



# Ark John Keats Academy

## Pupil Premium Grant: Strategic Plan: 2020-2021

### Context of School

- The academy is located in an area of high social deprivation (our local ward is in the top 3% of poorest wards in the country).
- In 2019-20 figures for Pupil Premium funding were: 26.6% in primary and 46% in secondary. This year it is 34% in Primary and 46% in Secondary.
- The academy was judged to be outstanding in every category by Ofsted in April 2015.
- The school site was used by two predecessor schools and was in a state of disrepair when the academy opened. Major rebuilding/refurbishment was completed in December 2015.
- The academy is sponsored by Ark and also has representation on its Local Governing Body from the College of North East London.
- The academy primary phase was opened by Ark in response to a shortage of primary places locally and an anticipated lack of secondary places in future years.
- 27 pupils started at the academy in reception in September 2013. There are now 652 pupils in the primary phase and 1085 in the secondary phase.
- Our 2020 GCSE outcomes show no pupil premium pupils achieved an average of 1.0 on Progress 8 in 2019-20 and our non pupil premium pupils achieved an average of 0.8.

### Objectives of Pupil Premium Spending

Our key objective in using the Pupil Premium Grant is to narrow the gap between pupil groups. In the years since opening, we have demonstrated that all pupils at our academy can make outstanding progress, and we have addressed the national trend that levels of attainment are lower for pupils who are eligible for the Pupil Premium grant. Through continuous targeted interventions we are working to eliminate barriers to learning and progress. At Ark John Keats many children start school with low attainment and our aim is to ensure that they make accelerated progress in order to reach and exceed age related expectations as they move through the school. The Sutton Trust Report (2011) summarises research evidence on improving learning and we have used this to make informed choices about which interventions will be most effective. Our plan is to provide interventions which predominantly focus on outstanding pupil progress: targeted support and intervention for all pupils who receive the Pupil Premium grant. In addition to this, we will provide excellent enrichment opportunities and a strong focus on raising aspirations for all.

### Number of pupils and Pupil Premium grant (PPG) expected for 2020 - 2021

*Pupil Premium is paid Quarterly*

Total number of pupils on roll	Primary: 653 (incl. Nursery) Secondary: 924 (excl. VI form)
Percentage of pupils eligible for PPG	Primary: 27% Secondary: 51%
Total amount of PPG expected	Primary: £270,435 Secondary: £405,875

**Primary Planned Pupil Premium Grant Spending 2020 - 2021**

<b>Item/Project</b>	<b>Cost</b>	<b>Purpose</b>	<b>Expected Outcome</b>
Attendance: Additional support from Enfield Education Welfare Team	EWO <b>£3,500</b>  Attendance awards and celebrations <b>£3,400</b>	<ul style="list-style-type: none"> <li>▪ To ensure there is no significant difference between the attendance of pupils who receive PP funding and those who do not.</li> <li>▪ Great attendance is celebrated and rewarded – class popcorn parties and celebrations for pupils with a 100% attendance (Large gift e.g. brand-new scooter for one child in each cohort who achieved 100% each full term – names pulled out of a hat in whole school assembly)</li> <li>▪ Poor attendance is followed up immediately and administrative support ensures teachers can pinpoint key individuals for conversations and interventions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Attendance for PP pupils attending the school remains higher than the national for non PP pupils: Target 97% (2018-19 – non PP - 97.2%, PP – 96% National 95.8%)</li> <li>▪ Pupils make rapid and sustained progress across the curriculum</li> <li>▪ Pupils understand the importance of high attendance and the positive impact on their development.</li> </ul>
Speech and language intervention (Unlocking Language Programme)	Speech therapist – one day bi-weekly for the academic year: <b>£9,935</b>	<ul style="list-style-type: none"> <li>▪ Early intervention is important to ensure that all pupils overcome their needs, communicate effectively and make the expected progress socially and academically.</li> <li>▪ To ensure that pupils who are identified as having a communication and language difficulty are given specialist support and intervention to ensure language gaps continue to reduce as they move through the academy.</li> <li>▪ To identify underlying difficulties in literacy that might have an ongoing impact on progress and attainment.</li> </ul>	<ul style="list-style-type: none"> <li>• All pupils make rapid progress in literacy</li> <li>• The identification, assessment, advice and guidance from Ark is used to inform interventions and individual pupil plans – it is shared with class teachers and TAs</li> <li>• There is no gap between PP pupils and Non-PP pupils' progress in language acquisition.</li> <li>• Pupils receiving SALT access the full curriculum</li> <li>• Pupils receiving SALT make progress in line with their peers.</li> </ul>
Speech and Language intervention assistant	Speech and language interventions <b>£29,000</b>	<ul style="list-style-type: none"> <li>• To ensure that pupils that need bespoke interventions to overcome their SaLT needs receive the specialised support early in their education</li> <li>• To ensure that pupils receive high quality bespoke interventions consistently through someone that receives professional training and appropriate observations, feedback. This is all collaboratively supported by a qualified Speech and Language Therapist and Inclusion to better support pupils and their progress.</li> </ul>	<ul style="list-style-type: none"> <li>• All pupils make rapid progress in literacy</li> <li>• The identification, assessment, advice and guidance from Ark is used to inform interventions and individual pupil plans – it is shared with class teachers and TAs</li> <li>• There is no gap between PP pupils and Non-PP pupils' progress in language acquisition.</li> <li>• Pupils receiving SALT access the full curriculum</li> <li>• Pupils receiving SALT make progress in line with their peers.</li> </ul>
Reach Psychology Service	Emotional, Social and Mental Difficulties <b>£7000</b>	<ul style="list-style-type: none"> <li>• Identifying social, emotional and mental health difficulties within the school</li> <li>• Ensures that consultations with parents/guardians, teachers and other support staff takes place to get a holistic view of the pupil's difficulties at home and at school</li> <li>• To ensure that pupils are observed and assessed and actions for these pupils put in place</li> <li>• Compulsory for Education Health and Care Plan applications to have an Educational Psychology report as part of the battery of evidence needed during panel decisions</li> </ul>	<ul style="list-style-type: none"> <li>• All Pupil Premium funded pupils identified as requiring this support have access to the service</li> <li>• Advice and information used to inform individual pupil plans</li> <li>• Key members of staff receive relevant training to ensure they are skilled to be able to deal with some of the more complex needs identified.</li> <li>• Pupils that are seen by the EP make progress in line with their peers</li> </ul>

		<ul style="list-style-type: none"> <li>Bespoke training for staff regarding social, emotional and mental interventions to better support the needs of specific pupils</li> </ul>	
Mathematics Mastery (Staff development and training)	Programme costs and training costs (including Development Days) <b>£3,600</b>	<ul style="list-style-type: none"> <li>To ensure all teachers are trained by Maths Mastery experts to ensure their delivery of the programme is highly effective leading to outstanding pupil outcomes</li> <li>To further develop quality in practice, planning and assessment through development day visits from MM consultants</li> </ul>	<ul style="list-style-type: none"> <li>80%+ of all pupils achieve ARE in Maths across year groups</li> <li>Pupils develop their numeracy skills and master foundational maths content as a basis for further study</li> </ul>
Maths staffing and leadership capacity	Head of Maths additional TLR <b>£9,000</b>	<ul style="list-style-type: none"> <li>Secondary and primary maths leadership capacity to work with teachers and TAs to ensure maths lessons, differentiation and intervention is delivered to a high standard</li> <li>Primary Head of maths in place</li> </ul>	<ul style="list-style-type: none"> <li>80%+ of all pupils achieve ARE in Maths across year groups</li> <li>All staff understand how to develop numeracy in the year group they are working with as well as what longer term progression in maths looks like</li> <li>All staff understand how to use the maths mastery curriculum and to stretch and support pupils appropriately</li> </ul>
Read Write Inc. (Staff development and training)	Training costs (including Development Days) <b>£6,500</b>	<ul style="list-style-type: none"> <li>To ensure all teachers and TAs are trained by RWI experts to ensure their delivery of the programme and 1:1 intervention are highly effective leading to outstanding pupil outcomes</li> <li>To ensure that all phonics leads are trained and know about the changes in the RWI programme, changes of national expectations and ensuring high quality teaching of phonics</li> </ul>	<ul style="list-style-type: none"> <li>95%+ pass the phonics test in Y1</li> <li>100% pass in Year 2</li> <li>There is no difference between the progress of PP and Non-PP pupils</li> </ul>
Breakfast club	Staff and resources <b>£5,000</b>	<ul style="list-style-type: none"> <li>To ensure pupils who receive PP funding receive a healthy free breakfast every day to set them up for learning</li> <li>Please note this will resume after Covid restrictions regarding staggered start entry to school have ended</li> </ul>	<ul style="list-style-type: none"> <li>All PP pupils have access to a free healthy breakfast every day</li> </ul>
Paradise Academy	<b>£500</b>	<ul style="list-style-type: none"> <li>For all pupils to have the opportunity to extend learning and master the knowledge, skills and application of key skills in English, maths and early reading</li> <li>Provide independent and individualised intervention for all pupils that need to master some specific areas in maths, English and early reading</li> </ul>	<ul style="list-style-type: none"> <li>There is no difference between the academic progress of PP and Non-PP pupils.</li> </ul>
Curriculum Enrichment Experiences: EYFS: Science Dome, Wetlands Centre, Mini Beasts Adventure in Epping Forest KS1: London Zoo, Museum of Childhood, Southend, British Museum, Museum of London,	Enrichment experiences: <b>£12,000</b> (Spring/summer 2021)	<ul style="list-style-type: none"> <li>To ensure all pupils have access to enrichment that enhances cultural literacy enriches their curriculum and raises aspirations. Including: trips and visitors, clubs and special visitors to the school.</li> <li>PP pupils will have 50% of trip costs subsidised.</li> </ul>	<ul style="list-style-type: none"> <li>All pupils have access to a wide range of enrichment opportunities</li> <li>Impact on motivation and therefore achievement Pupils develop their cultural literacy</li> </ul>

<p>Monster Poetry workshop KS2: Ragged Museum, Cartoon workshop, Horniman Museum, Young Shakespeare Company, Automaton workshop, Happy Chick – egg hatching, Guardian newspaper workshop, Sculpture Gardens, Yr 6 Residential, University visit</p>			
<p>Music enrichment</p>	<p>Music tuition Enfield council: <b>£7,000</b> Music tuition subsidy: <b>£500</b></p>	<ul style="list-style-type: none"> <li>▪ All pupils from Year 1 will learn a musical instrument:</li> <li>▪ Yr 1 – tin whistle (Spring 2021)</li> <li>▪ Yr 2 – tin whistle (Spring 2021)</li> <li>▪ Yr 3 and 4 – djembe (summer 2021)</li> <li>▪ Yr 5 and 6 – ukulele (Summer 2021)</li> <li>▪ Pupils with musical talent/desire to learn will also be able to have music lessons in piano, violin, keyboard and guitar</li> <li>▪ Music lessons will resume after Covid restrictions end.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupils lives are enriched by the extensive music enrichment on offer throughout the primary phase</li> <li>• Impact on motivation and therefore achievement</li> <li>• Pupils develop their cultural literacy/cultural capital</li> </ul>
<p>In class support for all classes through a high TA/ATT ratio</p>	<p>TAs – 8-5 contracts <b>£26,000</b></p>	<ul style="list-style-type: none"> <li>• All classes to have a TA or ATT allocated to them to provide targeted support for groups of pupils with particular needs (additional to 1:1 SAs)</li> <li>• All Tas have 8am-5pm contracts so that they can be at school before and after the pupils to attend bespoke training, co-planning and team meetings</li> <li>• All TAs to have IL training to ensure they are able to accelerate progress in the classroom</li> </ul>	<ul style="list-style-type: none"> <li>▪ All pupils make progress above national expectations</li> <li>▪ Lessons are adequately targeted to the needs of groups and individuals within the class</li> </ul>
<p>Pastoral support</p>	<p>Assistant Principal Pastoral <b>£79,000</b></p> <p>Pastoral Support TA <b>£31,000</b></p>	<ul style="list-style-type: none"> <li>• We believe all pupils can meet our high expectations with support. We provide one-to-one support for pupils across a number of areas including self-discipline, organisation, managing emotions and other basic skills</li> <li>• This year our AP for Pastoral will be non-classed based to work closely with Pupil Premium pupils who have identified behavioural issues across the primary phase.</li> <li>• This work to include: 1:1 mentoring, regular parent communication including telephone calls, emails and meetings, coaching and mentoring key teaching staff involved with supporting these pupils.</li> </ul>	<ul style="list-style-type: none"> <li>▪ All pupils develop high levels of self-discipline, which allow them to engage fully in learning and in the school community</li> <li>▪ Pupils develop their social skills</li> <li>▪ Pupils are able to manage their emotions effectively</li> <li>▪ Parents are fully involved in the support of their child's personal development.</li> </ul>
<p>Academic intervention for Y2 and 6</p>	<p>Additional staffing in Y6 for booster classes <b>£30,000</b> Parental engagement (Staff cover costs) <b>£3000</b> English and maths intervention programmes</p>	<ul style="list-style-type: none"> <li>• Specialist support provided for current Year 2 and Year 6 parents on how to support their children with SATS preparation at home</li> <li>• All pupils to get a free set of SATS preparation books and support to use these (see note on homework club)</li> </ul>	<ul style="list-style-type: none"> <li>▪ There is no gap between the progress of PP and non-PP-Pupils</li> <li>▪ Parents can support their child with homework and SATs prep.</li> </ul>

	£2, 500 SATs prep. books £2, 000		
<b>Primary expected PP Grant: £270,435</b>			
<b>Total spend planned: £270,435</b>			

<b>Secondary Planned Pupil Premium Grant Spending 2020 - 2021</b>			
<b>Item/project</b>	<b>Cost</b>	<b>Purpose</b>	<b>Expected Outcome</b>
Extended day Additional staffing	£142, 000	A core part of the academy's ethos and one of our six pillars is depth before breadth. Pupils have a longer school day. Pupils have four separate sections within our English Mastery course – Fresh Start (for those with significant reading delays), Expressive Writing, Literature and Drama. We are featured in the official Fresh Start training videos and materials due to the success of the programme here - Fresh start is double staffed. Our school week is 3 hours longer than the standard school day, which equates to around 3 extra members of staff across the secondary.	<ul style="list-style-type: none"> <li>• Pupil Premium pupils in the Fresh Start programme improve their reading age by 18 months in Y7.</li> <li>• Pupils are tracked three times annually.</li> <li>• 90% of PP pupils make expected or above expected progress.</li> <li>• There is no gap between PP and non-PP academic progress across the subject range.</li> <li>• All pupils read widely.</li> <li>• Pupils with greater support needs are taught within a smaller teaching group.</li> <li>• Prep sessions three times per week to support individualised support, mentoring and homework help</li> </ul>
Additional maths and English at KS4	Included in total above	Progress in all subjects requires pupils to have good numeracy and literacy skills. Some pupils will have additional English and Maths in small groups in order to develop a secure footing in these foundational skills.	<ul style="list-style-type: none"> <li>• 90% of PP pupils make expected or above expected progress across all subject areas.</li> <li>• There is no gap between PP and non-PP academic progress across the subject range.</li> </ul>
KS4 academic intervention	Tutors – £30, 000	Some KS4 pupils have targeting maths and English intervention built into their timetable, where they will receive support in groups of 3 or 4.  We will also engage 1:1 tuition for pupils who need to accelerate their progress in particular subject areas.  It is essential that all pupils reach their potential and that no pupil falls below a basic threshold of competence in English and maths.	<ul style="list-style-type: none"> <li>• There is no difference between P8 for PP and their peers.</li> <li>• 85% of pupils achieve 4+ in English and maths – those that do not achieve at least 1 band higher than their baseline and are functionally literate and numerate</li> </ul>
Curriculum access Music, PE and Drama	Music – £14, 500  PE coaching and offsite activities – £2, 500  Theatre trips and access to professional support – £8, 500	Many of our PP pupils do not have access to clubs and enrichment outside of school. This impacts on their ability to engage at the highest level with subjects such as music and PE. This should not be a barrier to achievement in these subjects and therefore we will provide support to ensure all pupils have access to high quality sports coaching and music tuition. Sports coaching will be free for all pupils, instrumental clubs will be free for all pupils and individual peripatetic lessons will be subsidised for PP pupils as well as instruments being provided.  Drama is an important subject in terms of the skills it provides (particularly in	<ul style="list-style-type: none"> <li>• A high number of PP pupils choose to pursue these subjects at GCSE and A-Level</li> <li>• All pupils have access to high quality coaching/ tuition in music and PE</li> <li>• All pupils have been to the theatre, understand what careers are available in the performing arts</li> <li>• Pupils understand the cultural value of the performing arts and understanding how to engage with the arts as an audience</li> <li>• Pupils develop their voice</li> <li>• There is no gap between the achievement and progress of PP and Non-PP pupils in these subjects</li> <li>•</li> </ul>

		<p>relation to developing pupil voice, a key priority for all pupils) but also in terms of the cultural value of the subject. Many of our pupils have not been to the theatre and have no experience of engaging with the performing arts. We will provide a theatre trip for all KS3 pupils, which will be delivered alongside a series of workshops about different careers in the performing arts and how to engage in the arts as an audience. We will also provide KS4 pupils with two theatre trips free and access to professionals to support their practical work. We will also take part in Shakespeare School's Festival.</p> <p>Trips will resume once Covid restrictions end.</p>	
Enrichment and Raising Aspirations	<p>Pillar Days – £3,000</p> <p>Workshop leads – £2,000</p> <p>Enrichment programme resources – £6,500</p> <p>University visits – £7,000</p>	<p>Raising Aspirations focuses on providing pupils with information, advice and guidance on subject choices, further education, universities and careers. Pupils will visit one university and will have 5 speakers on careers. The enrichment programme is built onto the school day and enables pupils to widen horizons and develop passions and interests. KS3 pupils pick from 58 activities on a Wednesday and Friday and rotate 3 times annually. KS4 pupils follow Enrichment Pathways for two years to develop mastery in a particular area of interest. All pupils attend a university each year, with the visits becoming more tailored as the years progress. Pillar Days provide an opportunity for pupils to have important cultural experiences and to attend workshops by professionals from a number of careers.</p> <p>Trips will resume after Covid restrictions end.</p>	<ul style="list-style-type: none"> <li>• All PP pupils participate in at least 3 enrichment activities for 12 weeks each over the course of the academic year.</li> <li>• Impact on motivation and therefore achievement (see targets above)</li> <li>• Long term impact on post 14 and 16 subject choices and university applications will also be assessed</li> <li>• All pupils will be able to share their aspirations and the vast majority will be considering university</li> <li>• Pupils better prepared for what university is, the demands and the benefits with the aim of supporting higher retention rates</li> <li>• Pupils are culturally literate and have a broad range of experiences of a number of careers</li> </ul>
Work Experience	£3,000	<p>Ensure pupils have access to work related learning and high-quality work experience.</p>	<ul style="list-style-type: none"> <li>• Pupils experience aspirational work places and develop crucial skills that make them highly employable</li> <li>• Pupils are able to reflect with greater experience, on what type of workplace will be most suited to them</li> </ul>
Breakfast and Homework Club	£200	<p>Morning breakfast club where pupils can have cereal and toast and a healthy start to the day. Pupils can also support primary pupils with breakfast. Homework club runs from Monday to Friday (apart from Weds) and KS4 has dedicated study support on Friday after 3:45pm.</p> <p>Pupils have access to computers in these sessions.</p>	<ul style="list-style-type: none"> <li>• Healthy start to the day. All pupils also eat school meals on site at lunchtime in our family dining provision</li> <li>• Meeting of academic targets through homework club and supported study.</li> <li>• Low number of missing pieces of homework and no difference between the number of missing pieces of homework for PP and Non-PP pupils</li> </ul>

Individual Pupil Support & Target Pupil Support	£58,000 (staffing and training)	We believe all pupils can meet our expectations with support. We provide one-to-one support for pupils across a number of areas including self-discipline, organisation, managing emotions and other basic skills Heads of Year and Deputy Heads of Year are also systematically trained in working with the most vulnerable pupils and part of their loading is dedicated to working with these pupils on a one-to-one basis. Heads of Year each have an additional 6 hours per week built into their loadings to work individually with pupils and parents.	<ul style="list-style-type: none"> <li>• Pupils receive personalised support to develop the attributes and skills required to be successful</li> <li>• All pupils demonstrate excellent self-discipline and character</li> <li>• Exclusion rates are reduced</li> <li>• Pupils are supported to reduce behaviour incidents and engage in more positive conduct</li> <li>• Pupils that are excluded are well supported to ensure they are not excluded again</li> </ul>
Counselling & PAARs Therapeutic Work	£46,500	It is essential that we remove any emotional barriers that might hold pupils back and that pupils are able to work through social and emotional issues they may be facing. As part of this we offer some family sessions where appropriate.	<ul style="list-style-type: none"> <li>• Pupils are supported to overcome social or emotional barriers</li> <li>• Parents and families are supported to work constructively together and to support the progress of their child</li> </ul>
Mindfulness	£3000 (staffing, resources and on-going training)	We have a mindfulness room for pupils to practice mindfulness. We also run mindfulness enrichment and are currently embedding mindfulness into the Enrichment and Character Programmes.	<ul style="list-style-type: none"> <li>• Pupils develop positive habits of reflection and mindfulness</li> <li>• Pupils are able to manage their emotions effectively leading to exceptionally high levels of self-discipline</li> </ul>
Psychology Nest (Educational Psychology) Service	£7,000	In order to support our pupils to achieve their full potential, we sometimes require specialist advice and guidance. The insights provided by the EP ensure that our support is well targeted and effective.	<ul style="list-style-type: none"> <li>• All pupils make exceptional progress</li> <li>• Pupil plans are well targeted and have a measurable impact on pupil progress</li> </ul>
Attendance – engaging Educational Welfare Officer Services	£3,500	In order to make rapid progress, pupils must have high attendance. The mastery curriculum requires pupils to master content before moving on and therefore any time missed has a damaging effect on their overall understanding of the subject.	<ul style="list-style-type: none"> <li>• Attendance is high – consistently above national averages.</li> <li>• Pupils make rapid and sustained progress across the curriculum</li> </ul>
Character Development	£8,000	All pupils must develop the characteristics that will ensure they can be successful, look after their own wellbeing, be positive members of their community and engage effectively with wider society. It is our belief that a key component of this is providing opportunities for pupils to develop their knowledge and understanding of political, global and cultural affairs and to consider their own identify in relation to the world around them. In order to achieve this we have developed a character programme taught 4 times weekly. As part of this programme, pupils are also taught vital skills such as discussing and debating, note taking and how to present ideas Pupils also develop their ability to work together and their empathy	<ul style="list-style-type: none"> <li>• Pupils develop good character, including attributes that address three key areas: personal wellbeing, positive citizenship and high performance</li> <li>• Pupils will be able to express their opinions appropriately and effectively</li> <li>• Pupils will have an excellent understanding of current political, cultural and global affairs</li> <li>• Bullying does not take place</li> </ul>

Community engagement and parents	<p>First Give - £500</p> <p>Parents resources – £500</p> <p>Staffing – £45,000</p>	<p>It is essential that our pupils have pride in their community and see themselves as being able to impact positively on the community. We will run First Give annually in which pupils research a local charity and, through contact with the charity, create a pitch to raise money for the charity. They will deliver this to local community leaders and win money to send to that charity.</p> <p>All pupils will engage in this programme during KS3.</p> <p>All parents must feel like an integral part of our community and be able to support their child outside of school to reach their full potential. We will run a series of workshops, both open and targeted on various aspects of their child’s development. We will also dedicate leadership time to working directly with parents, particularly in groups that require some additional support to build relationships with school.</p>	<ul style="list-style-type: none"> <li>• Pupils work with members of the community to have a positive impact</li> <li>• Pupils understand that they can enact change</li> <li>• Pupils present their ideas and get feedback to develop their skills in this area and their voice</li> <li>• Parents engage fully in the academy seen in high attendance at parent review meetings, parent events and engagement in the parent survey</li> </ul>
Pastoral Support Officer (50% dedicated to PP pupils)	£15,500	<p>This role has been created specifically to support PP pupils whose progress and development is being hindered by poor attendance, low self-esteem or needing additional support to engage with independent learning. It is essential that these pupils get the tailored and individualised support they need to achieve well and develop their confidence.</p>	<ul style="list-style-type: none"> <li>• PA rates are low. PP pupils do not have a higher PA rate than Non-PP pupils</li> <li>• No pupils are identified as underachieving at KS4 due to homework or not being able to engage in independent work and revision</li> </ul>
<b>Secondary expected PP Grant: £405,875</b>			
<b>Total spend planned: £406,700</b>			