



Pupil Premium Strategy Statement 2020-2021

Pupil Premium Strategy Statement 2020-2021

1. Summary information					
School	The University Academy Holbeach				
Academic Year	2020-2021	Total PP budget:	£235,590	Date of most recent PP Review	October 2020
Total number of pupils	1363 (Year 11 cohort 199)	Number of pupils eligible for PP	239 49 (Year 11)	Date for next internal review of this strategy	January 2021
		% pupils eligible	17.5% 24.6% (Year 11)		
Pupils in Year 7-11	1062	Governor responsible for Pupil Premium	Jenny Worth	Governor Review of Pupil Premium	28 November 2019

2. Current attainment: 2019-2020 – UAH students (Actual Results and Share and Compare – 4Matrix)			
	<i>All Pupils UAH</i>	<i>Pupils eligible for PP (your school)</i>	<i>Pupils not eligible for PP (England)</i>
Progress 8 score	+0.44 -0.01 (S&C)	+0.15 -0.3 (S&C)	+0.51 +0.06 (S&C)
Attainment 8 score average	48.74 48.74 (S&C)	45.54 45.54 (S&C)	49.44 49.44 (S&C)
% pupils achieving 4+ in English and Maths	64% 64% (S&C)	48% 48% (S&C)	67% 76% (S&C)



Pupil Premium Strategy Statement 2020-2021

Progress 8 Element: English	-0.05 -0.32 (S&C)	-0.25 -0.51 (S&C)	-0.01 -0.28 (S&C)
Progress 8 Element: Maths	+0.22 -0.21 (S&C)	-0.15 -0.57 (S&C)	+0.3 -0.12 (S&C)
Progress 8 Element: EBacc	+0.53 +0.02 (S&C)	+0.27 -0.24 (S&C)	+0.59 +0.08 (S&C)
Progress 8 Element: Open			

3. Barriers to future attainment (for pupils eligible for PP)

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

A.	To maximise opportunities for catch-up curriculum in English and Maths for pupil premium students following the Covid-19 lockdown
B.	To raise performance of disadvantaged middle ability boys at KS4
C.	To raise performance of LAC students at KS4

External barriers *(issues which also require action outside school, such as low attendance rates)*

C.	Non-engagement with online learning during the Covid-19 lockdown
D.	Attendance
E.	Raise aspirations of disadvantaged pupils with no parental engagement with further or higher education

4. Desired Outcomes *(desired outcomes and how they will be measured)*

A.	English and Maths catch-up programme for pupil premium pupils is implemented
B.	Re-engagement in learning of pupils who showed non-engagement during Covid-19 lockdown



Pupil Premium Strategy Statement 2020-2021

C.	All disadvantaged middle ability boys achieve their target grades/3LPs, especially in English and Maths at KS4
D.	All LAC students achieve their target grades/3LPs, especially in English and Maths at KS4
E.	To raise performance of disadvantaged pupils at KS3
F.	To raise performance of LAC students at KS3

5. Planned Expenditure 2020-2021							
Priority	Targets	Specific Action	Responsible Staff	Deadline	Success Criteria	Costs	Review
1. Improve the progress of KS4 pupil premium students in the Academy by 'narrowing the gap' in English and Maths	1. Early identification of KS4 pupil premium students from DfE download.	1. Careful tracking of KS4 pupil premium groups by SMT and HODs.	SMT/HODs	September 2020 and ongoing	Underperforming KS4 pupils identified early.	£2,500	In line with tracking data points termly.
	2. To ensure KS4 pupil premium students receive high quality provision in	2. In-class withdrawal into small group for additional focus on identified weaknesses with experienced teachers.	SMT/HODs	Ongoing/July 2021	Underperforming KS4 pupils given access to intervention/improved tracking	£10,000	Termly
		3. Ensure targeted extra English and Maths is	SMT/BrS/TW/STM/RD	Ongoing/July 2021	Underperforming KS4 pupils given access to	£10,000	Termly



Pupil Premium Strategy Statement 2020-2021

	teaching and learning.	maximised for KS4 pupil premium pupils.			intervention/improved tracking.		
	3. To maximise the intervention and support KS4 pupil premium students receive to improve progress and attainment.	4. Make use of effective interventions in Maths, English and other subjects such as after-school revision, Saturday schools, Easter school and one-to-one provision for all KS4 pupil premium students.	SMT/HODs	Ongoing/May 2021	Improvements in progress of identified KS4 pupils across tracking data points.	£30,000	Termly
	4. To use the available English and Maths catch-up provision to improve the progress of pupil premium students	5. Identify KS4 pupil premium students with complex needs with SEND department for specific interventions such as EHA/TAC to ensure the correct support is in place for these students.	SMT/STM/Learning Mentor	Ongoing/July 2021	Identified KS4 pupils supported through access to universal services where appropriate.	£10,000	Weekly/Termly
		6. Learning mentor to work with identified KS4 pupil premium students and families to identify and address any barriers	Learning mentor	July 2021	KS4 pupil premium students better equipped to manage their own learning and revision for exams and progress tests.	£20,000	Weekly



Pupil Premium Strategy Statement 2020-2021

		to learning such as poor revision skills in Maths and English.					
		7. Pupil premium lead to involve EWO in any attendance-related issues with KS4 pupil premium pupils.	STM/BR/MV	July 2021	Attendance of KS4 pupil premium students shows an improving trend.	£10,000	Weekly
		8. Make use of the internal and external behaviour ladders including the PSP process with LCC to ensure any behaviour issues with KS4 pupil premium students are minimised.	STM/EH/RD/Learning mentor/PD	July 2021	Identified KS4 pupils have access to behaviour support services and strategies to improve behaviour where appropriate. Exclusion/isolation data reflects improvements.	£25,000	Weekly/Termly
		9. Lesson observations of Maths and English to identify strategies to improve learning for KS4 pupil premium groups.	SMT	July 2021	Staff gain feedback about teaching and learning to support KS4 pupil premium students and implement feedback.	£7,000	Weekly



Pupil Premium Strategy Statement 2020-2021

		10. Revision guides and materials for Year 11 students provided.	HODs	March 2021	Identified KS4 pupils gain access to good revision materials for examinations and progress tests where appropriate.	£5,000	Termly
		11. TA in-class support for KS4 pupil premium students.	STM/SENCOs	July 2021	Where appropriate, KS4 pupil premium students have access to classroom support.	£20,000	Termly
		12. Targeted support for low and middle ability pupil premium students, especially boys through use of TAs, learning mentor and attendance at intervention.	SMT/SENCOs/HODS	July 2021	Low and middle ability boys have access to further support and improve their performance.	£2500	Termly
		13. Ensure that all KS4 LAC students are supported through the PEP process to access additional support.	SMT/SENCOs/HODs/LCs	July 2021	KS4 LAC students to achieve expected levels of progress or above.	£2500	Termly
		14. Ensure that any pupil premium students	SMT/SENCOs/HODs/LCs	September 2021	Pupil premium students with school-related anxiety	£5000	Weekly



Pupil Premium Strategy Statement 2020-2021

		with school-related anxiety receive appropriate support through the use of school counsellors and external agencies			are supported to engage with learning.		
2. To improve the progress and attainment of KS3 pupil Premium students in the Academy.	1. Early identification of KS3 pupil premium students from DfE download.	1. Effective transition meetings for Year 7 pupil premium (FSM) pupils with Learning Coordinators and teams with Primary Schools.	SENCOs/JS/DC/SL/SNL	September 2020	Year 7 FSM pupils clearly identified by all staff. Additional use of MidYis/Yellis testing due to lack of data following Covid-19 lockdown.	£4,000	Termly
	2. To ensure KS3 pupil premium students receive high quality provision in teaching and learning.	2. Early identification of KS3 pupils with barriers to learning by pupil premium lead and SENCOs.	SENCOs/Teaching Staff	December 2020	Staff understand barriers to learning and appropriate differentiation and intervention identified.	£4,000	Termly
	3. To maximise the	3. Early intervention for KS3 pupil premium pupils in English through one-to-one provision.	RD/FG/SG	Ongoing to July 2021	Identified KS3 pupils receive intervention.	£4,000	Weekly
							Weekly



Pupil Premium Strategy Statement 2020-2021

<p>intervention and support KS3 pupil premium students receive to improve progress and attainment.</p> <p>4. To use the available English and Maths catch-up provision to improve the progress of pupil premium students</p>	<p>3. Effective use of learning mentor with KS3 pupils to improve progress of pupil premium students.</p>	<p>Learning mentor</p>	<p>Ongoing to July 2021</p>	<p>KS3 pupil premium pupils have access to learning mentor support.</p>	<p>£9,000</p>	<p>Termly</p>
	<p>4. Use of EHA/TAC and the family support structures in the Academy to support KS3 pupil premium students to engage in learning.</p>	<p>SENCOs/EG/Learning mentor</p>	<p>July 2021</p>	<p>Where appropriate EHA opened and universal services engaged to support KS3 pupils and families.</p>	<p>£4,000</p>	
	<p>5. Effective early intervention for KS3 pupil premium students with behaviour difficulties by behaviour lead, SENCO and learning coordinators.</p>	<p>SMT/SENCOs/Learning Coordinators/PD</p>	<p>Ongoing to July 2021</p>	<p>KS3 pupil premium pupils receive support from behaviour intervention services where appropriate to improve behaviour and engagement with learning. Exclusion/isolation data reflects improvements.</p>	<p>£4,000</p>	<p>Weekly</p>
	<p>6. Early identification of KS3 pupil premium attendance issues by EWO.</p>	<p>SMT/BR/MV</p>	<p>Ongoing to July 2021</p>	<p>Attendance of KS3 pupil premium students shows an improving trend.</p>	<p>£3,000</p>	<p>Weekly</p>



Pupil Premium Strategy Statement 2020-2021

		7. Payments to support KS3 pupil premium pupil attendance on educational school trips such as Holocaust trip.	STM/Learning Coordinators/MC	Ongoing to July 2021	Eligible KS3 pupil premium pupils receive appropriate support for engagement with learning.	£3,000	Weekly
		8. TA in-class support for KS3 pupil premium students.	STM/SENCOs	Ongoing to July 2021	Eligible KS3 pupil premium students receive in-class support where appropriate.	£5590	Termly
		9. Ensure that all KS3 LAC students are supported through the PEP process to access additional support.	SMT/SENCOs/HODs/LCs	Ongoing to July 2021	KS3 LAC students make expected or above progress.	£2000	Termly
		10. Ensure that any pupil premium students with school-related anxiety receive appropriate support through the use of school counsellors and external agencies	SMT/SENCOs/HODs/LCs	Ongoing to July 2021	Pupil premium students with school-related anxiety are supported to engage with learning	£4590	Termly



Pupil Premium Strategy Statement 2020-2021

3. To ensure that any barriers to learning for all pupil premium students are minimised through carefully identified individual support.	1. To improve pupil premium attendance as a barrier to learning.	1. Attendance: Pupil premium leader to work with EWO and Attendance leader to identify pupil premium students with attendance issues to resolve and improve.	STM/BR/MV	Ongoing/July 2021	Attendance pupil premium students shows an overall improving trend.	£5,000	Weekly
	2. To ensure that behaviour is not a barrier to learning for pupil premium students.	2. Behaviour: Ensure the internal and external LCC behaviour ladder is followed for pupil premium pupils with behaviour issues.	SMT/SENCOs/Learning Coordinators.	Ongoing/July 2021	Behaviour improvements shown through analysis of exclusion/isolation/detention data for pupil premium groups and reduction of exclusions.	£5,000	Weekly
	3. To improve pupil premium access to universal services to support additional needs or barriers to learning.	3. Mental Health: To ensure where appropriate pupil premium students have access to high quality mental health provision to support learning.	SMT/SENCOs/Safeguarding Team/Learning Coordinators	Ongoing/July 2021	Where appropriate pupil premium pupils receive mental health support through school counsellor/Healthy Minds/CAMHS.	£5,000	Termly
	4. To ensure pupil premium access to targeted	4. SEND: provide support using graduated approach for pupil premium students	SENCOs	Ongoing/July 2021	Graduated approach used to provide appropriate support to improve	£5,000	Termly



Pupil Premium Strategy Statement 2020-2021

	support where identified, for example, for non-engagement or return-to-school anxiety following the Covid-19 lockdown.	<p>experiencing additional barriers through teaching assistant support where possible.</p> <p>5. Uniform: Provide additional grants to purchase uniform for pupil premium pupils to develop engagement and participation.</p>	STM/Learning Coordinators/MC	Ongoing/July 2021	<p>progress and attainment measure by tracking.</p> <p>Pupil Premium pupils wear correct uniform.</p>	£2,500	Termly
		<p>6. Educational Trips: Provide additional grants to pupil premium pupils to support attendance at educational trips and coursework trips.</p>	STM/Learning Coordinators/HODs	Ongoing/July 2021	<p>Pupil premium students have access to educational trips and activities.</p>	£2,500	Termly
		<p>7. Educational equipment/resources: Ensure additional grants are available to pupil premium pupils to purchase revision guides, art materials</p>	STM/Learning Coordinators/HODs	Ongoing/July 2021	<p>Pupil premium students are able to fully participate in learning by using the correct equipment and resources in school and at home.</p>	£2,500	Termly



Pupil Premium Strategy Statement 2020-2021

		and materials according to need.					
		8. Family support structure: Where appropriate pupil premium lead to liaise with family support worker, learning coordinators about additional support through EHA/TAC for pupil premium students to develop participation and engagement.	SMT/SENCOs/EG/Learning Coordinators	Ongoing/July 2021	Pupil premium students have access to universal support services via EHA/TAC to improve family and pupil engagement with learning and education.	£2,500	Termly



Pupil Premium Strategy Statement 2020-2021

6. Review of Expenditure	
Previous Academic Year	2019-2020 It has not been possible to fully evaluate the impact due to school closure in March 2020 as a result of the Covid-19 pandemic.

Desired Outcome	Chosen Action/approach	Estimated Impact	Lessons Learned	Cost
1. Improve the progress of KS4 pupil premium students in the Academy by 'narrowing the gap' in English and Maths	Targeted support for Year 11 pupil premium students (in-class support, extra Maths and English, intervention. EHA/TAC support, attendance, PSP support, AP)	Approaches used have supported positive progress 8 (overall results, not share and compare). Pupil premium students who were lower ability on entry did not perform as well as those who were more able on entry, especially boys (-0.24)	To ensure that middle ability pupil premium boys are supported effectively to make better progress. Use of Catch-up curriculum and funding to narrow the gap following Covid-19 lockdown.	TOTAL: £170,000 Partial carry-over due to Covid-19 lockdown
	Use of internal/external behaviour ladders.	A number of students on AP adversely affected progress 8	To ensure that all AP students continue to be effectively tracked in terms of curriculum and levels.	
	Monitoring of attendance by EWO/SMT lead.	A number of students with poor attendance affected the progress 8 score.	To ensure early intervention for pupil premium students with poor attendance so that their progress is maximised.	
2. To improve the progress and attainment of KS3 pupil	Effective transition of pupil premium students through data collection, visits to	Pupils settled well into Year 7 supported by additional learning coordinators.	Transition data and information needs collating early so that	TOTAL COST: £60,000



Pupil Premium Strategy Statement 2020-2021

Premium students in the Academy.	Primary Schools and transition days.		<p>additional intervention at KS3 is not missed for pupil premium students.</p> <p>Additional testing through use of MidYis/Yellis following time out of school due to Covid-16</p> <p>Use of Catch-up curriculum and funding to narrow the gap following Covid-19 lockdown.</p>	Partial carry-over due to Covid-19 lockdown
	Early intervention to support attendance and behaviour through development of internal behaviour ladder and additional learning coordinators to KS3.	Learning Coordinators begun regular meetings with SMT link staff to discuss pupils and groups of concern including pupil premium so that these pupils were tracked.	Effective monitoring at the Learning Coordinator level is more effectively supported by SMT link staff to identify any learning, behaviour or attendance issues.	
	Early intervention through use of EHA/TAC for pupil premium students to support engagement with learning.	Early Help continued to be a strategy employed at KS3 to support pupils and their families.	Early intervention is important to allow later steps to take place effectively with pupils whose learning is affected by behaviour or attendance.	
	Use of discretionary grants for uniform, materials and educational visits for pupil premium students.	Access to funding was made available for uniform as well as for example, art materials for pupil premium student at KS3.	Some parents expect to be able to buy expensive shirts and uniform items and this has needed rationalising to minimise costs.	



Pupil Premium Strategy Statement 2020-2021

<p>3. To ensure that barriers to learning for KS4 pupil premium pupils are reduced or removed through carefully identified individual support.</p>	<p>Improved monitoring of attendance by SMT, weekly with actions following by EWO/BR.</p>	<p>Increased engagement of pupils leading to better performance of pupil premium students</p>	<p>Careful monitoring continues weekly by SMT and to further involve pupil premium co-ordinator and HODs.</p> <p>Return-to-school barriers to learning following Covid-19 lockdown to be identified by year team/departments and SMT links.</p>	<p>TOTAL COST: £21, 695 Partial carry-over due to Covid-19 lockdown</p>
	<p>Development of internal behaviour ladder.</p>	<p>More robust monitoring and prevention of behaviour incidents leading to fixed term exclusions reduced.</p>	<p>Reduction of fixed term exclusion is related to improved performance due to increased lesson time availability for pupil premium students.</p>	
	<p>Increased use of PSP process being rolled out to pastoral teams</p>	<p>Appropriate provision arranged for students unable to manage the KS4 curriculum due to behaviour and related issues.</p>	<p>Alongside provision careful tracking is needed to ensure accurate prediction of progress 8 and suitable curriculum is in place for these pupils.</p>	
	<p>Increased pastoral support for pupil premium students through increased capacity of pastoral teams</p>	<p>Greater capacity to respond to need and to support academic progress of pupil premium student.</p>	<p>Year 11 team/HODs to be involved in tracking middle and lower ability pupil premium progress through regular tracking meetings</p>	
	<p>Tracking of Year 11 pupil premium attendance at fixed intervention sessions.</p>	<p>HODs awareness of pupil premium attendance and progress.</p>	<p>HODs to have greater role in tracking, especially for middle and lower ability boys.</p>	