

ATAM Academy



Pupil Premium Strategy & Self Evaluation

2021-22

This statement details our school's use of pupil premium (and recovery premium) 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. Atam Academy has adopted the recommended three-year strategic approach for the years 2021-24, however this strategy statement and evaluation covers this academic year.

The Pupil Premium is additional funding to help schools close the attainment gap between pupils from low-income and other disadvantaged families and their peers. The Government believes that the pupil premium is the best way to address the current inequalities between pupils eligible for free school meals (FSM) and their peers. ATAM Academy receives funding for pupils eligible for FSM, or who have been eligible at any time over the last six years (known as 'Ever 6 FSM'), pupils whose parents are serving in the armed forces or pupils who are in care, adopted from care or 'looked after'.

A Tiered Approach

In line with the EEF Guide to the Pupil Premium, ATAM Academy adopts a tiered approach to target Pupil Premium funding strategically and effectively, with the aim of overcoming barriers to progress and improving the attainment of disadvantaged pupils by using the interventions outlined in this strategy document.

School overview

Detail	Data
School name	ATAM Academy
Number of pupils in school	833
Proportion (%) of pupil premium eligible pupils	11.4% (92)
Academic year/years that our current pupil premium strategy plan covers	20201-2024
Date this statement was published	December 2021
Date on which it will be reviewed	September 2022
Statement authorised by	D Martin
Pupil premium lead	D Martin
Governor / Trustee lead	M Singh

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£77,555
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£ 0
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	£77,555

Part A: Pupil premium strategy plan

Statement of intent

At ATAM Academy we are inclusive of the diverse families and children that form our school community. Our intention is to provide an inspirational and inclusive environment with outstanding teaching and learning to provide equal opportunity for academic success for all children, ensuring they meet age related expectations at every key stage in our school.

We believe that no child should be left behind socially, or academically because of disadvantages within their home life. We strive to remove low expectations, raise lifelong aspirations and focus on removing barriers to learning and achieving excellence. Through our broad and balanced curriculum, we ensure all children receive equal opportunities to learn new skills, gain life experiences and academic success.

Our Pupil Premium Plan aims to address the main barriers our children face in achieving progress and attainment through the use of rigorous tracking, careful planning and targeted support and intervention. We will provide all *children with the best possible education so they can achieve success in life.*

Barriers to Achievement

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

Challenge number	Detail of challenge
1	Attendance of PP students is lower than non-PP students. Higher rates of persistent absence among PP students. (KS3 and Upper KS2)
2	Many of our PP students are socially, culturally and economically deprived resulting in minimal life experiences beyond their own household, thus limiting aspirations and life chances
3	PP students do not achieve as well as their non-PP peers.
4	Accessibility of the curriculum is more limited for some PP students due to relatively weaker numeracy and literacy skills
5	19% of our PP students are also SEND which has the potential to create a further barrier to achievement
6	Lack of learning resources, technology and parental capacity to support learning at home
7	English as an additional language resulting in more limited language skills and understanding of vocabulary.
8	Social, emotional and mental health issues for some PP students which impact on behaviour and learning

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
Improved pupil progress against prior attainment data	Assessment data demonstrates pupils are making expected progress
Improved Writing outcomes	Assessment data demonstrates pupils are making expected progress
Improved Reading outcomes	Children achieve outcomes in line or above national average by the end of KS2 NGRT reading assessments demonstrate termly progress in KS3
Improved Phonics Outcomes	At least 90% of children pass the Phonics screening at the end of Year 1
Improve Attendance & Punctuality	Attendance of disadvantaged children is at 96% or above.
Outcomes for PP SEND learners improves	SEND learners make at least expected progress from their starting points.
Improved engagement in learning and raising aspirations of PP learners	<p>Pupils complete more home learning and make progress with reading records, times tables rock stars (primary) and Century Learning</p> <p>Pupils progress data demonstrates improvement from their starting points at least in line with non PP students</p> <p>Pupil attendance improves in key year groups</p> <p>PP children attend clubs, enrichment activities and trips</p> <p>Good attendance at parents evening or information evenings it at least in line with</p> <p>ATL scores are on average at least good</p>

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: £ 27,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Recruitment, retention and professional development high quality staff	EEF tiered approach to supporting staff to continuously improve their practice and therefore their teaching and training of others.	3,4,5,7
<p>Quality CPD for all staff. Continuous support and training for teachers throughout the year.</p> <p>Development of the Teaching policy and CPD covering what constitutes a good lesson</p>	<p>EEF tiered approach to PP spending. Raising awareness of disadvantaged pupils and how best to support them. Raising standards across the school and addressing staff areas of development with focused support.</p> <p>“Ensuring an effective teacher is in front of every class, and that every teacher is supported to keep improving, is the key ingredient of a successful school and should rightly be the top priority for Pupil Premium spending” (EEF)</p>	3,4,5,7
The development of middle leaders to take accountability for the provision of high quality education across all subjects. Training in and implementation of a formalised monitoring, evaluation and review process	<p>“Good teaching is the most important lever schools have to improve outcomes for disadvantaged pupils.” (The EEF Guide to Pupil Premium)</p> <p>Additional support for PP students to be identified at the earliest opportunity</p>	3,4,5,7

<p>Rigorous and regular tracking and monitoring of Key Assessments, Teacher Assessed Grades and Attitude to Learning using sims SIMS data. Swift intervention where necessary.</p> <p>Use of FFT for target setting and analysis</p> <p>Regular ongoing training for senior and middle leaders in the use of SIMs to generate timely and actionable data</p>	<p>Tracking ensures all teachers are accountable for pupil progress and can take timely action in lessons, in curriculum planning and with interventions as needs arise.</p> <p>Additional support for PP students to be identified at the earliest opportunity</p>	<p>3,4,5,7</p>
<p>The implementation of GL assessments</p> <p>GL assessment used to accurately identify gaps in children's learning. This enables teachers to adapt their teaching and implement intervention as required. GL Reading, spelling core subject and learning needs assessment</p>	<p>Additional support for PP students to be identified at the earliest opportunity</p> <p>This will narrow the attainment gap and ensure PP students are able to access the curriculum</p> <p>Early identification allows us to place pupils at appropriate levels of intervention- eg IDL, Learning Village or Phonics intervention</p>	<p>3,4</p>
<p>The continued development of the curriculum across all phases. Training and development of all staff in the curriculum</p> <p>Developing learning science, sequencing and literacy within the curriculum</p> <p>Developing relationships with NLE, LLE, local HUBs (eg Maths Hub) and cluster groups</p>	<p>EEF research promotes supporting staff to continuously improve their practice and therefore their teaching and training of others. Across all subject areas to ensure breadth across the curriculum</p> <p>EEF recommends that literacy is viewed as key to learning across all subjects and a strong predictor of outcomes in later life</p> <p>Disciplinary literacy is an approach to improving literacy across the curriculum that emphasises the importance of subject specific support</p>	<p>3,4</p>

<p>Engagement of school improvement partners to support leaders in ensuring the curriculum and teaching meets the needs of the most disadvantaged learners. (EKO trust NLE and LLE) and our Director of School improvement)</p>	<p>Continued development of KS1-3 curriculum to ensure learning is sequenced and progressive. Curriculum planning and designed to embed and accelerate learning. Explicit teaching of tier 3 vocabulary. Appointment of new curriculum leads to facilitate a high quality curriculum leadership</p>	<p>3,4</p>
<p>Continued development of class charts to provide teachers with accurate information about pupils' background and prior data.</p>	<p>EEF tired approach to raising awareness of pupil premium students and the challenges they face. This will enable teachers to adopt strategies that ensure they engage with, mark work and provide feedback to disadvantaged learners as a priority. EEF toolkit suggests rigorous data analysis and purposeful feedback lead to accelerated progress</p> <p>This will facilitate inclusive and adaptive teaching to meet the needs of all students</p>	<p>3,4,5,7</p>
<p>Continued development of teachers and TAs of TAs in the delivery of Read Write Inc Phonics. Investment in Phonics resources</p>	<p>The EEF toolkit states that phonics approaches has a moderate impact (+4 months) for a very low cost</p>	<p>4,7</p>
<p>Whole school reading strategy to raise the profile of reading and support all staff in developing reading across the school.</p> <ul style="list-style-type: none"> ● Form readers (secondary) ● Expansion of the secondary library ● the use of Redbridge library services and topic specific book boxes (all through) ● Library lessons (secondary) ● World Book Day 	<p>EEF research states reading comprehension strategies have a very high impact for a low cost</p>	<p>4,7</p>

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £ 30,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Literacy development strategies through Learning village and IDL.</p> <p>This will target the development of literacy skills in all learners but in particular SEND, EAL and disadvantaged children.</p>	<p>On average, reading comprehension approaches deliver an additional six months' progress. Successful reading comprehension approaches allow activities to be carefully tailored to pupils' reading capabilities, and involve activities and texts that provide an effective, but not overwhelming, challenge.</p> <p>The EEF toolkit states that phonics approaches has a moderate impact (+4 months) for a very low cost.</p>	4,7
<p>Use of digital technologies to promote learning. Ongoing development of subject specific online resources and resources to promote self-directed learning and plug gaps in learning.</p> <p>Eg Century, Kerboodle, TTRS, Bug Club</p>	<p>These learning packages make the curriculum more accessible for all learners. They provide children and teachers with visible feedback on progress.</p>	3,4,6,7
<p>Phonics and reading intervention groups for student not working at age expected levels</p>	<p>EEF research suggests phonics has a positive impact overall (+5 months) with very extensive evidence and is an important component in the development of early reading skills, particularly for children from disadvantaged backgrounds.</p> <p>EEF Toolkit and evidence of best practice - Reading Comprehension Strategies (Average impact +6 months), Small Group Work (Average impact +4 months), Feedback (high impact for very low cost +8 months)</p>	4,5,7
<p>English and Reading Intervention</p>	<p>Initial baseline assessments indicated gaps in writing and reading for some PP students</p>	3,4,5,7

The appointment of a tutor for targeted year 6 intervention to close the gap in writing and reading .	EEF Toolkit and evidence of best practice - Small Group Work (Average impact +4 months).	
Third space Learning 1-2-1 Remote maths tuition for Year 5 and 6- (NTP)	Assessment data showed that following lock down some PP students had significant gaps in mathematics EEF Toolkit and evidence of best practice - Small Group Work (Average impact +4 months).	3,4,5

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £ 20,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>The development of wellbeing and resilience in students</p> <p>The appointment of a Pastoral Manager to lead on pupil centred support for wellbeing and behaviour.</p> <p>The utilisation of outside agencies to deliver wellbeing and resilience workshops- eg Goyal Foundation</p> <p>The development of the school behaviour policy to incorporate zones of regulation</p> <p>Staff training on wellbeing and zones of regulation</p>	<p>Targeting social and emotional learning has been found to be effective across all key stages</p> <p>A wider strategy approach to attainment through increased attendance, emotional wellbeing and self-regulation of behaviour. Behavioural needs and consequences recorded through our own behavioural system with parental contact involved at every stage.</p> <p>EEF research shows mentoring is low cost but has a good impact.</p> <p>A wider strategy approach to attainment through increased attendance and emotional wellbeing for students and staff.</p> <p>Covid-19 has affected students in many ways, e.g. bereavement, illness, isolation, domestic abuse. Rise in safeguarding issues for many students.</p>	8,2
The appointment of a Pastoral Leader to manage the work of the pastoral teams.	EEF research shows behaviour interventions have a moderate impact for a low cost	1,8

<p>Develop attendance systems eg -Sanctions for lateness -Breakfast club</p> <p>Appointment and development of a new attendance officer</p> <p>Increase EWO hours</p> <p>Development of new attendance and punctuality systems to increase student and parent accountability</p> <p>Utilisation of school improvement partners to help develop attendance systems</p>	<p>Children who are hungry do not perform as well. A free breakfast club ensures that children are able to come to school and be 2, 3, 4 & 9 6 fed, allowing them to have the best possible start to the da</p> <p>The work of the EWO officer iis helping to ensure that PP attendance is above national. It is also aiming to reduce the number of PP children who are persistently absent from school.. The EWO works continuously to support these families and reduce the risk of harm to the PP children.</p> <p>Use of Class charts attendance analysis tool to implement early attendance intervention. Class charts was used last year and has begun to demonstrate a significant impact upon attendance figures.</p>	1
<p>Development of careers programme to support in raising aspirations.</p> <p>CareerCompanion website, Step UP careers programme, CareerPilot, Options assemblies, evenings and 1-2-2 meetings</p>	<p>This will help raise aspirations and ensure pupils are aware of the opportunities open to them</p>	2
<p>The introduction of a new remote and accessible partners evening and parental meeting platform</p> <p>Regular parental information evenings to provide updates on literacy, RSHE, GCSEoptions</p>	<p>“Parents play a crucial role in supporting their children’s learning, and levels of parental engagement are consistently associated with children’s academic outcomes.” (EEF)</p> <p>Very positive feedback from lockdown period where form tutors maintained regular contact with parents and students and remote support was given</p> <p>EEF research shows parental engagement has a positive impact on average of 4 months’ additional progress. It is crucial to consider how to engage with all parents to avoid widening attainment gaps.</p>	6

The reintroduction and further development of free extra curricular clubs and activities	To engage and inspire students beyond their lessons. To open minds to the potential opportunities	2
Subsidised trips	By subsidising trips and visits it will allow more children from disadvantaged backgrounds to be able to attend these. These visits and experiences will develop children both personally and academically.	2,6

Total budgeted cost: £ 77,000

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes - This details the impact that our pupil premium activity had on pupils in the 2020 to 2021 academic year.

In January 2021 the school underwent a change of leadership. The new leadership undertook a review of PP strategy between January and March 2021. Immediate measures were taken to identify and assess all pupils' academic attainment and put in place support for pupil premium students

- *During lockdown PP students were invited to attend school and both online and in school attendance was good. Secondary PP attendance finished at 90.1% with Primary at 91.2%*
- *The reading interventions Between March 2021 and September 2021 PP students' average standard age reading scores improved from below national averages to in line with national average by September 2021*
- *Our assessment of Year 6 at the start of the year indicated that the disruption caused by COVID had a significant detrimental impact upon their writing and reading comprehension. The school has taken immediate action to intervene, adapting teaching and implementing in class, and additional interventions such as tutoring*
- *Current Year 5 PP students (Year 4 last year) were also more significantly impacted by COVID than other year groups. This year group is now in receipt of increased intervention.*
- *15 new staff and improved CPD for staff have led to incremental improvement in the quality of teaching*
- *By autumn 2021 92% of Year 2 had passed the phonics screening test, suggesting the new phonics lead and the phonics training and intervention have had an impact.*
- *Secondary PP student progress in English, mathematics and science at the end of the summer term 2021 was lagging behind the rest of the cohort. this has led to increased investment in subject leadership, teaching and learning CPD, and early identification assessment systems in this year's plan.*

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider
Times Tables Rock Stars	Maths Circle

Rising Stars	Hodder
Read Write Inc	Ruth Miskin
Century Learning	Century Tech
Kapow	Kapow Primary
Myon	Renaissance
Bug Club	Pearsons
GL Assessments	GL