

The background is a solid blue color with several overlapping, curved, semi-transparent shapes in various shades of blue, creating a dynamic, layered effect. The shapes are primarily located in the upper and middle portions of the page, leaving the bottom portion clear for text.

Pupil Premium Strategy Statement

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.

Academy overview

Detail	Data
Academy name	Co-op Academy Failsworth
Number of pupils in academy	1468 (SIMS 02/10/22)
Proportion (%) of pupil premium eligible pupils	45.37%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	September 2021 to August 2024
Date this statement was published	4th November 2022 (republish)
Date on which it will be reviewed	1st October 2023
Statement authorised by	
Pupil premium lead	Nina Carter
Governor / Trustee lead	Nick Websdell

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£613,495
Recovery premium funding allocation this academic year	£170,292
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year	£783,787
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

Statement of intent

At Co-op Academy Failsworth we are fully committed to supporting our students, regardless of background, starting point or economic position, to live in a rapidly changing world, where independence and resilience are key to future success. Alongside our academic curriculum, we ensure that students develop cooperative behaviours. These behaviours are promoted through our Academy Values which are rooted in the Ways of Being Co-op. With a large number of students eligible for Pupil Premium we take an academy-wide approach to the structure and crafting of students' educational experience. We place the student at the heart of decisions made, and through our deep commitment to creating a world-class curriculum, developing expert pedagogy and practice and a relentless focus on an excellent quality of education, we strive for the very best for all our students. This is embodied in our vision 'A centre of excellence, where the day in day out experience is outstanding for all'.

The evidence tells us that high quality teaching is the most important factor when it comes to improving attainment outcomes, particularly for disadvantaged pupils. This central principle underpins our approach to addressing disadvantage and informs our Pupil Premium Strategy. We believe all our students are entitled to a curriculum that challenges their individual abilities, is relevant to their experience and present needs; is inclusive and has application and value in the world outside the academy. Our students experience a curriculum that is knowledge rich, and is taught by expert teachers who have a deep understanding of pedagogy, of the subject that they teach and the way in which students learn and remember.

The recognition of students as individuals demands the application of appropriate pedagogical approaches, a clear understanding and knowledge of cognitive frameworks and theories, in particular how best to strengthen and deepen the knowledge, memory and understanding of the subjects they study in order to engage all our young people, including those with additional needs. Our curriculum is carefully crafted with all our students in mind; the expectation is that it is studied by all. Adaptations are made through expert selection of pedagogical approaches, how we teach all the concepts, not selecting which concepts to teach. This ensures all are fully immersed and no narrowing for any of our students occurs. With careful consideration to targeted and bespoke academic interventions, we aim to ensure that our students eligible for the Pupil Premium can be fully immersed in this educational process and be successful, supported where necessary to ensure full access to the curriculum and excellence through learning.

An excellent quality of education is our priority within the academy; with this in mind we provide a curriculum which is broad, balanced, has clear progression in subject expertise and knowledge and is filled with rich first-hand purposeful experiences. Through careful sequencing our KS4 builds seamlessly on the foundations in 'mastery' developed throughout KS3, allowing for success in terminal examinations and future destinations. Our philosophy for the curriculum experience is to provide a dynamic journey of learning from novice to expert.

We believe that to gain conceptual understanding students need to experience expert teaching. Through careful lesson sequencing, excellent cognitive knowledge, subject knowledge and pedagogical knowledge of our teachers, students receive a knowledge rich approach to their learning. Each step in the design and the delivery of our curriculum is informed by educational research and cognitive science. At the heart of our curriculum implementation is the development of the knowledge required for each subject, ensuring learning is generative. The process of memory underpins our pedagogical approaches, with the idea 'if nothing in the long-term memory has changed then nothing has been learned' underpinning our approach.

Our curriculum is our progression model; cementing and solidifying the expertise and mastery developed at KS3, moving to deeper learning and understanding of the core concepts at KS4. This approach encourages and embeds the expertise required to learn, whilst developing an understanding of the learning process through: deliberate practice, development of cognition and metacognitive strategies. Reflection of the learning process and extension of new learning leads our students to a greater depth of subject expertise.

The focus on Pedagogical Subject Knowledge allows for a rich experience; excellent subject knowledge is expertly delivered through a deep understanding of pedagogical approaches and learning theories. Consequently, students know more, remember more and ultimately can do more. They experience a shift in long-term memory, are able to recall knowledge with fluency, leading to success in academic and personal achievements and progression.

As our curriculum is the progression model, we believe assessment should be meaningful and support our students to progress. Summative assessment is used at key points throughout the curriculum but we believe that formative assessment provides the most effective and powerful impact on student progression. Our approach to assessment is progressive, relative, formative, allowing for the development of expertise and is known within our Academy as 'Responsive Teaching'. Gaps are identified, understood and addressed through a deep understanding of pedagogy and generative learning. We also understand that examination and assessment outcomes alone are by no means enough. As a forward thinking academy we have a strong careers education focus throughout our curriculum. Through our unique offer, that is co-operative and inclusive in its approach, students receive a curriculum that is rich and relevant, challenging and rewarding, enjoyable and exciting. To ensure our students eligible for Pupil Premium can access all what is on offer, we are committed to increasing the attendance of our students through improved parental engagement and high quality pastoral support. High quality interventions and wider experiences are crucial in ensuring these students, as well as those sitting within the wider scope of disadvantage receive the highest quality of education, support and personal growth.

However, our Academy vision will only be truly realised if we improve outcomes for all our students, particularly those from disadvantaged backgrounds.

Our strategy is informed by up to date and relevant educational research published by a number of sources including the Sutton Trust Education Endowment Fund (EEF). The Academy has followed the recent guidance for Pupil Premium published by the EEF and has utilised a tiered approach to allocation and spending of Pupil Premium funding. This has enabled the Academy to balance its approaches to improving teaching, targeted support and wider Strategies.

Our strategy to raise aspirations and outcomes for disadvantaged students is three-fold:

- An excellent quality of education through quality first teaching.
- Targeted and bespoke interventions to ensure students can fully access the curriculum and their learning.
- Increasing the attendance of our students through improved parental engagement and high quality pastoral support.

Challenges

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

Challenge number	Detail of challenge
1	Significant in class time lost due to Covid lockdowns and repeated isolations
2	White British Disadvantaged Average P8 nationally for 2019 was -0.68. This group needs consistent high quality teaching.
3	Disadvantaged students are less likely to be secondary ready especially for Literacy
4	Increased Poverty and adversity due to Covid
5	Lack of motivation and education aspiration to engage in independent study outside of the classroom environment e.g. Revision and homework

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
<ul style="list-style-type: none"> An excellent quality of education through quality first teaching. 	KPIs in all year groups continue to show a rapidly improving trend year on year
<ul style="list-style-type: none"> Targeted and bespoke interventions to ensure students can fully access the curriculum and their learning. 	KPIs in all year groups continue to show a rapidly improving trend year on year
<ul style="list-style-type: none"> Increasing the attendance of our students through improved parental engagement and high quality pastoral support. 	Overall attendance and PA for PP students improves from previous years.

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

£ 415,778

Activity	Evidence that supports this approach	Challenge number(s) addressed
To develop pedagogical subject knowledge, cognitive knowledge and subject knowledge so that all teachers are able to manipulate this in different situations.	What happens in the classroom makes the biggest difference: improving teaching quality generally leads to greater improvements at lower cost than structural changes. There is particularly good evidence around the potential impact of teacher professional development; but the supply of high quality training is limited - <i>EEF, Closing the Attainment Gap</i> . By developing high quality teacher professional development in-house, informed by the most current and relevant education research, alongside cognitive science then we have the opportunity to provide the highest quality of education for all our students, but particularly those from disadvantaged backgrounds.	1,2,3
To develop a culture of responsive teaching using effective feedback techniques and assessment that sees the	Curriculum planning should be informed by an assessment of pupils' starting points and addressing the gaps in their knowledge and skills, in particular making effective use of regular formative assessment (for example,	1,2,3

<p>curriculum as the progressive model</p>	<p>quizzing, low stakes assessment, knowledge drops) while avoiding the introduction of unnecessary tracking systems. Addressing gaps in achievement by focusing on specific gaps in knowledge or lack of skills at the point of delivery is a high impact strategy in terms of the progress disadvantaged students make.</p> <p>Black, P., & Wiliam, D. (2009). Developing the theory of formative assessment. Educational Assessment, Evaluation and Accountability</p> <p>Dylan Wiliam - https://www.dylanwiliam.org/Dylan_Wiliams_website/Welcome.html</p> <p>National Foundation for Educational Research (NFER) - https://www.nfer.ac.uk/publicationsresearch/</p> <p>Black P and Wiliam D (2006) Assessment for learning in the classroom.</p>	
<p>Homework To develop a culture of independent study and revision</p>	<p>Homework has a positive impact on average (+ 5 months), particularly with pupils in secondary schools Some pupils may not have a quiet space for home learning – it is important for schools to consider how home learning can be supported (e.g. through providing homework clubs for pupils). Homework that is linked to classroom work tends to be more effective. In particular, studies that included feedback on homework had higher impacts on learning. It is important to make the purpose of homework clear to pupils (e.g. to increase a specific area of knowledge, or to develop fluency in a particular area). Pupils eligible for free school meals typically receive additional benefits from homework. However, surveys in England suggest that pupils from disadvantaged backgrounds are less likely to have a quiet working space, are less likely to have access to a device suitable for learning or a stable internet connection and may receive less parental support to complete homework and develop effective learning habits.</p>	<p>1, 2, 3, 4, 5</p>

	<p>These difficulties may increase the gap in attainment for disadvantaged pupils.</p> <p>Homework clubs can help to overcome these barriers by offering pupils the resources and support needed to undertake homework or revision. Broader evidence suggests that homework should not be used as a punishment or penalty for poor performance.</p> <p>EEF- Homework TEaching and Learning Toolkit</p>	
<p>Midday/Morning meets</p>	<p>Re-establishing strong routines following the disruption caused by COVID-19 and supporting positive learning behaviours continues to be a national priority. In practice, this may mean:</p> <ul style="list-style-type: none"> ● re-establishing a whole-school culture in which behaviour routines are implemented positively, consistently, and with transparency; ● approaching transition carefully, ensuring that pupils: <ul style="list-style-type: none"> ○ receive a well-sequenced curriculum that builds on their prior learning experiences; ○ have a strong understanding of school routines and expectations; ○ and benefit from opportunities to establish new friendships. <p>Moving Forward, Making a Difference- School Planning Guide 2022-23 EEF</p> <p>Direct instruction model (Adams & Engelmann, 1996),</p> <p>Dunlosky et al. (2013), Improving students' learning with effective learning techniques.</p>	<p>1, 2, 3, 4, 5</p>

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

Budgeted cost		£297,068
Activity	Evidence that supports this approach	Challenge number(s) addressed
Extended school day for Year 7 and 8 reading for fluency programme	<p>Part of post covid action plan to support pupils with their literacy and reading fluency and enable pupils to access the full Academy curriculum. Evidence suggests that pupil reading fluency has declined as a result of covid pandemic.</p> <p>Evidence from the EEF suggests that disadvantaged students are less likely to be secondary ready in comparison to their peers from non disadvantaged backgrounds.</p>	2,3,5
Extended school day for Year 9, 10 and 11 cohorts	<p>Bespoke revision and coaching sessions which target gaps in knowledge and consolidate current understanding.</p> <p>Frequent changes of grouping as part of a responsive teaching and marking approach.</p> <p>Evidence seen through year on year improvement in progress 8 for PP students and the narrowing of the gap between NPP and PP pupils within the Academy.</p> <p>Students in Greater Manchester have missed a significant amount of in school learning time and this needs to recover this in the short term.</p>	2,5
Targeted Academic support across all year groups	<p>Successful programmes already established within the Academy:</p> <p>NTP - My Tutor programme - 1-1 online tutoring programme for targeted learners across all year groups. High levels of participation and engagement and offers bespoke English, Maths, Science intervention. Evidence from EEF says that disadvantaged students who achieve highly in primary school are less likely than their peers to receive top grades at GCSE.</p> <p>Targeted 1-1 tuition can help to prevent this by supporting pupils by filling gaps in their knowledge and embedding current knowledge further.</p> <p>School based reading Intervention - daily reading programme for years 7 and 8 which focuses upon reading fluency in order to</p>	1,4, 5

help improve pupil comprehension. The pupils are reading novels collectively as a group using pedagogical techniques from evidence-informed research. Evidence showed pupils made progress in GL assessments after taking part in the reading intervention. Evidence from EEF states that accelerated reading programmes show significant progress made in reading for those pupils involved in the programme in comparison to similar pupils not involved. For pupils who are eligible for FSM the progress is even more significant.

Form time intervention programme - bespoke intervention which involves targeted pupils working within specific subjects for a period of time to close gaps in knowledge. Evidence from EEF says it is beneficial to students to address gaps in knowledge or lack of skills with effective classroom intervention

Subject Intervention sessions - Pupils working in small groups on filling gaps in knowledge. Intensive sessions designed to be delivered over short periods of time and cover small chunks of knowledge, theory and skills. for example 15 days of 30 minutes of intensive maths support for pupils identified with the same gaps in knowledge. Evidence from the EEF says that targeted small group interventions have the potential for the largest immediate impact on attainment especially when linked to classroom teaching and targeted at pupils's specific needs.

11 Dedicated tutors for Core subjects (2 Eng, 2 Ma, 3 Sc, 1 Geog, 1 History, 1 Spanish, 1 Literacy)

Using our recovery money and the ability to have our own tutors we have employed 5 tutors to work 12-6pm daily both in the classroom alongside classroom teachers during the school day and as well as 1-1 and small targeted group intervention sessions outside of the day Evidence from the EEF suggests that high quality targeted interventions are embedded when the teaching assistant/tutor hold excellent subject knowledge and is experienced. In addition to this linking the intervention to the classroom teaching by ensuring explicit connections are made has an impact on pupil attainment and adds value to classroom learning.

2,3,5

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

Budgeted cost	£195,618
---------------	----------

Activity	Evidence that supports this approach	Challenge number(s) addressed
Increased capacity in Attendance team to support PP attendance	<p>Improvement in PP attendance in previous academic years needs to be recovered, sustained and improved.</p> <p>Dedicated Attendance officers for each year group to work with families and Head of Year in supporting attendance and pupil mental wellbeing where this is a barrier to attendance. Bespoke support packages in place to support return to education for pupils who have been out of education for a period of time. Enhanced links with the Local Authority attendance service to offer additional layers helps to create a multi agency approach to support pupils and their attendance where wider stakeholders may be needed.</p> <p>Evidence from EEF suggests that bespoke pastoral support packages which include attendance support have a positive impact on pupil attainment as the child and family are more likely to engage in the package.</p>	2,4,5
Increased capacity in Pastoral care within the Academy	<p>Dedicated non-teaching Head of Year and Assistant head of year for each year group in the Academy to provide pastoral support for all pupils. To ensure that all pupils are ready to learn, any barriers to learning (internal and external factors addressed) are removed quickly and smoothly so that all pupils can access their teaching, learning and curriculum to their full potential. Year teams move with their year groups throughout their daily timetable to ensure that this approach remains effective at all points of the day. Evidence of this approach has seen a significant improvement in pupil engagement and positive learning behaviours in classrooms resulting in a better culture for learning all.</p>	2,4,5
Engaging parents in supporting their child's education and wellbeing through emails and text messaging.	<p>Informing parents with key messages about upcoming assessments, attendance updates, key safeguarding messages, homeworks, rewards, positive news and what their child is learning at school through text message and email aims to</p>	2,4,5

increase the involvement of hard to engage parents in their child's education through a simple yet effective communication approach. Evidence from EEF suggests that this approach can engage parents in their child's education and improve pupil attainment in key subject areas, reduce absenteeism and parent buy-in is high.

Total budgeted cost

Total budgeted cost

£ 908,465

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.



Pupil premium strategy outcomes

Action 1 - To improve the quality of education within the classroom through focus and implementation of:

- New assessment process implemented for all year groups
- 7-11 curriculum written and resources produced in response to the new curriculum
- Investment in pedagogy of teaching staff and CPD

Action 2 - To improve progress of literacy and numeracy by identification of students who are not secondary ready

- Effective implementation of Accelerated Reading intervention programme for Year 7 and 8 pupils identified with low reading and literacy levels.
- Year 7 cohort completed GL assessments and NRST reading test as set out by the Trust which gave baseline data and allowed identification of pupils for intervention. Repeat GL assessment used to assess progress from the intervention
- Baseline reading assessments completed for all years 7 - 11.

Action 3 - To diminish the gap between PP and NPP for High Ability students. To ensure the 14 PP students classed as High Ability achieve their potential

- Independent learning calendars for all pupils
- Parental contact and engagement established with regular parental contact made for updates and tips on how to support their child in preparation for their GCSEs.

- All pupils accessed My Tutor 1-1 sessions targeting gaps in knowledge
- coaching walks with a focus on the engagement of these pupils in classrooms
- 1-1 mentoring for these pupils led by Head of Year and Assistant Headteacher Key Stage 4
- Universify, Brilliant Clubs and UofM programme access for all pupils.

Action 4 - To implement a year 11 recovery plan for all PP students to ensure any gaps in knowledge and skill lost during lockdown are covered

- NTP - My Tutor programme for all targeted pupils in the format of 3:1 and 1:1 online tuition for Maths, Science and English - Started summer 2020 and ran throughout the academic year to April 2021
- Period 6 prioritising PP and High Ability PP students to ensure these pupils are accessing the subjects where progress is not at expected level and significant gaps in knowledge occur.
- PP pupils with Grade 4 predictions but on borderline with Grade 3 were taught by postholders.
- Thursday period 6 for PP students who had not accessed online tuition and significant gaps in knowledge in place.
- Early morning and Period 7 private study sessions ran by the Head of Year for all pupils to access school equipment and facilities to support revision.
- Full mapping of Y11 curriculum to resequence learning and account for gaps due school closure.
- Additional pastoral support and structured conversations in place to support pupils with the exam preparation and during the exam period.

Action 5 - All PP students to achieve their target grade or better:

- increase of 0.28 in CO2022 cohort in comparison to CO2019 cohort. (2019 cohort PP attainment - 0.97 and 2022 cohort PP attainment -0.69). CO2023 projections are -0.48)

Action 6 - To improve the behavioural climate for all students including PP students.

- New behaviour policy introduced in May 2021 which resulted in a significant reduction in the number of sanctions issued across all year groups.

Action 7 - Attendance to stay above 95% for all students in particular PP students.

- Covid affected year which resulted in attendance being below 95%. Academy Attendance was higher than new national covid attendance averages.

Action 8 - To work towards poverty proofing the school.

- Hardship money used effectively to ensure that no pupil went without uniform or equipment
- uniform exchange introduced with over 500 items provided to families in need.
- Period Poverty programme implemented with successful pupil engagement.
- Academy Community Fridge opened with good community engagement
- Academy partnership with local Morrisons to provide food parcels for families in need. Pastoral and attendance team delivering packages as part of extended pastoral provision.
- Magic breakfast programme providing breakfast to any pupil that needs it
- Working in partnership with LA to ensure that families with external services involvement (Children's Social Care, Early Help, Youth Justice, CAMHS) are able to access the right levels of financial support and grants in order to support their child's education more effectively. Such things include the purchase of annual bus passes, music lessons and sports specific clothing.

Externally provided programmes

Programme	Provider
NTP	My Tutor

Service pupil premium funding (optional)

Measure	Details
How did you spend your service pupil premium allocation last academic year?	N/A
What was the impact of that spending on service pupil premium eligible pupils?	N/A

Further information (optional)

Further information