultural ca	nital and	Vocab for disadvan	taged students		-0.74	
Thomy Area 2. Improve cuitara ca	pitai ana	vocabilor disadvall	tubed students			
Provide teachers with CPD on how to exploit cultural capital links in every day lesson planning.	LGE	Teachers are making the most of opportunities in lessons to develop cultural capital – as evidenced through coaching.	CPD has taken place for all staff. Coaching records show that staff are beginning to use opportunities in lessons to develop cultural capital. Staff are receiving advice on how to do this effectively through coaching.	This is planned for 3 rd Feb. Will be led by CNS as part of her whole school T&L project for TT programme.	Feb 3 rd was used to launch the vocabulary book strategy with all staff. Specific CPD on Cultural Capital has now been postponed, although this will be coming through coaching for individual teachers. Exploring how ERIC can be used to develop literacy as well as cultural capital.	Plan postponed due to pandemic
Provide teachers with CPD on how to plan for the teaching of vocabulary in all lessons.	LGE	Teachers are taking the time in lessons to develop student' understanding of tier 2 vocabulary	CPD has taken place for all staff. Coaching records show that staff are	CPD taken place on November on the use of tier 2 vocabulary.	Further CPD provided Feb 3 rd 2020.	

		ac ouidancad	hoginning to	Coography and	This is further		
		– as evidenced	beginning to	Geography and	This is further		
		through coaching.	take the time	English are now	supported		
			in lessons to	trialling the use of	through coaching.		
			develop	vocabulary books.			
			student's		Vocabulary books		
			understanding	R2L programme has	have been		
			of tier 2	a clear focus on	launched whole		
			vocabulary.	vocabulary across	school on 24 th		
			Staff are	all year groups.	Feb 2020.		
			receiving				
			advice on how	This is ongoing			
			to do this				
			effectively				
			through				
			coaching.				
Ensure all students understand	KHR	WS evidences	All subjects	Initial work	Y11 Partnership		
command terms for exams.	'	students using	have	undertaken in	Evening		
communa terms for exams.		higher level	vocabulary lists	whole staff CPD.	resources		
		vocabulary	in place and	Pixl resources	distributed to		
		vocabulal y	actively using	shared on literacy	students and		
			with students				
			with students	for exams.	parents		
					Manahulamuhanla		
					Vocabulary books		
					initiative		
					launched		
	1				February 2020		
4. Ensure all subjects have access to	KHR	WS evidences	All subject area	£500 invested in	All English		
dictionaries and thesauruses in		students using	have access to	dictionaries and	classrooms		
class		higher level	dictionaries	thesauruses for	resourced with		
		vocabulary	and	English faculty. To	dictionaries.		
			thesauruses	be available on			
			and actively	revision stalls for	Promotion of		
			using with	Y10 and Y11	dictionaries to		
			students	students to buy	take place in		
				·	partnership		
					evenings.		
					J-		
5. Develop students' Cultural	KHR	R2L QA shows	Year	R2L Cultural Capital	R2L programme		
Capital through the assembly	IXI IIX	Cultural Capital is	programme	programme in	in place for two		
-		being effectively	programme produced. R2L	place for Term 1	*		
and R2L programme.		delivered in all	QA and	and being	terms.		
				_	Al accomplished		
		year groups	students voice	developed for Term	AL assembly rota		
			conducted.	2	to be resissued		

	1		1	1		
					with Cultural	
					Capital themes	
6. Develop and embed a 5 year	KHR	Staff are making	All year groups	Achievement	To be completed	
provision map for promoting		the most of	to have run at	Leaders to	March 2020	
students Cultural Capital.		opportunities	least one	complete first stage		
		outside of lessons	event/trip	of mapping		
		to develop		document by end		
		cultural capital		of Term 1		
7. Coaching to have a focus on	LGE	Teachers are	CPD has taken	The T&L strand has	Specific CPD on	
cultural capital being planned for		making the most	place for all	been changed from	Cultural Capital	
in lessons, and pursuing		of opportunities	staff.	British Values to	has now been	
opportunities where it naturally		in lessons to	Coaching	Cultural capital.	postponed,	
occurs in lessons		develop cultural	records show		although this will	
		capital – as	that staff are	This will be a focus	be coming	
		evidenced	beginning to	in coaching after	through coaching	
		through coaching.	take the time	the whole staff CPD	for individual	
		5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	in lessons to	on the 3 rd Feb led	teachers as	
			develop	by CNS	appropriate –	
			cultural capital.	2, 0.10	although this is	
			Staff are		minimal.	
			receiving		minima.	
			advice on how		Reading in the	
			to do this		curriculum being	
			effectively		explored as a	
			through		potential strategy	
			coaching.		to develop clear	
			Coacining.		cross cultural	
5 55 (); ; , ,	1/110	200	DD (1: 1	Α	links.	
Ensure PP funding is used	KHR	PP Progress to	PP funding to	A range of	Y11 T2	
strategically to improve		improve to -	be allocated	funding	disadvantaged	
outcomes		0.30	and reviewed	applications have	progress	
			impact on T1	been received	improved from -	
			and T2	from Bucket 1	0.36 to -0.30.	
				and Bucket 2	V4.0 T2	
				subjects to	Y10 T2	
				enhance PP	disadvantaged	
					progress	
				performance	improved from -	
					0.49 to -0.39	
Priority Area 3: Improve attendance		dyantaged student	S			
	e for disa	duvantageu student				
Priority given to PP students in	e for disa	PP attendance is	PP attendance	PP / FSM students	PP attendance is	
 Priority given to PP students in all attendance meetings. 	1	_		PP / FSM students are bring discussed	PP attendance is at 91.8%	

	ı	1						ı	
					attendance				
					meetings.				
2. Parental Campaign to improve	WCE	Receive at least 1	All Parents		Parents are	Parents have			
attendance of PP students.		message per half	have received		receiving letters	received 3 letters			
		term regarding	2 related		informing them of	informing them			
		the importance of	attendance		the importance of	of the importance			
		attendance.	messages		attendance.	of attendance.			
3. Introduce a rewards system that	WCE	Weekly financial	All draws to be		Draws occur each	Draws are			
acknowledges good attendance		draws occur in	completed and		week in assembly.	successfully			
		each assembly.	winners to be		Monthly prizes are	taking place each			
		Tutor group buy	advertised in		being advertised	week and			
		in.	school		via social media.	monthly winners			
			newsletters.			are advertised on			
						the schools social			
						media outlets.			
4. Monitor the number and	WCE	Reduce the	FTE to for PP to		Reviewed attend of	85% of students			
duration of fixed term exclusions		amount of fixed	be in line or		each term. To date	FTE are PP.			
		term exclusions	below the %		all fte given have				
		given to PP from	off PP		been to PP				
		2018/19	population		students.				
5. Inform and Recognise and	WCE	Cards and letters	Attendance to		Template has been	Postcards home			
Reward improvements in and	WCL	to be sent home	be above 95%		devised and is due	for students with			
good attendance		for those students	Yr7-11		to roll out in Jan.	improved			
good attendance		with improved	117-11		to foll out in Jan.	attendance are			
		attendance each				going out to			
		half term.				parents via			
		nan term.				School Comms			
6. Using historical attendance data	WCE	Attendance	Attendance is		Voy dates have				
_	VVCE				Key dates have been identified and	Specific days have			
to strategically identify low		improves on key	higher than it was in Feb		additional rewards	been targeted			
attendance hot spots and		hot spot days.				with incentives.			
implanting strategies to			2019		and incentives been	Marginal rises on			
overcome this.					put in place for	the last day of			
			. 51		those days.	terms.			
Other AIP objectives which support	the Pup	il Premium Improve	ment Plan are re	viewed i	n the AIP				
								-	