

Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2021 to 2022 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	The Sutton Academy
Number of pupils in school	1389
Proportion (%) of pupil premium eligible pupils	46.72%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021-2024
Date this statement was published	22/9/21
Date on which it will be reviewed	Half termly
Statement authorised by	P Willerton
Pupil premium lead	K Harker
Governor / Trustee lead	P Winter

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£478,710
Recovery premium funding allocation this academic year	£70,616
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£49,000
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	£598.326

Part A: Pupil premium strategy plan

Statement of intent

The Pupil Premium (PP) grant is additional funding allocated to publicly funded schools and academies to raise the attainment of disadvantaged students and support students with parents/carers in the armed forces. The Academy uses the grant to narrow achievement gaps between these students and other (non-PP) students nationally – “closing the advantage gap”. Not all our students eligible for PP funding have lower attainment than their peers, and in such cases the grant is used to help improve the achievement of these students so that they reach their full potential.

Challenges

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

Challenge number	Detail of challenge
1	Students have a low level of literacy and vocabulary on entry compared to the rest of the cohort
2	Students have a low level of numeracy on entry compared to the rest of the cohort
3	There is an absence of a family culture of learning – a lack of role models for reading, studying etc
4	Disadvantaged students are not making rapid progress in English, compared to Maths
5	Disadvantaged students do not make enough progress in Humanities, Modern Languages and Science
6.	A small group of disadvantaged students are demonstrating disengagement or behavioural issues, which is having a detrimental effect on their progress

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
Improvement in literacy for students eligible for PP funding	Reading ages of PP students are in line with the rest of the cohort
Lower number of disadvantaged students represented in isolation and exclusion statistics	A reduction in % to move towards national average for other student exclusions and reduction in internal isolations.
Improve attainment and progress of disadvantaged students in English	Disadvantaged progress in English to narrow the gap on national disadvantaged. Disadvantaged students to be performing in line with the rest of the cohort
Improve attainment and progress of disadvantaged students in Humanities	Subjects to be broadly in line with the national comparator
Improve attainment and progress of disadvantaged students in Science	Subjects to be broadly in line with the national comparator
Improve attainment and progress of disadvantaged students in Modern Foreign Languages	Subjects to be broadly in line with the national comparator
Improve the attendance figure for disadvantaged students	By July 2023 the % of session missed to be broadly in line with the national average
Improve the number of disadvantaged students progressing into TSA 6 th form	% of disadvantaged students in Y12 to be broadly in line with the year group %

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: £160,000

Activity	Evidence that supports this approach	November 2021 update	February 2022 update	May 2022 update
To provide first quality teaching through overstaffing in Maths/English/Science to reduce class sizes Cost: £95,000	EEF strategies: Reducing class size +3 months	<u>Y11 Tracking 1 data</u> Overall Attainment 37.75 (Y10 T3 37.49) Other attainment 47.89	<u>Y11 Tracking 2 data</u> Overall Attainment 38.77 (improvement of 1.02) Other attainment 49.43	<u>Y11 Tracking 3 data</u> Overall Attainment 38.37 Other attainment 49.72
HLTA staffing in English and Science to provide personalised support both in class in bespoke sessions Cost: £35,000	EEF strategies: Teaching assistants +1 month Individualised instruction +3 months One to one tuition +5 months Reducing class size +3 months	(Y10 T3 47.98) Progress -0.41 (Y10 T3 - 0.43) Other progress 0.09 (Y10 T3 0.10) English 9-5 41.1% 9-4 62.5% Attainment 7.85 Progress -0.54 (Y10 T3 -0.76)	Progress -0.28 (improvement of 0.13) Other progress 0.25 English 9-5 42.7% 9-4 61.5% Attainment 8.23 Progress -0.41 Maths	Progress -0.31 Other progress 0.27 English 9-5 40.0% 9-4 61.1% Attainment 8.05 Progress - 0.51

		Maths 9-5 25% 9-4 43.8% Attainment 6.81 Progress -0.55 Science Biology 9-7 11.1% (Y10 T3 0%) Physics 9-7 33.3% (Y10 T3 30.4%) Science HLTA appointed for 2 days a week with intervention groups across KS3 and KS4	9-5 36.3% 9-4 45.8% Attainment 7.33 Progress -0.29 Science Biology 9-4 38.9% (T1 35.3%) Combined Science 9-4 50.7% (T1 Combin44.5%)	Maths 9-5 37.9% 9-4 55.8% Attainment 7.52 Progress - 0.21 Science Physics 9-5 54.5% (T2 45.5%) Combined Science 9-4 52.7%
Implement a staff CPD programme which develops teachers who are skilled in evidence informed instructional strategies that can effectively support the implementation of the knowledge rich curriculum. Cost: £25,000	Based on EEF Teaching and Learning Toolkit	CPD programme in place for the year. Coaching focus for the year is Live Modelling.	Ongoing	Ongoing
Bespoke CPD package for early career teachers which develops and refines key strategies for improving	Based on EEF Teaching and Learning Toolkit	All ECT teachers have a nominated subject mentor who provides	Ongoing	Ongoing

disadvantaged achievement. Cost: £5,000		bespoke CPD support. All subject mentors allocated a temporary TLR.		
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Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £302,500

Activity	Evidence that supports this approach	November 2021 update	February 2022 update	May 2022 update
External Alternative Education provision for a small number of KS3 and KS4 students who have difficulty accessing mainstream education. Cost: £80,000	EEF strategies: Behaviour interventions +3 months Metacognition and self regulation +7 months One to one tuition +5 months Small group tuition +4 months	KS3 PRU and KS4 alternative provision in place for students. Current review of external Alternative Education provision in place as a result of external review report.	1 extra Y10 placement provided at the Beacon 1 Y11 placement at Beacon cancelled from end of February 2022	Provision same as February update
Internal Alternative Education provision (The Base) for KS4 students who have difficulty accessing mainstream education Cost £50,000	EEF strategies: Behaviour interventions +3 months Metacognition and self regulation +7 months One to one tuition +5 months	Current provision: 5 x Y10 students 7 x Y11 students All students being entered for 7 level 2 qualifications including: <ul style="list-style-type: none"> Maths 	1 extra Y11 student due to changing from FT Beacon to FT Base end of February 2022	3 extra Y10 students have started in the Base moving from mainstream

	Small group tuition +4 months	<ul style="list-style-type: none"> English Language English Literature Biology Chemistry Health and Fitness Citizenship <p>Some students will also gain a vocational qualification at level 1 or level 2 from their vocational placement.</p>		
		<p><u>Y11 Base Tracking 1 data</u></p> <p>Maths PP progress -2.21 (Y10 T3 - 2.38) Ebacc PP progress -2.57 (Y10 T3 - 2.91) Open PP progress -3.29 (Y10 T3 - 3.63)</p>	<p><u>Y11 Base Tracking 2 data</u></p> <p>Maths PP progress -2.48 English PP progress -2.63 Ebacc PP progress -2.57 Open PP progress -3.22</p>	<p><u>Y11 Base Tracking 3 data</u></p> <p>Maths PP progress -2.12 English PP progress -3.47 Ebacc PP progress -2.76 Open PP progress -3.47</p>
All students to have reading ages tested at the beginning and end of the academic year and an effective literacy intervention programme in place for all students who	EEF strategies: Small group tuition +4 months Reading comprehensio	Reading age testing has been completed for KS3 and KS4.	Intervention groups for Y10 and Y11 to start end of February 2022	To be retested at end of the academic year

are below chronological reading age Cost: £12,000	n strategies +6 months	Intervention programmes in place for KS3 students.		
<p>A well targeted intervention programme through:</p> <ul style="list-style-type: none"> (i) R2L (ii) Boost and Secure (iii) Holiday sessions and Saturday sessions (iv) Masterclasses <p>Cost: £28,000</p>	<p>EEF strategies:</p> <p>Extending school time +2 months</p> <p>Feedback +8 months</p> <p>One to one tuition +5 months</p> <p>Small group tuition +4 months</p>	<p>R2L</p> <p>Intervention groups in place Y11 PP for:</p> <p>English x 3 groups</p> <p>Maths x 3 groups</p> <p>Science x 3 groups</p> <p>Geography x 1 group</p> <p>Spanish x 1 group</p> <p>Boost and Secure</p> <p>Boost and Secure programme in place for Bucket 1 and Bucket 2 subjects</p> <p>Holiday and Saturday sessions</p> <p>October half term booster programme took place and Maths Saturday morning booster session in November prior to mocks</p>	<p>R2L</p> <p>All intervention groups continuing. Extra History class to start March 2022</p> <p>Holiday and Saturday sessions</p> <p>17 Y11 booster sessions ran during February half term.</p> <p>122 students attended 1 or more booster sessions during the week</p> <p>Maths Saturday session to take place on 26th Feb. English Saturday session to take place in March.</p>	<p>R2L, holiday sessions and Saturday sessions continue.</p> <p>64% of PP students have accessed 1 or more holiday and Saturday sessions</p>

		<u>Y11 Tracking 1 data</u>	<u>Y11 Tracking 2 data</u>	<u>Y11 Tracking 3 data</u>
		Overall PP attainment 37.75 (Y10 T3 37.49) Other attainment 47.89 (Y10 T3 47.98) PP progress -0.43 Other progress 0.09	Overall PP attainment 38.77 Other attainment 49.43 PP progress -0.28 Other progress 0.25	Overall PP attainment 38.37 Other attainment 49.72 PP progress 0.31 Other progress 0.27
A well targeted intervention programme through internal and external tutoring Cost: £78,000	EEF strategies: Extending school time +2 months Feedback +8 months One to one tuition +5 months Small group tuition +4 months	2 NTP tutors appointed and started 1 st November 2021 1 x English 1 x Maths Each tutor has 10 intervention classes across KS3. Classes sizes maximum of 3 students. 15 hour intervention programme monitored by Faculty Leaders. 1 Maths HLTA has been appointed November 2021 and will commence intervention groups at the end of November after a period of training within	Maths and Science HILTAs continuing with intervention classes. As of 20 th January 2022: 119 students had accessed school led tutoring totalling 1094 hours worth of tutoring. 94% of students accessing school led tutoring are PP.	May Census update shows that 548 students have accessed School Led Tutoring from 1 st September to 19 th May amounting to 5951 hours of 1-1 and small group tutoring in addition to standard curriculum time. The main focus of the School Led tutoring has been English/Maths/Science but has also included the following subjects: Geography, History, French, Spanish, Computer Science and a number of

		the Maths faculty. A Languages assistant is due to be appointed before the end of the autumn term.		bucket 3 subjects.
6 th form students tutoring KS3 and KS4 students in Maths, English, Science, Humanities, Languages Cost: £2000	EEF strategies: One to one tuition +5 months Small group tuition +4 months	Training to start in the autumn term with the tutoring to start in the Spring term	Numeracy tutoring to start HT4	Numeracy tutoring has started with Y7 and will continue throughout the summer term
<p>Improve the quality and quantity of homework completed by disadvantaged students through:</p> <p>(i) Allocation of laptops/routers to all disadvantaged students who are unable to provide their own</p> <p>(ii) Homework clubs (including Nightclub)</p> <p>Cost: £4000</p>	EEF strategies: Digital technologies +4 months Homework +5 months Collaborative learning +5 months	<p>Audit completed for all year groups at the beginning of the autumn term for all year groups.</p> <p>Laptops continue to be allocated as and when required and are loaned until the end of Y11/Y13. Over 290 laptops have been loaned to date.</p> <p>Staffed homework clubs are in place every day after school for students to access computers and printers.</p>	<p>Over 320 laptops and tablets have now been loaned to students across Y7-13</p> <p>Nightclub started February 2022 for Y11 students</p>	<p>Laptops continue to be distributed to families who need them.</p> <p>Y10 and Y11 have revision trollies containing revision resources for students to access. PP students receive these free.</p> <p>Numbers at homework club have shown an increase in HT5. Prior to HT5 the average daily attendance was 4 students, mainly KS3. HT5 daily average is 11 students across Y7-10</p>

<p>Bidding pot available for faculty areas, year teams or individual staff to bid for any projects or initiatives they feel will have a positive impact on disadvantaged achievement</p> <p>Cost: £43,000</p>	<p>Based on a range of research strategies and/or previous proven internal strategies</p>	<p>Bidding pot has been accessed by both faculty areas and year teams to access funding. Examples of initiatives funding has been agreed this term for:</p> <ul style="list-style-type: none"> • Hegarty Maths app • Tassoma i Science and English app for Y10 and Y11 • Christmas Carol text for all students • Revision packs • Knowledge organisers and Knowledge retrieval booklets for bucket 2 subjects • Dance kit • Financial support for trips • Residential for Maths and English 	<p>Bidding pot continues to be accessed across Y7-11. Latest examples of agreed funding requests:</p> <ul style="list-style-type: none"> • Macbeth graphic novels for all middle and lower sets • Macbeth theatre company production in house for all Y10 and Y11 • Iachieve programme purchased to support Base students 	<p>Bidding pot continues to be accessed across Y7-11. Latest examples of agreed funding requests include:</p> <ul style="list-style-type: none"> • Books for the new school library • Support with trip to Iceland • Summer reading resource for Y11 students to enable their transition to level 3 in September
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		<ul style="list-style-type: none"> • Revision stall • Scientific calculators • Reading books for all year groups 		
<p>Membership of Pixl and associated costs</p> <p>Cost: £5,500</p>	A collaborative school improvement organisation.	<p>Two Pixl main meetings attended to date</p> <p>Subject specific meetings also taking place in: Maths/English/ Science/Geography/History/Computer Science/Languages</p>	On going	On going
<p>To introduce fortnightly EnMa and Ebacc meetings with Faculty Leaders to monitor the progress and opportunities for disadvantaged students</p> <p>Cost: £0</p>	<p>Pupil Premium external review recommendations:</p> <ul style="list-style-type: none"> • Ensure there are identified groups of pupil premium students and ensure this is disseminated to impact interventions 	<p>Meetings calendared and taking place.</p> <p>Main outcomes so far:</p> <p>(i) Walking talking mocks scheduled in place to support PP students in the following categories for Maths and English:</p> <ul style="list-style-type: none"> • Securing a grade 1 • Securing a grade 4 	<p>Meeting structure adapted after feedback from external parties. 1 meeting a month with KHR focusing on achievement, 1 meeting a month with LGE focusing on curriculum.</p>	Ongoing

	and teaching and learning for all staff	<ul style="list-style-type: none"> • Securing a grade 5 • Securing a grade 9 <p>(ii) Daily revision programme in place for half term 2 for Maths/English/Science/Geography/History/Spanish/French to support students with structuring their revision. This will continue for half terms 3-5</p> <p>(iii) R2L programme focused primarily on PP students</p> <p>(iv) All PP students now have their own home copy of Christmas Carol</p> <p>(v) All PP students have their own copy of subject</p>		
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		specific revision books/knowledge organiser and retrieval books		
<p>To continue with curriculum developments in line with the ADP</p> <p>Cost £0</p>	<p>Pupil Premium external review recommendations:</p> <ul style="list-style-type: none"> To complete the whole academy overhaul of the curriculum. Ensure this is shared and understood. 	<p>Curriculum mapping and reviews continue in terms of:</p> <ul style="list-style-type: none"> Internal reviews External reviews with Joan Bonafonte 	On going	Ongoing
<p>To research and implement a new KS3 tracking system</p> <p>Cost £0</p>	<p>Pupil premium external review recommendations:</p> <p>Review in line with the curriculum the assessment system to inform high quality teaching and learning</p>	Initial presentation delivered by LSN at ALT meeting.	Ongoing	Ongoing
To review the Pupil Premium plan half termly with relevant stakeholders (eg Faculty Leaders, Year	Pupil premium external review recommendations	Reviews completed with all relevant stakeholders	Reviews completed with ALT and Trustees	To be reviewed in June in Trustees meeting and ALT meeting

Teams, ALT, Trustees) Cost £0	<ul style="list-style-type: none"> To prioritise key improvement areas and ensure there is a clarity of roles, responsibility and purpose that impact student outcomes ensuring clear accountability and whole academy alignment 	each half term to date.	February/March 2022	
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Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £133,500

Activity	Evidence that supports this approach	November 2021 update	February 2022 update	May 2022 update
Attendance staffing to have a key focus on disadvantaged students Cost: £35,000	Nationally disadvantaged student attendance is lower than their peers	PP attendance 86.41% Other attendance 92.93%	PP attendance 85.81% Other attendance 92.75%	Attendance continues to be a key focus for improving disadvantaged outcomes.
Pastoral and safeguarding staff to have a key focus on disadvantaged students Cost: £80,000	EEF strategies: Behaviour interventions +3 months Parental engagement +3 months Social and emotional learning +4 months	Overall national 91.5% FSM national 86% PP negative behaviour points have dropped from an average of 1000+ in September 2021 to 750+ by the November 2021 Weekly KS3 and KS4 pastoral and safeguarding panel takes place to put in place personalised programmes for students. Current programmes running include: <ul style="list-style-type: none"> • Art therapy • Counselling 	Overall national 87.19% FSM national 83.57% PP negative behaviour points have remained constant throughout HT2 and HT3 at 1000+ a week on average.	Extra Youth engagement officer employed for HT6 for 1 day a week to focus on 6 PP families with attendance below 50% PP negative behaviour points have remained constant throughout HT4 and HT5.

		<ul style="list-style-type: none"> • Mentoring • SULPS • Anger management • Literacy support 		
<p>Disadvantaged students to have priority access to Connexions service</p> <p>Cost: £13,000</p>	<p>EEF strategies:</p> <p>Aspirations interventions +3 months</p> <p>Feedback +8 months</p> <p>One to one tuition +5 months</p>	<p>68% of Y11 PP students have received at least one 1-1 careers meeting this academic year. (81% planned but some missed due to absence).</p> <p>Aiming for 100% by the end of the autumn term.</p>	<p>Over 92% of Y11 PP students have received at least one 1-1 careers meeting this academic year.</p>	<p>100% of Y11 PP students have received at least one 1-1 careers meeting this academic year.</p>
<p>Hardship fund available for clothing, utility bills, transport, equipment</p> <p>Cost £3000</p>	<p>Ensuring family expenses are not a barrier to attendance</p>	<p>Hardship funding continuing to be allocated where needed. Funding has been allocated so far for:</p> <ul style="list-style-type: none"> • Uniform • Uniform for college placements • Shoes • PE kit • Dance kit • Food ingredients 	<p>On going</p>	<p>On going</p>

		<ul style="list-style-type: none"> • Food containers • Bus passes • Taxi to get to and from Boost and Secure and to Saturday morning revision sessions • Revision books • Revision resources • stationary 		
<p>Development of Y11 Health Hub</p> <p>Cost: £2000</p>	<p>To provide social and emotional support as well as “downtime” for students in Y11.</p> <p>Y11 student voice feedback has previously stated the need for wellbeing support</p>	<p>As a result of student voice Y11 Health Hub has changed from weekly events to a full week block of events each term. New dates:</p> <ol style="list-style-type: none"> 1. WB 6th Dec 2. WB 13th Dec 3. WB 7th Feb 4. WB 28th March 	<p>Uptake has not been popular with students. To review and change the emphasis for the next academic year.</p>	<p>March Health Hub put in place for students with daily activities over 1 week. Attendance was low to the activities and feedback from students voice stated that student wellbeing is best served by giving students a 1 week break from B&S each half term and letting them go home at 2.40pm</p>
<p>Free sanitary products for all disadvantaged girls who require them.</p>	<p>6% of disadvantaged girls nationally miss 3 days on average a</p>	<p>On going. Further financial support has been accessed.</p>	<p>Further £1650 credit has been secured with PHS group in February 2022.</p>	<p>On going</p>

£500	term due to period poverty	All year offices and the main office have adequately stocked.	Items ordered for all PP girls Y7-13 and to be distributed beginning of March 2022	
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Total budgeted cost: £ 596,000 (£2,326 contingency)