

# 3 Year Pupil Premium Strategy Plan

SUMMARY INFORMATION			
Pupil Premium Strategy Plan 2019-22	Workington Academy		
CURRENT PUPIL INFORMATION [2019-2020]			
Total number of pupils: (Y7 to Y11)	768	Total pupil premium budget:	<b>TBC</b>
Number of pupils eligible for pupil premium: (Y7 to Y11)	284 (37%)	Amount of pupil premium received per child:	£935 for PP £2300 for LAC & PLAC

**Note:** Student numbers are taken from the October census date (3/10/19)

## Assessment data

CURRENT ATTAINMENT (SECONDARY SCHOOLS)					
	Pupils eligible for PP	Pupils not eligible for PP	National Average	Data from previous 2 years	
	School average			2016-17	2017-18
Progress 8 score average	-0.83	-0.27	0.0	-0.95	-0.95
Attainment 8 score average	42.9	47.5	47.1	37.6	36.1

**Note:** Attainment 8 is not comparable year-on-year

## LONG-TERM PLAN (3 YEAR TIMESCALE):

- 1) Improve the outcomes for disadvantaged students to rapidly close the gap between them and their peers
- 2) Continue to improve the attendance of disadvantaged students
- 3) Improve links with families to increase parental engagement in supporting disadvantaged students

**PRIORITY 1: Improve the outcomes for disadvantaged students to rapidly close the gap between them and their peers**

Member of staff responsible: ROH/NTW

Objectives	Actions to be taken	By whom	By when	Resources needed	Evidence	Success criteria
Improve the outcomes for disadvantaged students to rapidly close the gap between them and their peers	Continue a bespoke CPD programme for staff at all teaching levels. Staff CPD to include; the teaching of disciplinary literacy; use of Standard English and the 'talk for writing' model to improve oracy & extended writing across the curriculum.	JDA/ROH	September 2019 & on-going	Meeting time & Admin support	Reading strategies and 'talk for writing' strategies are explicit in curriculum plans. Teaching plans provide regular opportunities for speaking and listening	CPD is focused on quality first teaching and learning, content is relevant and all staff engage positively
	Cultural capital opportunities are mapped across all year groups promoting the transfer of knowledge and skills across subject areas and providing a wide range of 'real word' experiences	MBE/JDA/ROH	July 2020 & review annually	Road Maps	Educational visits, external visitors MTPs, Lesson observations/drop-ins, student books & voice	Increased number of students attending sixth form and university. No NEET figure
	KS4 Raising standards group to focus on Y11 and Y10 targeted High/Middle ability PP students (and families) who are at risk of underachieving.	ROH/DSE	November 2019 & ongoing	Meeting time  Academic mentors	SLT/CL link meetings & data captures reflect positive trajectory for targeted students	Improved outcomes in trial & final examinations
	Rigorous tracking of achievement at KS3 to intervene swiftly with those students who are in danger of falling behind	NTW & designated staff in Eng/maths/science	Reviewed termly	Meeting time	Data captures, student voice, books	Fewer students fail to meet targets

**PRIORITY 2: Continue to improve the attendance of disadvantaged students**

Member of staff responsible: MBE/HSM

Objectives	Actions to be taken	By whom	By when	Resources needed	Evidence	Success criteria
Continue to improve the attendance of disadvantaged students	Further develop the attendance display around the school to include all classrooms.	MBE/HSM	September 2019 and on going	Admin time	Displays are evident around the school and are regularly referred to in assemblies and tutor time	Attendance of disadvantaged students improves on summer 2019 figures.
	Review attendance letters to ensure they meet current needs and trends. Change the measurement in letters home from percentage attendance to sessions missed/attended.	MBE	September 2019 and on going	New letters - admin support.	Letters make impact of absence more explicit to parents & carers	
	Use Progress and Open evenings to continue to raise the awareness of the importance of good attendance.	Directors of Learning & SPOs	September 2019 and on going		Increased number of parents of disadvantaged students attend events and are more aware of the importance of student attendance	
	Decrease PA and meet Trust Targets by July 2020.	MBE/HSM/JWI	September 2019 and on going		Earlier intervention is in place for students heading for PA in term 1	
	Continue rewards & incentives at key stage 3	NTW	On-going	Rewards funding	Rewards events and incentives	

**PRIORITY 3: Improve links with families to increase parental engagement in supporting disadvantaged students**

Member of staff responsible: BHE/NTW/ROH

Objectives	Actions to be taken	By whom	By when	Resources needed	Evidence	Success criteria
Improve links with families to increase parental engagement in supporting disadvantaged students	An enhanced parental engagement strategy, building on the successful work with year 6/7 to be created and implemented.	BHE/NTW	July 2020		A well-attended parents forum up and running	Parents attend events and more actively support the Academy
	Additional information and progress update evenings for key stage 4 students, to build relationships and support student in examination years	ROH	September 2019	Admin time Revision materials	Increased parental attendance	
	'Helping your child to revise' evenings providing subject specific revision strategies	ROH	November 2019	Subject revision resources	Parents attend the information evening	
	'Famous Five' initiative to be launched, designed to raise the profile of five students in years 7,8 and 9 across the academy each half term, with an emphasis of improving progress, resilience and engagement of selected students and their parents/carers.	NTW	January 2020	Meeting time Admin support, Rewards funding Catering funding Subject / Learning resource funding	Parents to attend scheduled meetings / engagement events.  Student data to reflect improvement in engagement and progress.	