



# MARITIME ACADEMY

## PUPIL PREMIUM STRATEGY

2025-2026

**Maritime Academy**

Part of the Thinking Schools Academy Trust

Date of determination: September 2025

Review date: September 2026



STRENGTH – PRIDE – UNITY

MAKING EXCELLENCE A HABIT



## Contents

	1
<b>School overview</b>	3
<b>Funding overview</b>	3
<b>Part A: Pupil premium strategy plan</b>	4
<b>Statement of intent</b>	4
<b>Challenges</b>	5
<b>Intended outcomes</b>	6
<b>Activity in this academic year</b>	7
<b>Teaching (for example, CPD, recruitment and retention)</b>	7
<b>Targeted academic support (for example, tutoring, one-to-one support structured interventions)</b>	8
<b>Wider strategies (for example, related to attendance, behaviour, wellbeing)</b>	9
<b>Part B: Review of outcomes in the previous academic year</b>	11
<b>Pupil premium strategy outcomes</b>	11



## School overview

Detail	Data
School name	Maritime Academy
Number of pupils in school	741
Proportion (%) of pupil premium eligible pupils	33% (241)
Academic year/years that our current pupil premium strategy plan covers (1 year)	2025-2026
Date this statement was published	December 2025
Date on which it will be reviewed	November 2026
Statement authorised by	Matt Evans
Pupil premium lead	Jimmy Carr
Governor / Trustee lead	Nick Forward

## Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£177,375
Recovery premium funding allocation this academic year	£0
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
<b>Total budget for this academic year</b>	<b>£177,375</b>
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

Maritime Academy believe that the most important purpose of our school is to maintain an environment in which every student can achieve academic excellence and personal success through the delivery of a challenging and robust curriculum, well matched to the needs and interests of our students. Maritime Academy set high expectations and aspirations for all students regardless of their gender, race, culture or economic background. Students within these groups should achieve at the same level or higher than the wider cohort.

Our 'five waves of learning' and our 'five digital sails to success' are at the heart of our curriculum. Being a One:One school enables students from all backgrounds to create consistent routines, reduce cognitive load and become good digital citizens.

Maritime Academy works to ensure that the provision provided for all students includes both direct approaches in 'closing the gap', alongside more creative solutions which influence academic achievement, as well as meeting the students' social and emotional well-being needs, tackling any barriers from these that could impact on a student's overall progress and attainment. This is met through quality first teaching, specialist interventions and support and standardised diagnostic assessments.

Leaders at Maritime Academy are committed to ensuring that all our PP students receive quality first teaching in every lesson. The PP budget is allocated to the whole school budget for each financial year. Decisions are made each year based on the context and nature of the cohort. This is planned on a 3 year spend but reviewed annually.

## Challenges

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

<b>Challenge number</b>	<b>Detail of challenge</b>
1	Closing the attainment gap between pupil premium pupils and the rest of the cohort.
2	Maintaining a culture in which the needs of Pupil Premium pupils are well understood and prioritised. Achieving this through a framework of high quality CPD that develops staff across all stages of their career including a focus for leaders on the needs of Pupil Premium pupils.
3	Ability of students to access all the resources available to improve outcomes, including revision resources and materials, books, devices and equipment to combat socio economic challenges.
4	Development of cultural capital opportunities that support learning beyond the curriculum, including trips, visits and extra-curricular opportunities.
5	Attendance and engagement with education, including parental engagement and building stronger home/school relationships.

## 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
Improve literacy and reading across all Pupil Premium students so that pupils can access the whole curriculum.	<p>Identified gaps within subjects are closed and bring the pupils in line with or exceeding their expected targets.</p> <p>All pupils identified with a below average reading age are known and supported to be able to read at, or above their chronological age.</p>
Improve attendance levels and reduce persistent absenteeism.	<p>Attendance percentages for each disadvantaged pupil will increase on their previous term and/or year.</p> <p>Parental engagement with positive absence will be demonstrated through their own attendance at parents' evenings and through interaction at home visits.</p> <p>Effective intervention to support strong attendance of disadvantaged pupils is in place.</p> <p>Attendance of Pupil Premium students is recorded in line or above that of the wider cohort</p>
Students are able to take part in extra-curricular activities that both enable them to develop personal skills and fully access the curriculum.	An equal representation of students attending extra-curricular provisions across all areas.
Social, emotional and mental health needs of disadvantaged pupils are supported and met. Disadvantaged pupils self-regulate and are engaged and happy at school.	<p>Pupil voice from disadvantaged pupils showing they are engaged and happy members of the school community.</p> <p>Rewards and sanctions received by disadvantaged pupils are proportionate to whole school behaviour analysis.</p>



## Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year** to address the challenges listed above.

### Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £88,687

Activity	Evidence that supports this approach	Challenge number(s) addressed
Quality-first teaching	Our approach as a Thinking School revolves around our 7 principles and is underpinned with a pedagogical approach. Our Thinking Tools and metacognitive strategies enable our disadvantaged students to develop their skills in thinking – they learn how to learn. This is obtained through staff CPD and coaching sessions.	1 and 2
Develop metacognitive and self-regulation skills in all students, both in and out of lessons.	Teaching metacognitive strategies to students can be an inexpensive method to provide students with the ability to work more independently and to become independent learners – seeking out answers and extending their learning themselves, without instruction. This is obtained through staff CPD and coaching sessions.	1, 2 and 3
Purchase of standardised diagnostic assessments	Standardised tests for CAT4 and Bedrock can provide reliable insights into the specific strengths and weaknesses of each student to help ensure they receive the most effective support through interventions and teacher instruction.	1 and 2
Adaptive Teaching	Information regarding students as individuals is available to staff, for example SEN passports and Class Inclusion Plans have been put together by our SENDCo, so that staff can ensure the right approach/support/resources are used for the students. This is coached to staff through CPD sessions and staff training.	1 and 2



Improve quality feedback to students	High quality feedback is given to help refocus and reengage the students in their learning – providing them with opportunities to grow and improve their understanding of topics/subjects. This is coached to staff through CPD sessions and staff training.	1 and 2
Build a supportive culture	Our students are supported by staff throughout their time here at Maritime Academy. They have access to SENDCo, TA support, ELSA, DSL, School Nurse etc. throughout their week so they are able to feel positive and supported when approaching challenging decisions or situations in their lives. Our staff are being upskilled in their roles by attending training courses and obtaining relevant qualifications to create a supportive culture.	1, 2, 3, 4, 5
Funding of educational visits to build cultural capital.	Tracking system in place to ensure that PP students are identified and monitored regards their enrichment. Promotion of all trips and visits for PP students.	4 and 5
Individual financial support for students.	PP students will not fall behind or feel disadvantaged when compared to other students if they cannot afford the correct uniform, stationery or equipment.	1, 2, 3, 4, 5

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

Budgeted cost: £49,295

Activity	Evidence that supports this approach	Challenge number(s) addressed
Range of in school interventions including small group tuition in numeracy and literacy and ELSA for students whose education has been	Targeted support following diagnosis of student assessments across all year groups. <a href="https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/small-group-t">https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/small-group-t</a>	1, 2 and 3



most impacted by challenges they have faced.		
Development of literacy and reading comprehension strategies.	Reading comprehension strategies can have a positive impact on students' abilities to understand texts: <a href="https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/reading-comprehension-strategies">https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/reading-comprehension-strategies</a> <a href="https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/literacy">https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/literacy</a>	1, 2 and 3
Funding of curriculum materials, including the implementation of the One:One strategy.	Requirements for students to have specific materials for home study, revision and class materials – all students to have the same opportunities whether non-disadvantaged or disadvantaged.	1, 2, and 3

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

Budgeted cost: £39,393

Activity	Evidence that supports this approach	Challenge number(s) addressed
Attendance Stars & 20-day challenge	All students are recognised for their attendance and staff regularly acknowledge the attendance badges when interacting with students. The 20-day challenge is to encourage attendance over a 20-day period, regardless of previous attendance. Certificates are awarded to students who achieve this.	5



Embedding use of Arbor to monitor behaviour, attendance and attitudes.	Parental engagement with their child's learning is important as is evidenced by the EEF as having a significant impact on student attainment and wellbeing. <a href="https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/parental-engagement">https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/parental-engagement</a>	1, 2 3, 4, 5
Development and effective implementation of the Horizon Program.	Cultural capital and personal development are key to ensuring our students are well rounded individuals who can cope with situations and experiences beyond their own demographic. <a href="https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/aspiration-interventions">https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/aspiration-interventions</a>	4 and 5
Purchasing uniform and stationary	EEF outlines that support for disadvantaged students should fit the demographic of the school and effective support helps to remove identified barriers to learning. Effective monitoring of students during Fleet Time will help to ensure correct equipment and uniform is available to all to prevent this becoming a barrier to our PP students.	2, 3, and 4

## Part B: Review of outcomes in the previous academic year

### Pupil premium strategy outcomes

#### Attainment Deficit

PP students attained broadly in line with their peers' internal assessments 2024-2025

In Year 7:

- 83% of PP students in Year 7 are at expect or above from starting point in English.
- 92% of PP students in Year 7 are at expect or above from starting point in Maths.
- 87% of PP students in Year 7 are at expect or above from starting point in French.

In Year 8:

- 71% of PP students in Year 8 are at expect or above from starting point in English.
- 73% of PP students in Year 8 are at expect or above from starting point in French.

In Year 9:

- 78% of PP students in Year 9 are at expect or above from starting point in English.
- 90% of PP students in Year 9 are at expect or above from starting point in French.
- PP students received significant support for the Ebacc subjects including target academic support sessions, interventions and TA support where appropriate. It is clear that the gap is still present and therefore it is imperative that the strategies outlined within this policy are embedded.

#### Student Attendance

- At the end of Term 6 2024-25, the attendance percentage is up for; overall attendance (+1.5%), PP students (+3.6%),
- At the end of Term 1 2025-26; overall attendance (92%) PP students (89.4%)

#### Cultural Capital Development

- Every pupil premium student had full access to the curriculum visits and they engaged in these opportunities. In addition, every student, included pupil premium engaged in extra-curricular activities as part of our Horizon program.
- Horizon sessions/ extra-curricular clubs, 100% of Maritime Pupil Premium students have engaged in an extra-curricular representative experience and/or a trip.

#### Access to resources

- All students have access to a One:One device to support learning online through MS Teams / Carousel/ Sparx Maths / Bedrock/ Microsoft Teams Assignments.