

Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2022 to 2023 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	Reach Academy Feltham
Number of pupils in school (Reception-Year 11)	726
Proportion (%) of pupil premium eligible pupils	44.2%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	1st September 2022-31st August 2025
Date this statement was published	29th September 2022
Statement authorised by	Tilly Browne and Beck Owen (Co-Headteachers)
Governor / Trustee lead	Tom Sawbridge (Trustee and Chair of LGB)

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£347,203 (£225,063 Primary, £122,140 Secondary)
Recovery premium funding allocation this academic year	£57,786.50 (£23,562.50 Primary £34,224 Secondary)
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	£404,989.50

Part A: Pupil premium strategy plan

Statement of intent

Vision

Our aim for students eligible for pupil premium funding can be encapsulated by our whole school mission which is to transform the lives of all of our pupils by providing them with the skills, attitudes and academic qualifications to flourish in any career and live happy and fulfilled lives. The school has been founded in order to empower our community to access opportunities that hitherto have been preserved for the elite. In order to achieve this vision, we will ensure that pupils make excellent progress across the curriculum.

The importance of this issue has been heightened due to the events of the past eighteen months. Research has found that disadvantaged pupils have been worst affected by the impact of the pandemic. It is therefore more important than ever that school strategies focus on support for disadvantaged pupils.

Principles

- Never confuse eligibility for the Pupil Premium with low ability, and focus on supporting our disadvantaged pupils to achieve the highest levels.
- Strategies and decision-making based on the most recent evidence so we only implement what has been shown to close the gap.
- The plan will be centred on improving the quality of teaching. All academic evidence strongly suggests that high-quality teaching is the 'best bet' we have in closing the attainment gap.
- Ensure that the Senior Leadership Team has a clear overview of how the funding is being allocated and the difference it is making to the outcomes for pupils.
- Thoroughly involve governors in the decision making and evaluation process.
- Have a clear and robust appraisal system for all staff, and include discussions about pupils eligible for the Pupil Premium in appraisal and pupil progress meetings (PPM).
- Outstanding CPD, including individual coaching to all staff will be used to increase the quality of teaching in the school.
- Providing a world class education and beyond through the work of the Reach Children's Hub.

- Fully utilising our all-through model to identify under achievement and patterns as early as possible to allow action to be taken to address the issues in a timely manner.
- The small nature of the school will allow students to receive a personalised approach. We pride ourselves on having a deep understanding of every student and family.
- Review and change. We will review the PPG plan each term and remove actions that are not having a positive impact on our desired outcomes.
- The plan will be underpinned by drawing upon the EEF’s Teaching and Learning Toolkit meta-analyses and research reviews.
<https://educationendowmentfoundation.org.uk/guidance-for-teachers/using-pupil-premium>
- School leaders should focus on a small number of priorities each year in areas that are likely to make the biggest difference, with a focus on effective implementation.

Intent

The academy aims to reduce the attainment gap between disadvantaged pupils and non-disadvantaged pupils. Our current pupil premium strategy plan is designed to improve outcomes, attendance and build strong relationships with pupils to fulfil our vision.

Challenges

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

Challenge number	Detail of challenge
1	<p>Assessments, observations and discussions with students across primary and secondary show that disadvantaged students have generally lower reading comprehension compared to their non-disadvantaged peers.</p> <p>By the time that our pupils get to the end of Year 9, ready to enter their GCSEs, we are finding that on average the disadvantaged pupils are one grade behind their peers (1.1 grades in English, Maths and Reading, and between 0.9 and 1.4 in other EBACC subjects). Although progress is generally in line between disadvantaged and non-disadvantaged pupils, this attainment gap is seen across a range of subjects, although interestingly this gap is halved in Art and Music, suggesting that foundational literacy, numeracy and cultural capital are the areas of weakness.</p>

2	Writing and correlation with speaking. Assessments and observations of students has shown that disadvantaged students are less articulate when expressing their verbal responses in class. End of KS2 data showed a 40% gap between disadvantaged and non-disadvantaged students meeting GDS.
3	Parental understanding of how to support effective home learning
4	Our multidisciplinary early intervention team and processes have identified an increase in the number of vulnerabilities our disadvantaged students are experiencing. Resulting in an increased number of children and families presenting with social and emotional issues.`

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
Pupils make outstanding progress through the EYFS.	100% of disadvantaged students meet the GLD in all of the prime areas of the EYFS.
Pupils all pass the phonics screen	100% of disadvantaged students pass the phonics screen.
Students achieve outstanding outcomes in Key Stage 1	70% of disadvantaged students achieve combined EXS+ in Reading, Writing and Maths.
Students achieve outstanding outcomes at Key Stage 2	80% of disadvantaged students achieve combined EXS+ in Reading, Writing and Maths.
The attainment gap does not increase, and in most cases, begins to close during Key Stage 3.	90% of disadvantaged students meet their end of year aspirational target.
Students achieve outstanding outcomes at Key Stage 4.	The Progress 8 Score of disadvantaged students is significantly higher than national and inline with non disadvantaged students within the school cohort.
Students achieve outstanding outcomes at Key Stage 5.	Disadvantaged students achieve a minimum of a 3 ALPS score in all of their subjects. 100% of disadvantaged students achieve a D-D** grade at BTEC.
All students will be able to have a life of choice and opportunity.	We will have a minimum of 50% of our disadvantaged students choosing to attend a Redbrick or Top Third University.
Students will have access to an outstanding enrichment offer.	All disadvantaged students will participate in at least one extra curricular enrichment club.
Our behaviour policy will ensure that students are taught habits and routines that will support them to achieve the best possible outcomes.	The % of disadvantaged students who incur demerits and further sanctions are inline with the whole cohort.

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: £135,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><i>CPD Programme focused on practice and developing teacher habits. The CPD programme is underpinned by the latest research and evidence. We will review our provision every academic year to ensure that our CPD offer is inline with what research says will close the attainment gap.</i></p> <p><i>CPD will be run two out of three weeks for staff in secondary and weekly for staff in primary. CPD will focus on whole school strategies as identified in our Teaching and Learning Handbook. Then, at Secondary department level these strategies will be revisited allowing colleagues to see what each technique will look like in their department. In Primary, we will then revisit these in different subject areas.</i></p> <p>Loadings- kept low for SLT to triangulate the</p>	<p>A large body of academic evidence has made it clear that the biggest factor determining the outcomes for disadvantaged students is the quality of teaching. Therefore, it suggests that CPD for teachers should be where Senior Leaders and schools invest a majority of their time and money.</p> <p>https://s3.eu-west-2.amazonaws.com/ambition-institute/documents/Designing_Professional_Development_for_Teacher_Change_-_Harry_Fletcher-Wood_1.pdf</p> <p>https://www.crownhouse.co.uk/the-cpd-curriculum</p> <p>https://dylanwiliam.org/Dylan_Wiliams_website/Papers_files/Spectator%20talk.doc</p>	<p>1,2</p>

<p>implementation of this & teachers to plan for impact.</p>		
<p><i>Teacher retention is high through centralised school systems, reductions and a feedback policy that allows departments to decide how to best move students forward in their respective subjects.</i></p> <p><i>All departments have centralised resources to support with their planning.</i></p> <p><i>Teachers have low loadings to support wellbeing and retention</i></p> <p><i>Teacher training programme to ensure outstanding new practitioners</i></p> <p><i>Hiring of new SLT member to lead induction and ITT</i></p>	<p>The Department for Education has produced the School workload reduction toolkit and this has guided our overarching strategic principles in the school.</p> <p>Providing feedback is a well-evidenced and has a high impact on learning outcomes. Effective feedback tends to focus on the task, subject and self-regulation strategies: it provides specific information on how to improve.</p> <p>https://www.gov.uk/government/collections/reducing-school-workload</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/feedback</p>	<p>1,2,3,4</p>
<p><i>Coaching of teachers to ensure that the quality of teaching and learning remains outstanding.</i></p>	<p>In terms of impact on student outcomes, instructional coaching has a better evidence base than any other form of CPD. Instructional coaching is also in contrast to a more traditional coaching model where the coach asks a series of open questions in order to draw out the answer that the practitioner is already aware of. Instructional coaching assumes that there are some areas where the teacher being coached is more novice and that the coach, being more expert, will be able to guide their improvement in those areas.</p> <p>https://samsims.education/2019/02/19/247/</p> <p>https://www.ambition.org.uk/blog/what-instructional-coaching/#:~:text=Instructional%20coaching%20of%20te</p>	<p>1</p>

	achers%20seeks,bite%2Dsize%20steps%20for%20improvement.	
<i>Data analysis to have a specific focus on the progress of disadvantaged students.</i>	<p>Pupil Progress Meetings (PPM's) will focus on the progress of disadvantaged students. Meetings have been adapted for the academic year 2022-2023 to not only have a more specific focus on progress of disadvantaged students from their starting points but also look at how we can amend our curriculum to better support any gaps in what Michael Young has identified as powerful knowledge.</p> <p>https://www.amazon.co.uk/Updated-Practical-Guide-Pupil-Premium/dp/1909717630</p>	1,2
<i>Oracy</i>	<p>Researchers are in agreement that effective oracy provision is vital to the success of students, both in relation to students' cognitive development and learning, and their preparation for participation in the wider world (Millard and Gaunt, 2018). Both of these factors are in alignment with the core Reach vision of preparing students for lives of choice and opportunity. This responsibility includes giving students the ability to articulate themselves and express their own opinions confidently and persuasively, to prepare them for deep collaborative thinking and for a variety of professional situations. The Education Endowment Foundation also identifies the importance of 'structured talk' as one of the essential features of effective disciplinary literacy within schools (EEF, 2021). Oracy, therefore, must be treated as a core element of building wider student literacy, which is essential to high-level student attainment and opportunity.</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/oral-language-interventions</p>	2
<i>Data reviews after each summative assessment to lean more on the content of the curriculum rather than surface level conversations purely on the data.</i>	<p>At Reach Academy, we believe that all children should enjoy lives of choice and opportunity. This means equipping them with the knowledge, skills, attitudes, behaviours and experiences that will both enrich their current lives and prepare them for the next stage of life. At the centre of this mission is the curriculum, which sets out exactly what, as a school, we promise to pass onto our pupils.</p>	1,2

	<p>We are always reviewing and adapting our curriculum to ensure that it's best serving the needs of our students. At Reach Academy, we consider the curriculum a process and not an event. It is an ongoing conversation, under constant debate, review and improvement. Curriculum is the conversation of humankind, and we invite our pupils, our families and everyone else to join it.</p> <p>https://impact.chartered.college/2019/03/06/tackling-disadvantage-selected-research/</p>	
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Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £142,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><i>At Reach we have an extended school day to facilitate homework catch up master classes for Year 11 students and homework club which provides a space for students to complete upcoming homework. These run on a daily basis.</i></p> <p><i>We have also split our Year 11s into 4 form groups, using members of the SLT to lead these groups, and target daily support at those most at need of support.</i></p>	<p>Research conducted by the EEF and Daniel Willingham have shown that completing homework is one of the ways in which students can access the curriculum and commit knowledge to long-term memory. In addition, it is a scholarly habit which supports students in successful exam results in Y11 and post-16.</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/phonics</p>	1,2,3,4
<p><i>At Reach our pupils are provided with interventions and masterclasses in groups of 6 or less.</i></p>	<p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/small-group-tuition</p>	1,2
<p><i>Highlighting the attainment and progress</i></p>	<p>The work of Marc Rowland has highlighted the importance of analysing</p>	1

<p><i>of disadvantaged students during our termly Pupil Progress Meetings. Clear actions are set and reviewed during the following meeting.</i></p>	<p>the data of disadvantaged students so they get a greater profile and staff can look at student's starting point and therefore not assume that disadvantaged students have low prior attainment.</p> <p>https://www.amazon.co.uk/Addressing-Educational-Disadvantage-Schools-Colleges/dp/1913622452/ref=pd_lpo_1?pd_rd_i=1913622452&psc=1</p>	
<p><i>Curated library</i></p>	<p>We want to support pupils to identify books they like and to access new genres to extend their horizons. Pupils who enjoy reading, read more and develop greater proficiency. A curated library is key to this.</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/284286/reading_for_pleasure.pdf</p>	1
<p><i>Form time reading introduced. By reading to pupils, we are able to supplement the text with valuable context that boosts student knowledge and understanding.</i></p>	<p>https://www.greenshaw.co.uk/learning/tutor-group-reading-programme/tutor-group-reading-programme</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/284286/reading_for_pleasure.pdf</p>	1
<p><i>A series of talks for parents around common issues such as sleep and diet alongside workshops with academic foci such as phonics and reading</i></p>	<p>We want to ensure that we both engage and support our parents to have the knowledge and skills to support their child at home and to participate in conversations about their education.</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/parental-engagement</p>	3
<p><i>Century Tech</i></p>	<p>Use of AI to effectively identify pupil gaps and provide instruction on these. It is particularly effective where pupils with AEN may need support outside of their current year group.</p> <p>https://www.century.tech/news/how-edtech-is-supporting-send-students-at-alt-bridge-school/</p>	1
<p><i>Introduction of Fresh Start Phonics</i></p>	<p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/phonics</p>	1

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

Budgeted cost: £125,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<i>Health and Wellbeing Clubs and extracurricular subsidy for pupil premium children</i>	<p>COVID has impacted pupil fitness, impacting their health and wellbeing in turn. By improving their access to enrichment opportunities, particularly those related to sport, we aim to address this. We have an outstanding enrichment offer using a range of internal and external staff/organisations.</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/physical-activity</p>	4
<i>OPAL and Outdoor Provision Lead in Primary</i>	<p>There is clear research that demonstrates the impact of play on pupils' sense of wellbeing.</p> <p>https://www.nidirect.gov.uk/articles/how-play-helps-childrens-development</p>	4
<i>Social worker employed as Deputy Designated Safeguarding Lead to support vulnerable pupils</i>	<p>By having a social worker we hope to create social change for children who do not have a safe or stable home, by developing excellent social work practice and leadership.</p> <p>https://socialworkers.blog.gov.uk/2021/05/13/social-workers-in-schools-bringing-our-expertise-into-educational-settings/</p>	4

<p><i>Family support worker employed to support vulnerable pupils</i></p>	<p>We hope to offer practical and emotional support to families experiencing short or long term difficulties. Our Family Support Worker has built outstanding relationships with our families and provides a range of support</p> <p>https://journals.sagepub.com/doi/abs/10.1177/1367493513516391</p>	<p>4</p>
<p><i>Residential trips subsidy for pupil premium children (board and lodging)</i></p>	<p>The importance of resilience in supporting children to address health inequalities is demonstrated in this report</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/355766/Review2_Resilience_in_schools_health_inequalities.pdf from Public Health England. We know that residential are vital in building young people's independence and in turn their resilience.</p>	<p>4</p>
<p><i>Reading Club (Primary)</i></p>	<p>We aim to provide a reading club for students who struggle to read at home. We know that for certain pupils the absence of a quiet space to work at home or parents childcare commitments can prevent this happening. We are going to see whether we can use this as a time to link up with sixth form students to ensure meaningful all-through.</p>	<p>1</p>
<p><i>Embedding principles of good practice set out in DFE's Improving School Attendance advice.</i></p> <p><i>The work of the Attendance Officer will be more integrated into the whole school with work with a clear tiered approach being introduced to improve the attendance of our disadvantaged students.</i></p>	<p>The first part of this document sets out the principles underpinning an effective whole school strategy for attendance.</p> <p>The second part of this document outlines actions that school staff and local authorities may consider taking to improve attendance for all pupils, pupils at risk of persistent absence and pupils who are persistently absent (PA).</p> <p>https://www.gov.uk/government/publications/school-attendance/framework-for-securing-full-attendance-actions-for-schools-and-local-authorities</p>	<p>1,2,3,4</p>
<p><i>PASS Data used to identify students and their learning behaviours to</i></p>	<p>Social and emotional wellbeing is essential for effective learning, yet there will always be pupils who lack confidence in their learning and who don't always feel connected with school and their teachers. PASS takes the guesswork out of</p>	<p>4</p>

<p><i>coordinate behaviours at a curriculum level</i></p>	<p>understanding why this might be, focusing on three broad areas – how a pupil feels about themselves, their engagement with the curriculum, and their feelings about school.</p> <p>https://www.gi-assessment.co.uk/assessments/pass/</p>	
<p><i>The development of a behaviour curriculum.</i></p>	<p>Tom Bennett has shown that behaviour needs to be 'taught rather than told.' We have a whole school focus, running across primary and secondary on teaching students effective learning habits.</p> <p>https://www.amazon.co.uk/Running-Room-Teachers-Guide-Behaviour/dp/1913622142</p>	<p>1,3</p>
<p><i>Family dining</i></p>	<p>Family Lunch is the beating heart of Reach Academy. It is where children are taught the soft skills of conversation, good table manners and kindness. All of our students are provided with a wholesome healthy and not only clean up after themselves, they clean up after each other. Children demonstrate kindness and a sense of personal and collective responsibility.</p>	<p>3,4</p>

Total budgeted cost: £405,000

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 2021 to 2022 academic year.

Our initial assessments of the 2021/2022 academic year demonstrate that our disadvantaged pupils have continued to make progress in line with previous years. With consistent levels of EBACC entry that demonstrate the high expectations we have for all pupils.

The data across external examinations demonstrates that disadvantaged pupils are benefiting from our highly personalised approach. This has been vitally important as we work with them to overcome the impact of covid and support them as we move forwards as an organisation.

- In Year 11, the Pupil premium children have an estimated Progress 8 0.93 with non Pupil premium having an estimated of 1.06.
- In Year 6, 70.4% of pupil premium children gained a EXS+ in Reading, Writing and Maths. With only 69.7% of non pupil premium children gaining this.
- In Year 2, 69.2% of pupil premium pupils gained the EXS in Reading, Writing and Maths with 76.5% of non pupil premium pupils.
- 97% of pupil premium children passed the Phonics Screening Check.

Pupils have benefited from outstanding teaching and the development of a highly effective CPD programme has seen an improvement in the data in Year 7 and 8, particularly in their reading. This has been supported by continued form reading and a greater investment in the school's libraries which has positively impacted pupils' views of themselves as readers.

A greater number of Pupil premium children have had access to clubs after school as well as the Enrichment opportunities that are built into the school timetable. They have been able to access a real breadth of opportunities from sport to art and computing.

KS4 Data

Although no external examinations took place in 2020 and 2021 we have continued to analyse data and identify gaps and trends when it comes to our disadvantaged cohort. Although not published publicly, our results for 2020 and 2021 can be seen below.

	2019			
KS4 Overall	All	Disadvantaged	Local	National
4+ Eng	95%	89%	83.7%	76%
5+ Eng	78%	71%	70%	61%
4+ Ma	87%	79%	76.6%	70%
5+ Ma	71%	64%	57%	49%
4+ E&M	87%	79%	72%	65%
5+ E&M	67%	61%	51.2%	43%
% EBACC entered	71%	61%	59%	40%
EBACC with 4+ EM	57%	46%		25%
EBACC with 5+ EM	38%	25%		17%
Attainment 8	53.97	49.7	49.33	46.69
EBACC av. Points	5.27		4.79	4.07
Progress 8	0.35	0.06	0.37	-0.03

	2020			
KS4 Overall	All	Disadvantaged	Local	National
4+ Eng	98%	100%	86%	98%
5+ Eng	82%	77%	71%	82%
4+ Ma	93%	90%	81.2%	93%
5+ Ma	71%	73%	62.8%	71%
4+ E&M	91%		77.5%	91%
5+ E&M	65%		57.9%	65%
Progress 8	0.91			0.91

	2021	
KS4 Overall	All	Disadvantaged
4+ Eng	96%	88%
5+ Eng	74%	80%
4+ Ma	90%	86%
5+ Ma	75%	72%
4+ E&M	88%	82%
5+ E&M	66%	70%
% EBACC entered	84%	70%
Attainment 8	58.54	53.45
Progress 8	0.90	0.62

	2022	
KS4 Overall	All	Disadvantaged
4+ Eng	TBC	TBC
5+ Eng	TBC	TBC
4+ Ma	TBC	TBC
5+ Ma	TBC	TBC
4+ E&M	TBC	TBC
5+ E&M	TBC	TBC
% EBACC entered	TBC	TBC
Attainment 8	58.82	58.6
Progress 8	TBC	TBC

Externally provided programmes

Programme	Provider
Use of AI to effectively identify pupil gaps and provide instruction on these. It is particularly effective where pupils with AEN may need support outside of their current year group.	Century Tech.
Phonics provision.	Read Write Inc.