



## Pupil Premium - Allocation, Spend and Impact

### Executive Summary 2019

#### Summary for Governors

Item of PP expenditure (three highest)	Amount	RAG - Impact
Maths/English / Science 1:1 – Tutoring for students at risk of not meeting age related expectations in KS4 and KS3	£8115	Green
Additional Staffing in core subjects – To reduce class size at KS4 and provide literacy/numeracy tutor groups and teaching sets in KS3	£95,494.00	Green
Family support and welfare officer to provide ongoing support for families through attendance, parenting and academic achievement work	£19750.00	Yellow

### Pupil premium strategy / impact

1. Summary information							
Academic years	2019-2021		Total PP budget	£293,317.50		Date of most recent PP Review	July 2019
Total number of pupils	556		Number and %age of pupils eligible for PP	275	49%	Date for next internal review of this strategy	July 2020
	KS3	KS4		KS3	KS4	Year 7 Catch Up Funding Allocation	£5768
Number of PP eligible pupils by key stage	184 (67%)	91 (33%)	Budget split by key stage	45%	65%	Number of pupils with dual eligibility PP/catch-up	29
Allocation of PP funding	Ever 6		£293,917.5	LAC	£3,700	Service Children	£xx

Current achievement					
2019 Outcomes	Pupils eligible for PP (your school)	Pupils not eligible for PP (your school)	Pupils not eligible for PP (national average)	UL target for PP students	Difference outcome to previous year (RAG)
Progress 8 score average	-0.72	-0.59	+0.14	0.25	
Attainment 8 score average	32.61	39.12	50.1		
4+ Basics	42%	55%	71.5%	60%	
5+ Basics	17%	35%	50.1%	40%	

2. Planned expenditure 2019 - 2021		
i. Quality teaching for all		
Action	Intended outcome	Cost per year
<p>Increase in staffing for English, maths and science to allow for; Class size reduction in Year 11 EMS Literacy teaching and specialist catch up groups KS3</p>	<p>Increased number of teaching groups, reduction in class size and therefore improved educational experience for PP children. Teachers are using bespoke teaching strategies to ensure catch up is sequenced and well planned in the classroom Increased number of teaching sets (4 to 5) at KS3 with improved outcomes for students in literacy at KS3. High quality teaching and interventions seamlessly intertwined with teaching schemes of learning. Implementation of Knowledge Organises to help and support PP children to catch up and understand what substantive knowledge they need to recall and remember in all subjects.</p>	£70,000
<p>The Brilliant Club's Scholars Programme</p>	<p>To raise aspirations and in-still a culture of ambition through a National programme aimed at giving PP students the opportunity to work with a PhD researcher to experience university style learning. The programme will help 25 Y10 and Y9 9 PP students to develop the skills, knowledge and confidence to secure a place at a highly</p>	£6,000



<p>Support for teaching and learning in EBACC and Professional Studies through staff specialist CPD and intervention, attendance and engagement expertise, external specialists with industry expertise and external guests to enhance the learning experience of PP students.</p>	<p>Improved attendance, progress and attainment in EBACC and Professional Studies from PP students who are then able to maximise their opportunities in the work place. Greater % of PP students accessing higher level qualifications in EBACC and Professional Studies courses. Improved staffing with expertise to deliver teaching content that enables students to achieve better attainment.</p>	<p>£50,000</p>
<p><b>Total budgeted cost</b></p>		<p>£126,000</p>



<b>ii. Targeted support and intervention</b>		
<b>Action</b>	<b>Intended outcome</b>	<b>Cost</b>
Maths/English 1:1 tutoring programme	Improvement in attainment and progress of PP boys in English at KS4 and in line with national average.	Cost Neutral as included in staffing identified above
Period 7, Holiday club and breakfast intervention groups focused on closing gaps identified in core subjects	Sessions focused on raising standards and ensuring students are working at or above age-related expectation. Focused on KS4 and year 7 / 8.	£10,000
Literacy and Numeracy tutor groups in Year 7, 8, 9	Literacy and numeracy levels of PP students in years 7, 8 and 9 to improve, in order to be able to access the curriculum.	Cost neutral as included in staffing identified above
CPD investment for in house SEMH coordinator	To continue to be able to offer an in-house support and guidance service aimed at supporting students awaiting CAMHs appointments.	£5,000
SEMH intervention program introduced to reduce anxiety and improve attendance	Bike fix it intervention purchased to improve the attendance and well being of students in Y9 and 10	£3,000
<b>Total budgeted cost</b>		<b>£18,000</b>



<b>iii. Behaviour and Attendance improvement strategies</b>		
<b>Action</b>	<b>Intended outcome</b>	<b>Cost</b>
Recruit an Attendance manager	Increased attendance rates for PP students. Early intervention for school refusers or students with significant barriers to learning due to nonattendance.	£20,000
Investment in wellbeing award	Greater focus on mental health and well being for PP students across the school	£3,000
Pastoral support through Key Stage Manager intervention	Fewer send outs recorded for pupils, without compromising the whole school behaviour policy. Increased % attendance rates for students with SEMH. Tailored intervention and academic support for students returning to mainstream school. Greater number of home visits resulting in improved parent / academy partnerships.	£10,000
Alternative Curriculum and intervention investment	Provision of short-term alternative curriculum programmes for our most vulnerable students that enable higher attendance rates for students who find school life challenging. Increased co-curricular opportunities that engage students beyond the school day and cultivate pride, determination and kindness in the students.	Cost neutral as utilising staff from within SEND department
<b>Total budgeted cost</b>		<b>£53,000</b>



<b>iv. Catch-Up Premium improvement strategies (including transition Y6-Y7)</b>		
<b>Action</b>	<b>Intended outcome</b>	<b>Cost</b>
Year 6 transition project	Improved communication and links between primary feeder schools that enable improved early intervention	£2000 funded through catch up funding
Year 7 Literacy and Numeracy tutor and teaching groups	Literacy and numeracy levels of PP students in years 7 to improve, in order to be able to access the curriculum. Transition groups, literacy, numeracy tutor groups to be able to run due to increased staffing.	Cost neutral as included in current staffing
<b>Total budgeted cost</b>		£3,000
<b>v. SEND improvement strategies (PP eligible pupils who also have identified SEND)</b>		
<b>Action</b>	<b>Intended Outcome</b>	<b>Cost</b>
CPD for specialist Learning Coaches	Improved outcomes for PP students with complex needs. Upskilling of Learning Coaches using up to date research and intervention methods. Dissemination of best practice to upskill general teaching body.	£2,000
<b>Total budgeted cost</b>		£2,000



3. Impact Statement			
i. Quality teaching for all			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
Additional Staffing in core subjects English and Maths	Greater expertise and intervention is provided that enables students to make rapid progress. Through this initiative a higher proportion of students are able to access a wider range of subjects. Staff expertise is developed through effective CPD and tailored support enabling a higher proportion of PP students into the classroom to receive effective teaching	Key Stage 3 improvements were seen last year and have been ratified through data. This is a strategy that will be continued into the next academic year.	£70,000
Investment in CPD for quality Teaching and Learning	Time has been allocated to develop teaching pedagogy across the academy. Co Planning sessions have enabled staff to develop their skills and understanding of meeting the needs of all PP students.	Further investment will be made into T&L resources such as visualisers, CPD library and optional CPD events.	£10,500





ii. Targeted support and intervention			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
Maths, English and Science 1:1 Programme	Raising the standard of attainment of pupils at KS4 at 4+, 5+ and progress 8 against NA.	Through the individual 1:1 programme a greater number of students received specialist support that enabled them to access the GCSE exams. In previous years these students would not have found this possible	£20,000

iii. Behaviour and Attendance improvement strategies			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
Family support and welfare officer	Improved attendance rates for PP in line with non-PP students nationally. Greater engagement from families.	Although attendance rates have improved the level of engagement from the families has been a challenging factor. In the future we will look at an attendance specific role	£19,750

Pastoral Support Workers	Improved attendance rates, as we have had members to support with first response calls, parental meetings and home visits. Fewer incidences of FTE and isolations with some of the most vulnerable students, as additional pastoral support has provided more support mechanisms available to both parents and students.	We have increased this provision further to incorporate a pastoral support worker who focused on Year 9 and 10 attendance	£15,000
--------------------------	--	---	---------

iv. Catch-Up Premium improvement strategies (including transition Y6-Y7)			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
Literacy and Numeracy KS3 tutor group	Reading ages and numeracy baseline testing have identified an improvement in students significantly below expected standards, particularly if literacy tutor groups also remain as teaching groups.	Further funding will be used to support a transition coordinator this year. This will ensure the tutor groups are more targeted and have more impact.	Funded by catch up premium but included in PP evaluation



<b>v. SEND improvement strategies (PP eligible pupils who also have identified SEND)</b>			
<b>Action</b>	<b>Impact</b>	<b>Lessons learned</b> (and whether you will continue with this approach)	<b>Cost</b>
Introduction of Learning Coaches	Students identified as both SEND and Pupil Premium will achieve National Average in both attainment and progress measures.	This is a relatively new venture and will continue for the next academic year. Moving forward, we will be looking at additional CPD and opportunities to upskill teaching staff in strategies to support students with complex needs, as this has proved successful.	£45,000
Provision of chrome book computers	Students requiring EAA have been able to utilise technology to complete homework, support classwork and access online learning platforms such as Hegarty, Educake and SMHW. SEND pupils have performed above National Average and have made positive progress.	This initiative was not implemented last year and will be rolled out this year.	£3000



#### 4. Additional detail

**The remaining funding has been utilised to reduce barriers to learning for students;**

- Assistance with trips and visit costs
- Assistance with transport (taxi and bus passes)
- Uniform and equipment
- Curriculum resources (e.g. cooking ingredients, paints etc)
- Revision guides, workbooks and learning resources
- Other costs as they arise from PP contingency

