



John Cabot Academy
Pupil Premium Funding Spending Plan
Academic Year 2020-21 Impact statement

Typically at JCA disadvantage is experienced by many of our students and is a far reaching and complex educational issue. Disadvantage is present in many guises within our community and does not only apply to our pupil premium students. Many of our students experience a plethora of challenging circumstances that no single intervention will resolve and therefore we feel a multi-faceted approach built upon a culture of learning, nurture and empowerment offers the best opportunity to succeed, discover a sense of self and a place in the modern world.

School Overview

John Cabot Academy	A Secondary Academy
Pupils in school (11-16)	841
Number and proportion of disadvantaged pupils	214 (25%)
Pupil premium allocation this academic year	£231,034
Academic year or years covered by statement	2020-21
Publish date	1 September 2020
Review date	1 August 2021
Statement authorised by	Kate Willis
Pupil premium lead	Chris Ballard
Governor lead	Scott Raybould

Disadvantaged Pupil Progress Scores for Last Academic Year

Progress 8	0.31
Ebacc Entry	6 (13.3%)
Attainment 8	4.77
% Grade 5+ in English and maths	38.6%

Pupil Premium is received as follows:

Aspect of Pupil Premium	Explanation	Current rate, rate from 1st April 2020	Number (%) of students on roll (/834) claiming this aspect
FSM	Children from low-income families who apply for, and are eligible for, free school meals	£955	157 (19%)
E6FSM	Children who were eligible for FSM at any point in the last six years (Ever 6).	£955	208 (24%)
CLA	Children who have been looked-after continuously for more than six months From April 2014 the premium will be extended to children who: a) have been looked after for one day or more b) are adopted c) leave care under a special Guardianship Order or a Residence Order	£2,345	13 (1.5%)
SCP	Children of armed forces personnel (the Service Child Premium)	£310	1 (0.1%)
Total	Estimated Funding for 2020/21	£231,034	214 (25%)*

*These figures are representative of the total number of disadvantaged students. Some individual students are accounted for in more than one category.

Strategic Objectives of the Pupil Premium

	Desired outcomes and how they will be measured	Success criteria for September 2021
A.	Progress 8	Achieve top quartile for progress made by disadvantaged pupils amongst similar schools
B.	Attainment 8	Achieve national average for attainment for all pupils
C	% Grade 5+ in English and maths	Achieve average English and maths 5+ scores for similar schools
D.	Attendance	Improve attendance to national average, with pupil premium attendance at least 95%, Children who are looked after attendance at least 95.5% and persistent absence for PP students to be below 20%
E	EBacc entry	Better national average EBacc Entry for all pupils
F	NEET	All eligible students are in education, employment or training when they complete year 11.

Barriers to future attainment (for pupils eligible for PP, including high ability):

In-school barriers (issues to be addressed in school, such as poor oral language skills)

A.	Low self-esteem resulting in poor behaviour choices and disengagement
B.	Poor literacy and oral language skills with limited understanding of a wide range of a vocabulary
C.	Inability to read fluently, which can impact accessing and learning of the curriculum
D.	Low emotional resilience
E.	Lack of access to first spoken language (in school)
F.	Social and emotional barriers to learning
G.	Understanding of pathways to further and higher education
H.	Lack of resilience due to the fear of failure and measured risk taking
I.	Aspiration limitations due to social and economic factors
External barriers <i>(issues which also require action outside school, such as low attendance rates)</i>	
J.	Attendance
K.	Lack of educational experiences leading to an inability to relate to curriculum content and texts
L.	Safeguarding concerns impacting on ability to concentrate in school
M.	Limited parental support and engagement with learning
N.	Lack of verbal and written English modelled at home
O.	Access to reading materials at home
P.	CLA – attachment issues, unsettled home environment
Q.	Financial barriers for pupils accessing enrichment opportunities e.g. trips, visits and clubs

To address these barriers, the Pupil Premium funding will be apportioned as in the table on the following page. Reviews of the impact of this spending is ongoing and will take place through activities including academy review visits, student progress and attainment review meetings, attendance meetings, pastoral meetings, parent meetings, subject reviews, Academy Council meetings and various other monitoring activities.

Evidence provided by the EEF, Sutton Trust, Hattie and NFER have informed the strategies identified within this document.

John Cabot Academy's Pupil Premium funding is spent on interventions within three areas: 1) Leadership; 2) Curriculum; and 3) Individual Need. We measure the impact of interventions through students' attendance, progress and attainment.

Area of Spend	Contribution of Pupil Premium	Description of Intervention <i>*where identified by Sutton Trust/Hattie/NFER/EEF</i>	Desired Outcomes	KPI	Impact
Leadership					
Vice Principal – Disadvantage Student Champion	£0	<p>To raise the profile of disadvantaged students within the academy</p> <p>To research best practice of what works for students</p> <p>Identify individual barriers and assess, implement, track and monitor interventions and strategies</p> <p><i>NFER: Building Blocks for Success (Ethos, Individual Needs, Leadership, Data).</i></p>	<p>Accurate records of disadvantaged students maintained and shared amongst staff</p> <p>Profile of disadvantaged students raised (staff know their PP students in every lesson)</p> <p>Student case conferences held to share knowledge, encourage discussion and support students</p> <p>provision maps for disadvantaged students</p> <p>Attainment/attendance data monitored and acted upon with interventions</p> <p>Students' individual needs identified and interventions put in place where appropriate.</p> <p>Every staff member is aware of how best to support every disadvantaged students to learn</p>	<p>Every disadvantaged student meets their target, so that PP P8 is 0 or above</p> <p>All disadvantaged students are D or O at end of year 8</p> <p>PP attendance of 95%</p> <p>0% NEET</p>	

Zone Team Leader KS4 RA Lead	£8,250	<p>To improve the rigour around identifying underperforming year 10 and 11 students and associated intervention.</p> <p>To develop a culture of relentlessness around intervening, refusing to let any student fall behind.</p> <p>To Monitor, Track and offer pastoral support where appropriate</p> <p>NFER: Building Blocks for Success (Ethos, Individual Needs, Leadership, Data).</p>	<p>KS4 students who are underachieving are identified and supported quickly</p> <p>Students access high quality support sessions that have been planned to address knowledge and performance gaps.</p> <p>Students receive appropriate pastoral support to enable them to successfully learn.</p>	<p>Attendance remains above national (95%) and engagement in learning is evident via positive lessons scores and attainment.</p> <p>Every disadvantaged student meets their target, so that PP P8 is 0 or above</p>	
Zone Team Leader Literacy Lead	£8,250	<p>Implement a common literacy marking framework and quality assure literacy marking and corrections in line with academy policy.</p> <p>Implement a reading programme in tutor time for year 7 creating oral and auditory opportunities for students to build on vocabulary.</p> <p>Regular literacy CPD delivered to all staff via briefings</p> <p>Sutton Trust: Oral language interventions + 5 months</p> <p>EEF: Reading comprehension strategies + 6 months</p> <p>NFER – Building Blocks for Success (Ethos, Individual Needs, Leadership).</p>	<p>Students are better able to plan, produce and review their writing and comprehension of texts. They engage in more extended writing across subjects and make fewer SPAG mistakes as the result of regular correctional feedback.</p> <p>Age related books can encourage discussions and understanding of life issues during tutor time and is an extension to PSHE related learning</p>	<p>Students confidence and ability to read is more fluent, with improved vocabulary as evidenced in their oral and written work.</p> <p>Students assessments are in line with their non-disadvantaged peers.</p>	
Curriculum Team Leaders and Pastoral Team Leaders	£0	<p>Frequent quality assurance activities occur throughout the year (learning walks, work scrutiny and student voice) to address differences in quality of curriculum. QA metrics based on pedagogical non-negotiables (High quality instruction, feedback,</p>	<p>Quality of education improves in those specific areas which will best support disadvantaged students.</p>	<p>100% of teachers in lessons and tutor time implement the non-negotiable pedagogy which will best</p>	

		<p>ready to learn, foundational knowledge and expertise including literacy)</p> <p>QA for tutor time to occur within pastoral teams.</p> <p>NFER – Building Blocks for Success (Ethos, Individual Needs, Leadership, Data).</p>		<p>support our disadvantaged students</p> <p>Every disadvantaged child reaches their MEG, and so progress 8 of 0 or above.</p>	
Curriculum					
Staffing Allocation	£0	<p>Prior to the start of the year, ensure the timetable is written to reduce the number of split classes to ensure higher teacher accountability for students' outcomes.</p> <p>CTL's teacher allocation to classes is quality assured by senior team to ensure the most effective staff are deployed to teach PP</p> <p>NFER – Building Blocks for Success (Deployment of staff, Leadership, teaching for all).</p>	<p>Ensure split classes are minimised mid-year.</p> <p>Consistent quality first teaching is delivered to as many PP students as possible</p>	<p>Attendance remains above national (95%) and engagement in learning is evident via positive lessons scores and attainment.</p> <p>Students assessments are in line with their non-disadvantaged peers.</p> <p>Every disadvantaged student meets their target, so that PP P8 is 0 or above</p>	
Ready to Learn and Support Hub	£0	<p>Ready to Learn training for all staff to ensure consistency in behaviour management.</p> <p>Support hubs for each key stage to provide pastoral support and interventions for some of our most vulnerable/difficult students to enable them to continue learning whilst accessing intervention and supporting a successful transition back into the classroom.</p> <p>Sutton Trust: Behaviour interventions +4 months EEF: Behaviour Intervention +3 months</p>	<p>Consistent application of ready to learn in all classrooms providing an effective, high quality learning environment with minimal distractions.</p> <p>The support hubs provide support so our most vulnerable and challenging students continue to learn and to be successful within the Academy.</p>	<p>QA demonstrates 100% of learning walks have RtL embedded and having impact</p> <p>Reduction in PP student referrals out of lessons and in line with peers</p>	

			Wrap around support and ability to conduct productive/learning focussed sanctions and interventions		
Ready to Teach	£0	<p>Training and development of whole-school non-negotiable pedagogy which maximises learning (High quality instruction, feedback, ready to learn, foundational knowledge and expertise including literacy)</p> <p>Drive culture change to support metacognition and self-regulation of learning</p> <p>Informal Support and formal support processes in place for those staff who need support with implementation.</p> <p>EEF: Feedback +8 months, Metacognition + 7 months</p>	<p>Quality of curriculum implementation improves throughout academy which will best support disadvantaged students.</p> <p>Metacognitive learning culture embedded</p> <p>Quality Assurance process shows 100% of context sheets and seating plans are in place and having impact in supporting learning.</p>	<p>100% of teachers meet R2T non-negotiables</p> <p>Lesson scores indicate high engagement in learning. E.g. greater proportion of 4s and 5s.</p>	
Context sheets & Seating Plans	£0	<p>All staff create context sheets and Seating Plan that contains key information on every pupil to support planning and learning.</p> <p>Context sheets and seating plans are built in academy's quality assurance programme</p>	A context sheet and seating plan is in place for every class, which shows that staff know who the disadvantaged/CLA are and how to meet their needs.	100% of teachers have up to date context sheets and seating plans	
Revision Guides	£2000	Students are provided with revision guides to support learning	Disadvantaged students can engage in the lessons and independent study without barriers through resources.	100% of PP students have accessed revision guides	
Arts Mark Award	£1000	<p>Implement arts mark programme to drive culture. Students run the programme, engaging in a variety of activities (Music, Art, Drama, Sport, trips & visits, council, community projects etc.)</p> <p>EEF: Arts Participation +2 months, Sports Participation + 2 months, social and emotional learning +4 months</p>	Increased participation in extracurricular opportunities, improving cultural capital for disadvantaged students	100% of PP students are involved in an arts mark project	

Accelerated Reader	£0	Literacy reading programme for year 7 to build reading fluency and vocabulary. EEF: Reading comprehension strategies + 6 months	Improved reading fluency and vocabulary of PP students	100% pp students increase reading level on programme	
Individual Need					
The Intervention Hub and Academic Tutoring	£25,000	<p>Targeted in school provision which delivers one-to-one and small group interventions in English, Maths and SEMH to students from years 7 to 11. Specific foci on year 7 or 8 who are not yet at age related expectations or for any disadvantaged student with an unmet need (e.g. would benefit from self-esteem interventions).</p> <p>Full tracking of intervention and impact on progress recorded at regular intervals.</p> <p>Seeking and sharing best practice through Hub-based working and links to primary approaches and other secondary support programmes within Federation</p> <p>Trained Maths and English teachers to lead the academic mentoring enabling them to, identify and meet individual needs and providing immediate relevant feedback.</p> <p>Sutton Trust: Small group tuition +4 months, One to One tuition +5 months, Feedback +8 months</p> <p>NFER – Building Blocks for Success (Meeting Individual Learning Needs)</p>	<p>Acceleration of progress to enable catch-up for students ultimately reducing the need for further intervention</p> <p>Increase in self-esteem, confidence and resilience in Maths and English in small group/individual setting translates to mainstream maths and English classes and in to the full curriculum.</p>	Secure greater levels of attainment for students in Maths and English at KS3 and 4. Attainment in line with peers	
Pastoral Support (PTL's, SSL's, Non Teaching Support)	£69,500	This area of spend makes a wide and deep impact on students, particularly our disadvantaged students. Pastoral team focus on removing barriers to learning alongside tracking and enhancing the achievement of students.	Students engage in their learning and are enabled to realise the importance of their education.	Case studies Reduction in '2s' and '1's' for lesson scores. Reduction in exclusions for	

		<p>Deep involvement with families and ensuring any disadvantage is reduced. Signposting and supporting students to receive appropriate support</p> <p>Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month NFER – Building Blocks for Success (Behaviour/Attendance).</p>	<p>Support provided for a range of social, emotional and behavioural concerns.</p> <p>Disadvantaged students are supported to make greater levels of progress and that they do not have any barriers to learning or attendance caused by deprivation.</p>	<p>disadvantaged students.</p> <p>95% attendance</p> <p>Meet all subject MEGs</p> <p>0% NEET.</p>	
Music Tuition	£6000	<p>Disadvantaged students often thrive within music; therefore, students are given the opportunity to play an instrument which is paid for by the Academy.</p> <p>EEF & Sutton Trust: Arts Participation +2 months. NFER – Building Blocks for Success (Individual Needs).</p>	<p>Playing a musical instrument has been proven to develop skills which are transferable to all subjects and accelerate learning across multiple subjects.</p>	<p>95% attendance at music tuition lessons.</p>	
Food Tech Resources	£1500	<p>Students provided with all necessary ingredients in Design Technology Food Technology. FSM students benefit from this opportunity that increases inclusion and removes a barrier to learning.</p>	<p>For PP Students to not have barriers to their learning.</p> <p>Reduction in number of PP students who do not participate in lessons due to cost or organisation. Increased % PP engaged in subject. Improvements in achievement and attitude for each individual. Evidenced in outcomes and attainment.</p>	<p>95% attendance to lessons.</p> <p>All PP students meet or exceed MEG)</p>	
Mentoring and other Interventions	£1500	<p>Students at risk due to attendance or behavioural and social/emotional issues offered mentoring or bespoke interventions by external providers.</p> <p>Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month, Behaviour Interventions +4 months.</p>	<p>Maintain engagement in school/education.</p> <p>Improved performance in school.</p> <p>Improved attendance.</p>	<p>Case Studies</p> <p>95% attendance to school and lessons</p>	

		NFER – Building Blocks for Success (Behaviour/Attendance).			
School Counsellor	£10,000	Counsellor employed to work with vulnerable individuals, a higher proportion of which are disadvantaged students and CLA. Sutton Trust: Social & emotional learning +4months.	A number of vulnerable students, including several with disadvantages, are supported to overcome difficulties.E.G. trauma and upset, building resilience and longer-term strategies to manage emotions, enabling students to stay in school	Case studies	
Attendance Officer	£10,000	Supporting students where attendance is a barrier to achievement. Working with families to raise aspiration and engagement in education. Sutton Trust: Mentoring +1 month. NFER – Building Blocks for Success (Attendance).	Clarify attendance phases and set thresholds for broken weeks interventions to ensure that early interventions pick up those in the 90-95% range. Reduce authorised absence and give a structure to tackling Persistent Absence.	Attendance for disadvantaged students is 95% or above. Persistence Absence for disadvantaged students is 20% or less	
Careers Advisor	£10,000	To support students to have and realise future aspirations. Providing targeted and specific support for students to secure pathways and reduce numbers of NEETs. Disadvantaged students proportionately supported by this provision to increase disadvantaged progression and social mobility. Sutton Trust: Mentoring +1 month.	Enable more disadvantaged students to realise the enabling power of education and that what they do now directly impacts on their future.	0% NEET	
Engage & ALP	£77,000	Engage and Alternative provision offer students who find mainstream more challenging a successful education provision. Within these settings students	Disadvantaged students who are disengaged from school can	0% NEET at the end of year 11.	

		engage in small group, personalised learning at a dedicated site with specialist staff. The programmes are structured to re-engage students in education, equip them with greater coping strategies, and/or make informed decisions about their future educational options. Sutton Trust: Reduced class size +3 months Behaviour Interventions +4 months <i>NFER – Building Blocks for Success (Individual Needs).</i>	be supported to re-engage with education and thus impact their future. •	No disadvantaged student is permanently excluded.	
Uniform	£1000	Students in need, who have financial difficulties, are provided with uniform, either for a short time or for longer term, where appropriate. A number of PP students benefit from this opportunity that increases inclusion and removes a barrier to learning. EEF: 0+ Months	Disadvantaged students who do not have full uniform are given item free of charge. Compliance with Academy uniform policy	100% Students are wearing correct uniform	
Peer Tutoring	£0	Implement peer tutor programme to support learning EEF: Peer tutoring +5months	Disadvantaged students become peer tutor in line with peers.	All disadvantaged students have involvement in peer tutoring	
Total Expenditure	£231,000				

COVID-19 Catch Up Funding

Area of Spend	Contribution of Catch Up Funding	Description of Intervention <i>*where identified by Sutton Trust/Hattie/NFER/EEF</i>	Desired Outcomes	KPI	Impact
Academic, Social and Emotional Recovery Curriculum					
Student Support Leader	£30,730	Pastoral support and intervention to aid the social, emotional and academic learning EEF: Behaviour intervention +3 months EEF: Social Emotional Learning +4 months	Students demonstrate improved attitudes to learning and social relationships in school	Case studies - Reduction in peer to peer incidents, lesson referrals and improved attitude to learning	
Student Counselling	£22,410	Students with SEMH receive targeted and appropriate support and intervention EEF: Behaviour intervention +3 months EEF: Social Emotional Learning +4 months	Students demonstrate improved self-esteem and confidence which supports their attitudes to learning and school experience	Case Studies - Improved student mental health and wellbeing	
Academic Mentoring	£5067	Students who have been identified as having gaps in their knowledge can access small group tuition to increase progress. EEF: Small group tuition +4 months	Student attainment and progress in line with their peers	P8 outcomes at least 0	
Educational Fees	£3952	Students access appropriate alternative learning provision NFER: Effective Alternative Provision	Positive links with providers widens opportunities for young people. Students contribution to the content of the learning they undertake at their AP placement leads to improved placement outcomes. Students access a range of vocational opportunities	All students are accessing an appropriate curriculum	
Total Expenditure	£62,159				

