## **Pupil Premium Strategy Statement 2021-2026**

This statement details Holbrook Academy's use of pupil premium (and recovery premium for the 5 year period from 2021 to 2026); 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 (As at December 2023)

Detail	Data
School name	Holbrook Academy
Number of pupils in school	585
Proportion (%) of pupil premium eligible pupils	23.8%
Academic year/years that our current pupil premium strategy plan covers (5 year plans are recommended)	Five
Date this statement was published	Autumn 2023
Date on which it will be reviewed	Autumn 2024
Statement authorised by	Helen Butler
Pupil premium lead	George Anstee-Parry / Kerrick Newstead
Governor / Trustee lead	Helen Butler

## **Demography:**

Holbrook Academy is a non-selective secondary phase converter Academy on the outskirts of Ipswich. It converted to academy status in August 2011.

It has capacity for 600 students and in September 2023, the academic year started with 575 on roll. In December 2023, the number on roll was 585:- Year 7 – 114, Year 8 - 119, Year 9 - 119, Year 10 - 115, Year 11 - 118.

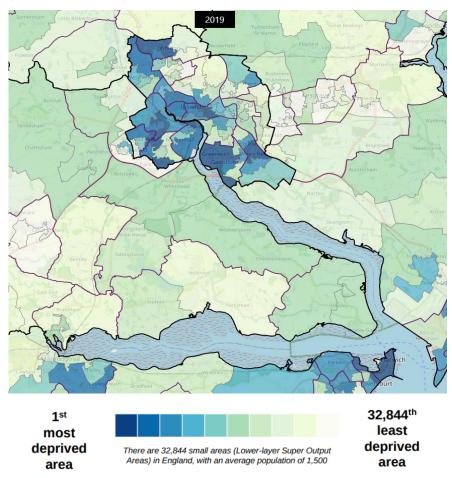
The student body in the past was traditionally made up of students from the local surrounding villages on the Shotley Peninsula. In recent years, families from out of catchment have chosen to send their children to Holbrook Academy. In September 2023, our Year 7 intake joined us from 18 different primary schools.

#### December 2023

- PP = 23.8%
- EAL = 10.9%
- SEN = 18.1%
- Ethnicity = 16.3% non-white British
- Deprivation = 23.6%
- Mobility factors proportion of pupils who have attended our school continuously = 87%

Holbrook Academy receives 55% of pupils on roll from Ipswich. According to the English Indices of Deprivation, 3 of the main areas that we receive pupils from are in the lowest 10% deprived neighbourhoods in England (Stoke Park 1828 out of 32844, Gainsborough 2040 out of 32844 and Chantry 2514 out of 32844)

#### Social deprivation in the Ipswich area:



## Approximate dispersion of disadvantaged pupils at Holbrook: **Ipswich** Waldringfield Brightwell Bucklesham Nacton / nam Capel St Mary Kirton Levington Falkenham Fan Mill Tatting ton Chelencadiston Scotley Shop Corner Shot Gate Catta; ele Manningtree Harwich

# This map uses postcode centres to approximate locations. Statistically deprived areas in south and south-west lpswich are clearly represented in the school's intake, as are students from comparatively less deprived rural areas. The dispersion of disadvantaged students thus extends across a wide intake area, presenting additional logistical challenges.

## **Funding overview**

Detail	Amount
Pupil premium funding allocation this academic year	£125,588
Recovery premium funding allocation this academic year	£35,466
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year	£161,054
If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	

## Part A: Pupil premium strategy plan

#### Statement of intent

Our strategic intent is to prioritise quality first teaching, interventions and wider support.

Our intention is that all pupils, irrespective of their background or the challenges they face, make good progress and achieve high attainment across the curriculum.

We will consider the individual barriers faced by our vulnerable pupils, such as those who have a social worker and young carers or Family Network Practitioners. The activity we have outlined in this statement is also intended to support their needs, regardless of whether they are disadvantaged or not.

Central to our approach is high-quality teaching with a focus on areas in which disadvantaged pupils require the most support. Time and again, this is proven to have the greatest impact on closing the disadvantage attainment gap and at the same time will benefit the non-disadvantaged pupils in our school. Implicit in the intended outcomes detailed below, is the intention that non-disadvantaged pupils' attainment will be sustained and improved alongside progress for their disadvantaged peers.

Our approach will be responsive to common challenges and individual needs, rooted in robust diagnostic assessment, not assumptions about the impact of disadvantage. The approaches we have adopted complement each other to help pupils excel. To ensure they are effective we will:

- understand individual barriers to success
- ensure disadvantaged pupils are challenged in the work that they're set
- act early to intervene at the point need is identified

We strive to support social mobility through academic outcomes and broader whole-child development. We aim for every child, regardless of background, to achieve their potential.

## Challenges

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

Challenge number	Detail of challenge
1	The long term impact of COVID-19 pandemic on academic progress and wellbeing. Pupils display higher levels of anxiety driven behaviours and this compounds difficulties in the classroom.
2	The cost of living crisis on most vulnerable students and their families.
3	Literacy difficulties – leading to a lack of access to curriculum. We recognise that literacy (reading and writing) is a gateway skill to a better future and better opportunities.
4	Low Attendance - lower attendance feeds into a cycle of lower academic outcomes, lower self esteem and disengagement.
5	Low aspirations and lacking enrichment opportunities; including cultural capital

6	Ensuring quality first teaching experiences which seems engaging and relevant; including a focus on collaborative learning and effective independent learning strategies
7	Students' ability to develop independent study skills

### **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.

Intende	ed outcome a	nd Succes	s Criteria		Progress Towards 2023
disadvar	Improve both attainment and progress outcomes for disadvantaged students Targets for PP Progress:		mes for		
	2021/2022 (actual)	2022/23 Target	2023/24 Target		
PP	-1.34	-1	-0.5		
Non- PP	-0.02	-0.2	0.0		
greater small smal	vide a range of a ter progress in uptake of a ball group revision and audit later roved attendars tudents to mand maths ease in percerd ment within Formaticeships as prenticeships as press of all stuthe progress of all stuthe progress of a targets above a targets above	n academic road range on (register bus) nce at revis ike expecte stage of EB PP cohort n access to s a result of guidance dents is great of PP stude n-PP stude	subjects of opportur uptake of a  ion opportur d progress acc take-up colleges and good supp eater than 2 nts improve	nities for fiter school nities in English and ort,	

Increase levels of literacy in year 7,8,9 PP students	
Success Criteria:-	
To build in additional literacy sessions for all	
learners (Accelerated Reader, Years 7 and 8)	
<ul> <li>Accurately assessment of current literacy levels for</li> </ul>	
KS3 students (Literacy Online)	
<ul> <li>Increase in reading age, increase in spelling,</li> </ul>	
punctuation and grammar scores ( <i>Accelerated</i>	
Reader, Years 7 and 8) - Literacy interventions	
raise both reading and spelling ages as shown in	
regular and meaningful testing	
<ul> <li>Students who enter school with lower than average</li> </ul>	
<u> </u>	
scores to make expected progress allowing them to	
access desired pathways.	
PP students achieve in line with rest of cohort for	
key progress measures through a phased trajectory	
Targeted phonics intervention to be delivered to	
those below the functional reading	
Measured by interim tracking and external	
examination results	
Improve behaviour and self-regulation of PP students	
Success Criteria:-	
Reduction in Suspensions (% of	
exclusions/suspensions issued to pupils eligible for	
PPG in 2021-22: 82% / 189 sessions - 2022-23 : 55	
% / 350 sessions.	
Reduction in Permanent Exclusion (2021-22: 2)	
Permanent Exclusions - 1 disadvantaged student,	
2022-23 7 Permanent Exclusions - 4 disadvantaged	
student)	
Reduction in instances of red cards and Isolation	
Improve attendance of PP students; target for	
attendance in 2022-23: 91%	
Success Criteria:-	
Understand individual barriers to attendance	
Improve PPG student attendance in 2021-22	
(86.30%)	
<ul> <li>PP students achieve comparable attendance rates</li> </ul>	
and students communicate their engagement in	
school through life and involvement in student	
leadership positions e.g. Prefects	
Increase % of disadvantaged students in student     Increase % of disadvantaged students in student     Increase % of disadvantaged students in student	
leadership roles: Currently 13% of Prefects are	
eligible for PPG (November 2022).	
Increased engagement in extra -curricular	
opportunities	
Success Criteria:-	
Monitor attendance to clubs and fixtures	
Map disadvantaged children choices in enrichment	
Improved attitude to self and school	
Success Criteria:-	
<ul> <li>Monitored through PASS showing improvement;</li> </ul>	
focus on feelings about school and response to	
curriculum demands	
Improved attendance	

#### Activity in this academic year (2023-24)

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: £ 9,996

Activity	Evidence that supports this approach	Challenge number(s) addressed
CPD: Quality first education	Delivering effective CPD is integral to providing the very best teaching for all students. EEF Guide to Pupil Premium To note, CPD sessions include: SEND and effective differentiation, Adverse Childhood Experiences and Trauma informed approaches, Challenge for All,  There is strong evidence that quality, timely feedback to students drives rapid improvements.  Feedback   EEF	6, 3, 4, 5
Accelerated Reader	'Closing the Vocabulary gap' (2018) by Alex Quigley - demonstrates the key role in literacy skills and impact on outcomes and wellbeing.  Reading comprehension strategies   EEF	3
Late Bus to facilitate access to extra revision opportunities	Most children get the bus to school - without additional transport they simply would not be able to attend additional revision sessions after school.  Homework   EEF	5, 4, 7
Raising staff awareness and sharing good practice.	Through the staff bulletin, staff meetings, learning walks and peer to peer support it enables staff to increase their awareness of issues and barriers to learning presented by PP students.	6

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

Budgeted cost: £45,704

Activity	Evidence that supports this approach	Challenge number(s) addressed
Revision and meta- cognition strategies taught in KS4 Assemblies and tutorials	Revision opportunities run after school with some during lunches. There is a late bus to support attendance to regular after school sessions. The opportunities are run by subject teachers and run throughout the year.  Metacognition and self-regulation   EEF  Cognitive science guidance: https://educationendowmentfoundation.org.uk/educationevidence/evidencereviews/cognitive-science-approachesin-the-classroom	7, 3, 1
English, maths and science tuition	Bespoke and targeted intervention in English, maths and the sciences. From January 2024 - use of extended form time to	

	deliver targeted interventions in core and select option subjects in Year 11.	
	One to one tuition   EEF	
	Mentoring   EEF	
	Feedback   EEF	
	Homework   EEF	
	Individualised instruction   EEF	
Lexia Online: Online literacy intervention	Lexia Online is a literacy skills program intended to provide scalable personalised learning to students of all abilities without impacting on teaching time in the classroom. Students access this in school as part of the Student Success Centre and as home learning.  Reading comprehension strategies   EEF	7, 6, 3
TA summer of four DD students		0
TA support for PP students  – Dyslexia intervention	Some students that are eligible for PPG have Dyslexia. We can screen for Dyslexia in school and utilise two specialist Dyslexia trained Teaching Assistant to support these students under the support and guidance of the Dyslexia Outreach Team (DOT).	3
	Teaching Assistant Interventions   EEF	
Student Success Centre: Small group literacy and numeracy intervention in years 7 to 9	The Student Success Centre is a build for purpose intervention centre situated in the business suite in the Dr Letman Centre. From year 6, it identifies students that require additional support in literacy and/or numeracy.  EEF guidance on 'reading at the transition': <a href="https://educationendowmentfoundation.org.uk/education-evidence/evidencerevies/reading-at-the-transition">https://educationendowmentfoundation.org.uk/education-evidence/evidencerevies/reading-at-the-transition</a> Small group tuition   EEF	3
PPG Year 11 Group: Targeted revision and motivation support for exams	The PPG groups run from January each academic year for Year 11 students that require extra support in the last two terms of their education. Sessions included revision strategies, coaching, revision timetabling, target setting and cognitive science.  Mentoring   EEF  Parental engagement   EEF  Small group tuition   EEF	3, 7, 1
Learning Support Hub Access	The Learning Support Hub acts as a safe space for those that are struggling and could become school refusers. It enables them to receive support outside of the classroom at their own pace.  • Student and parent feedback in 2021 was very positive regarding support received:  • 100% agreed that the Hub 'Helped them attend school" and one said, "The one to one support is incredible, the staff are also medically trained and know about all different types of mental health issues, the hub is a safe place and has made me feel comfortable to come to school"	3, 1

	Teaching Assistant Interventions   EEF	
	Social and emotional learning   EEF	
	Small group tuition   EEF	
	One to one tuition   EEF	
Audit and update Revision 'Start up' Vouchers scheme	Takes away the financial burden of revision. Ensures students have access to resources required	2, 7
Peer reading and comprehension mentoring	Students in older year groups listen to younger students read during form times.	3, 1
	Peer tutoring   EEF	

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

Budgeted cost: £ 147,718.50

Activity	Evidence that supports this approach	Challenge number(s) addressed
Teacher around a Child meetings on Wednesdays	On alternate Wednesday mornings, a senior leader will discuss a specific student and share strategies for support with their teachers and support staff; if staff are to cater for their diverse needs, they must know who they are and the best ways to support them.	1, 6
Provision Map - EDUKEY	Online tracking of interventions. Impact will be seen in monitoring impact of interventions	1, 6, 3
Homework club	Monday to Thursday, from 3.15 to 4.15pm the Learning Resource Centre hosts homework for students from all year groups. Students benefit from supported study in homework - families have also appreciated the extra after school provision if they are working or have younger siblings.  Homework   EEF	7, 4, 2
Pupil Voice - All years questionnaire	Routinely gathering the pupils' views will allow for greater communication between PPG students, their parents and will lead to better understanding their needs.  Targeted audit for individual spend Targeted intervention led by PASS Seen improvements in PASS outcomes.	5, 7, 6
Peripatetic Music Lessons for FSM	Fully funded music lesson from peripatetic teachers. In the past, some families have struggled to pay for Music Lessons and cost has been a reason that they have either never started playing or had to stop.  Arts participation   EEF	5
Attendance monitoring and Interventions - Family Support Worker	Students eligible for the PPG have historically had lower attendance figures than other groups. You cannot help a student effectively if they do not attend – this further affects attainment and well being. The Family Support Worker engages with families and pupils to promote attendance.  DfE 'Improving School Attendance'	4
Mentoring - Keyworkers /	Key Workers act as advocates for young people. They meet with them regularly and are a constant point of contact for	3, 4

ELSA – Emotional Literacy Support Assistant	families. Our 3 ELSAs provide counselling and support for students struggling with their mental health.  Metacognition and self-regulation   EEF  Social and emotional learning   EEF	
Increased Pastoral Support via Behaviour Manager, Behaviour Support Officer and Family Support Worker officer  Reduction in FTE's Reduction in PEX Reduction in ISO	PPG students are disproportionately involved in negative behavioural events. Increased capacity in the pastoral team allows for relationships to be built with students and a more restorative approach to be nurtured. Half-termly monitoring of behaviour and achievement points as well as attendance.  Behaviour interventions   EEF  In 2021-22 % of exclusions/suspensions issued to pupils eligible for PPG: 82%  In the academic year 2022-2023, the proportion of negative incidents involving a student eligible for PPG compared to the actual % of children eligible for PPG was: Year 7 (25%) - 62%, Year 8 (22%) - 54%, Year 9 (20%) - 64%, Year 10 (26%) - 66%, Year 11 (25%) - 69.5%  The Longitudinal Study of Young People in England found that young people are more likely to do well at GCSE if the young person him/herself avoids risky behaviour such as frequent smoking, cannabis use, anti-social behaviour, truancy, suspension and exclusion. Therefore, we have a duty as a school to try to be consistent and focus on these issues	3
Personalised Careers Consultancy	<ul> <li>Each student will receive a one to one interview and follow up support to enable them to explore pathways that suit their ambitions.</li> <li>Gatsby Foundation Personal Guidance in Careers – Summary of Research 2019-20 - whole point is raise aspirations and broaden whole life horizons</li> <li>Comparison of the the years pre-COVID19 it has facilitated more meaningful work experience placements, more suitable college applications</li> </ul>	

Total budgeted cost: £203,418.50

## 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 2022/23 academic year (year 2 of this plan).

#### Year 1: 2021/22

We have analysed and evaluated the performance of our school's disadvantaged pupils during the 2021/22 academic year using key stage 4 performance data and other key performance indicators.

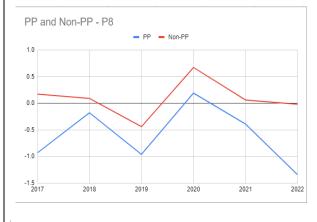
The DfE has strongly discouraged comparison of a school's 2022 performance data with results in previous years due to the complex nature of both calculations and varying impact of school closure: the profound impact of COVID-19 on different localities and communities makes it difficult to interpret why the results are as they are. Furthermore, significant, adaptations were made to GCSE exams in 2022, for instance - advance information for pupils and grading that reflected a midway point between grading in 2021 and 2019. Despite this, we have compared our results to national figures to give us an indicator of how our disadvantaged pupils have performed whilst respecting the caveats stipulated previously. For 2022, the Progress 8 score (which is a measure of how much progress pupils at this school made across 8 qualifications between the end of KS2 and the end of KS4, compared to other similar pupils nationally) for our disadvantaged pupils was -1.34. For Attainment 8 (which is a measure of GCSE attainment across 8 subjects) it was 31.27. A number of our disadvantaged students last year suffered serious consequences as a result of illness, the financial crisis or other mitigating factors. In some cases, this includes being educated offsite in alternative provision. Discounting those students, pupils achieved -1.03 P8, and 34.6 A8. The disadvantaged students that joined the school late performed worse than their counterparts: P8 -1.69, A8 29.53.

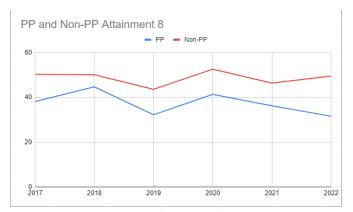
Key stage 4 data suggest that, despite some strong individual performances, the progress and attainment of the school's disadvantaged pupils in 2021/22 was below our expectations. However, a particularly diverse group of needs and circumstances beyond their control among the disadvantaged cohort heavily affected their outcomes.

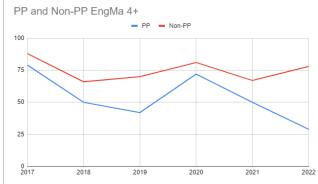
In line with the national picture, the gap between the Progress 8 and Attainment 8 scores of our disadvantaged and non-disadvantaged pupils has also grown since the start of the pandemic. The Progress 8 score of our non-disadvantaged pupils was -0.02, and the Attainment 8 score was 49.45. Our current analysis considers that the reason for this is predominantly the continuing impact of COVID-19 and school closure; it has compounded disadvantages that already existed previously. Despite this, feedback regarding online provision during school closure from parents was much stronger in the second closure. However, we also identified that some of the approaches we used to boost outcomes for disadvantaged pupils had a muted impact.

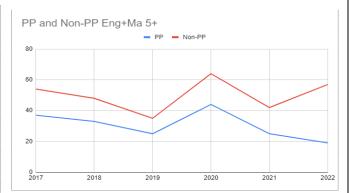
Performance data indicates that pre-pandemic rates of PP progress had been dramatically increasing since 2017, and with the exception of 2019, this trend continued through CAGs and TAGs.

This year's examination results (2022) show the extent of the pandemic's impact on PP students' Progress 8 and Attainment 8 scores, which now trail their peers by a substantial margin.









A similar trend is visible in English+Maths attainment, with the gap visibly widening in 2022 as Non-PP students continue upward trends from 2019, and PP students underperform. We know that students eligible to receive the Pupil Premium Grant (PPG) arrive having made less progress from EYFS. 'The gap' exists on entry. If we are to be successful in closing existing gaps on arrival, we must expect that PPG students will make even more rapid progress to meet their 'non-PPG' peers.

The English Baccalaureate (EBacc), often synonymous with raising aspirations, entry for disadvantaged pupils was 11.1% in 2021, which is lower than 2019 but broadly in line with 2017 and 2018. A real drive in recruitment for all students on the EBacc pathway has seen our highest percentage of PPG students being entered in the past six years:

This has now increase dramatically thanks to an invitational approach, and a greater focus on education students and parents about potential career pathways:

2017	2018	2019	2020	2021
10.5	8.3%	16.7%	11.1%	17.2%

Total PP students in Year:	29
Ebacc PP students:	11
Percentage PP Ebacc:	38%

This progress now makes Ebacc uptake comparable with the whole cohort statistics:

Total non-PP students in Year:	86
Ebacc non-PP students:	34
Percentage PP Ebacc:	40%

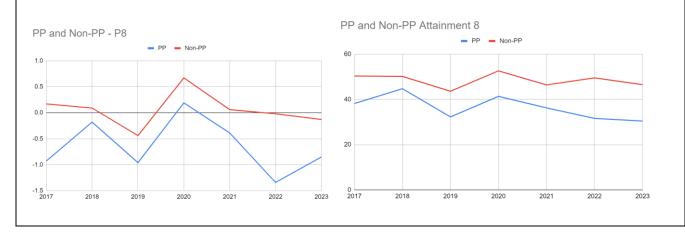
Absence among disadvantaged pupils was 4.64% higher than their peers in 2021/22 and persistent absence also higher. PPG Attendance has improved slightly over the last 3 years coming into the pandemic (89.31% in 2018-19 and 89.45% in 2020-21). This remains an area for improvement, and the school has invested in additional pastoral staff, including a family liaison officer and ELSA trained mentors, to better support students with circumstances affecting their attendance.

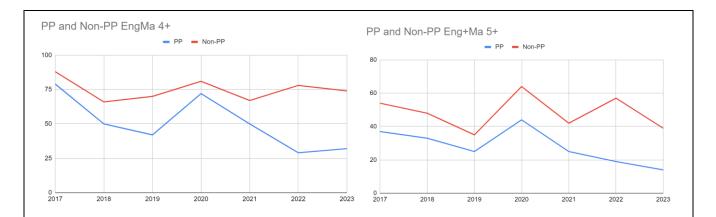
	2019-20	2020-21 (C)	2021-22 (C)
Whole school	93.49	92.5	90.41
PPG students	89.51	88.72	85.77
SEN students	88.36	88.78	86.27
Adopted from care	85.29		
Ever 6	91.31	88.96	84.79
FSM	87.35	87.83	85.3
LAC	91.32	95.47	
Service	97.63	96.11	93.89

We are ambitious for attendance for our disadvantaged students to improve but the impact of Covid 19 and travel costs have impacted this adversely. We do utilise hardship funds for additional financial support for families.

In summary, these key performance indicators mean that we did not make the significant progress we desired to achieve as stated in the Intended Outcomes section above. We have reviewed our strategy plan and made changes to how we intend to use some of our budget this academic year (2022-23).

Year 2 Review: 2022/23





This year's results show a significant improvement in terms of outcomes for PP students. Against all four measures, we can see a narrowing of the gap between PP students and non-PP students. This is most prevalent in the P8 outcomes, where the gap has closed by 0.5. This remains slightly below national average, and has some way to before it reflects the school's best outcomes for a full cohort. Elsewhere in EngMa statistics we can see the adverse effect of lower than expected numbers of grade 5s awarded in Maths by the exam board on the entire cohort, while 4+ remains steady.

At the point of publication, options information is not available.

Attendance Data: 2023-2024

		to Date 3/2024
Attendance	%	Number
All	90.22	580
In year transfer	75.89	33
Year 7	91.79	113
Year 8	93.47	117
Year 9	89.04	118
Year 10	88.39	118
Year 11	88.53	117
Boys	90.97	282
Girls	89.68	301
Disadvantaged	90.8	138
SEND EHCP	87.09	28
SEND Support	87.54	77
CIC	65.23	6

	Year to Date 08/03/2024	
Persistent Absence	%	Number
All	24.13	165
In year transfer	32.46	13
Year 7	21.63	30
Year 8	16.09	21
Year 9	25.38	37
Year 10	28.33	36
Year 11	25.19	41
Boys	22.01	79
Girls	26.08	86
Disadvantaged	29.7	57
SEND EHCP	32.03	6
SEND Support	28.23	27
CIC	48.93	3

## **Externally provided programmes**

Programme	Provider
National Tutoring Programme	DfE