

Historic Pupil Premium Allocation

Total funding (Primary and Secondary) 2018 – 19: 41.0% of pupils -	£559,460
Total funding (Primary and Secondary) 2017 – 18: 40.0% of pupils -	£534,215
Total funding (Primary and Secondary) 2016 – 17: 40.6% of pupils -	£540,910
Total funding (Primary and Secondary) 2015 – 16: 43.5% of pupils -	£562,045

Pupil Premium Allocation 2019-20

Academy Phase	Number of pupils	Percentage of Phase	Grant per pupil	Total
Primary Phase	204	36%	£1,377	£269,280
Secondary Phase	316	39%	£810	£295,460
				£564,740

Category	Strategy	Brief summary of strategy	Intended outcomes	Funding allocation 2018-19	Impact	Proposed funding allocation 2019-20	Date of review
Leadership and Management	HLT: Overview of provision and interventions in place to close the attainment gap AFR, PCO, KWI + NCR	Senior members of staff to oversee provisions and interventions in place across the Primary and Secondary Phases; Administrative support. Regular student progress meetings with follow up actions to track the progress of disadvantaged students compared with all.	Ensure that provisions for disadvantaged students are appropriate and effective.	£14,500 (proportion of Salary)	Raised awareness of disadvantaged students with teaching staff. Particular strategies and interventions to raise achievement of disadvantaged groups. Attainment gap between PP and non-PP decreases further.	£14,500	Ongoing
Quality of Education	Additional teachers in core subjects AFR, PCO + AMO	Additional teaching sets to allow smaller group sizes	Additional teaching sets to allow smaller group sizes	£130,000	The growth in student numbers and the issues related to appointing high quality teaching staff in the core subjects means that the additional teaching has been swallowed up. The intention will be to further extend this provision with the appointment of more staff in the new year.	£130,000	Following assessment points
	CPD	Research suggests that an improvement in the quality	Quality of teaching is consistently high, intervention strategies in	£15,000	New leadership structure means that we have clear leadership for	£10,000	Ongoing

	PCO, ETH, NCR	of teaching has the biggest impact on the attainment of disadvantaged students. The focus on CPD is to continue to rapidly improve the quality of teaching across the Academy, and to improve intervention strategies specifically targeted to raise the attainment of disadvantaged students	place, attainment of disadvantaged students improves.		the quality of teaching and learning and have introduced clearer strategies to track the performance of teaching staff and ensure they have the tools to be successful in the classroom. The appointment of an Assistant principal with responsibility means that we are now placing the achievement of PP and other disadvantaged pupils at the forefront on school improvement.		
Quality of Education	Speech and language therapist AFR	On site (one day per fortnight) SALT to support students with language needs.	Ensure all students receive support to allow progress towards written and spoken fluency in English.	£30,000	Average progress for students receiving SALT was two sublevels through the year.	£30,000	July 2020
	Additional ICT equipment AFR	Additional laptops available for students with very slow handwriting / need OT to support handwriting.	Disadvantaged students to have a greater access to ICT resources	£12,500	Students now have access to a range of resources to support their learning	£11,280	July 2020
	Literacy interventions NCR, SKA, HTI, KWI + AFR	Intervention program for students falling below expected attainment in literacy.	Deliver booster sessions in literacy for KS1/KS2/KS3 students including Phonics check. Accelerated Reading programme across year 7 & 8. Year 7 form time programme. Provide PP students reading books for the summer holidays. Intense tutoring support to year 7, 8 & 9 PP students in English not making expected progress. Key word and subject specific knowledge (cultural capital) TA tutoring for Years 10-11 students not making expected progress. TA group support for Years 7-9 afterschool. Reading books and ICT software for library. Selected Year 11 students have additional teaching during lunchtime and after school and given additional support with English	£40,000	The majority of all groups have made significant progress towards their target grades.	£35,000	August 2020
	Numeracy interventions	Intervention strategy for students falling below	Ensure that all PPG students across the Academy progress and	£40,000	The majority of all groups have made significant progress towards	£35,000	August 2020

	OJO, NCR, AFR	expected attainment in mathematics.	are able to access the mathematics curriculum. TA group support after school for Years 7-9.		their target grades.		
Quality of Education, Behaviour and Safety and Personal Development	Extra-curricular opportunities PCO, KWI	Students receive support to attend scheduled/arranged on site experiences /performances.	Ensure that all students across the Academy have access to extra-curricular experiences.	£35,000	Cultural capital of disadvantaged students was improved.	£35,000	July 2020
	Careers EST, KWI, NSH	Connexions interviews/group seminars for students in key transition phases and PP students in KS3 and KS4 who are below targets.	Students receive impartial guidance to enable them to make choices about the next stage of their education, employment and training. Introduction of careers interviews for all PP students in year 8 before selecting their options for KS4 study. All year 10 PP students continue to have careers interviews. Vulnerable year 9 & 11 PP students to have careers interviews as required.	£15,000	Connexions met with all PP Year 11 pupils regularly and a specific programme was put in place for those at risk of NEET. A significant majority of pupils have been successful moving onto KS5 and those at risk of becoming NEET continue to be tracked and supported by Connexions (statistic data is being currently collated and will be added when available).	£12,000	July 2020
	Improving attendance AFR, HTI and DBR	Rewards and intervention for attendance. Praise programme, first day absence calls, high priority in all Line Management meetings.	Overall attendance of students improves.	£7,000	New HLT and HOY structure in place to enable system to work more efficiently since September 2019 – attendance figures showing consistent improvements.	£5,000	Ongoing
	Students with SEND and in receipt of PPG AFR	TA's are employed to ensure that students with SEND and in receipt of PPG are able to fully access and engage with in class learning	Improved levels of attainment for students with SEND and in receipt of PPG	£35,000	The impact of the additional TA time is demonstrated through raising levels of attainment across the Academy.	£35,000	August 2020

Quality of Education	Clubs and classes PCO	Programme of additional booster classes and extracurricular clubs run after normal school timetable	Students have opportunities to take part in a wide variety of activities as well as receive vital support in their learning	£31,000	Opportunities for students increased.	£29,500	July 2020
	Holiday and weekend booster classes PCO	Additional classes and revision sessions are provided at weekends and in selected school holidays. For year 11 students delivering weekend intervention sessions in a range of subjects to support preparation for final exams	Where students need additional support to ensure they achieve in line with their peers this is provided.	£30,000	Standards were raised in a variety of subjects. Levels of progress in maths were good. Underachieving PP students in year 11 targeted to improve attainment and aspiration towards target grades.	£29,500	August 2020
Personal Development and Behaviour and Safety	School Counsellor AFR	A full time, on site counsellor is employed	Where students need counselling or support for a variety of reasons this is available.	£23,000	Pupils are supported with emotional and mental health issues that create barriers to their learning and personal development.	£23,000	July 2020
	Support and Mentoring AFR, NCR, HTI, DBR, TPU	There are a number of mentoring programmes that run.	Provide support and mentoring for vulnerable students including learning mentor, attendance welfare, educational psychologist and peer mentors.	£29,000	Student's well-being, academic progress, attendance and stress management is improved impacting positively on student progress. Increase number of PP students being mentored and trained as mentors.	£29,000	July 2020
	SaFE Workers AFR, NCR	Full time SaFE Workers employed across the Primary and Secondary Phases	Students are supported where there is need to ensure they are able to function well and learn effectively	£65,000	Vulnerable learners that present with complex barriers to learning are supported.	£65,000	July 2020
Quality of Education	Resources, uniform and equipment HTI + DBR.	Provide PP students who need it with basic resources and equipment. Revision resources available: flashcards; highlighters; printed resources; exam packs. Uniform and PE subsidies.	Students have the essential uniform and equipment needed to participate in the Academy community and to learn	£2,060	Standard of uniform for disadvantaged students improved and behaviour points decrease. The attainment gap between PP and non-PP students decreases further.	£3000	September 2020
Quality of Education	Student placement (setting) ETH, DBR + HTI	Strong consideration given to teacher- student relationships and peer dynamics within class groupings. Including placing students in 'above	Students are set according to ability and potential rather than behaviour where appropriate. Students are matched to classes and teachers.	N/A	PP students are not disproportionately represented in the lower sets. Negative behaviour points decrease for PP students as academic challenge increases.	N/A	July 2020

		ability sets' for behaviour reasons.					
Quality of Education and Behaviour and Safety	Work Experience DBR, EST + NSH	Opportunities for work experience built into the timetable.	Targeted PP students have the opportunity to contextualise their learning in the working world.	N/A	Increased engagement in the curriculum. Negative behaviour points decrease and students have a clearer understanding of next phase destinations.	£6000	September 2020
Quality of Education and Behaviour and Safety	Transition AFR + HTI	Targeting and visiting students who have low attendance/punctuality/poor behaviour at primary school. Identifying students who are not secondary ready. Handover information meetings-central spread sheet of useful contextual information. Year 7 Camping Trip. TA monitoring Autumn 1 Weeks 1-3. CYP Focus Meetings.	Students who are not secondary ready catch up quickly. Barriers to learning quickly identified and monitored and interventions are put in place.	£2000	Decreased number of negative behaviour points as students are more able to access the curriculum. Reading ages show consistent improvement.	£2000	July 2020
Personal Development	Opportunities for parents to engage further with the academy. PCO, HTI, DBR + KWI	Year 7 new starters evening. Year Team newsletter. Increased use of social media to communicate 'good news'. MABLE (including MABLE PP) Parent Meeting. Parents Evenings. Parent Focus Groups. Parent Social Events.	The learning of PP students is well-supported by their parents/carers. Parent/Carers have positive relationships with the Academy.	£400	Increased attendance of PP parents/carers at all events.	£1000	July 2020
Careers	Careers events. EST + NSM	Careers events for all year groups – small group and whole year group.	Students have the opportunity to contextualise their learning in the working world and start making future plans.	£2000	Increased engagement in the curriculum. Negative behaviour points decrease and students have a clearer understanding of next phase destinations.	£2000	July 2020
Quality of Education	Form time study skills programme. DBR + HTI	Revision skills workshops-followed up within subjects. Whole school initiative on how to revise, with specific subject activities on a timely basis. Assemblies cover skills at key times.	Students are equipped with the skills, knowledge and understanding to enable them to study independently in preparation for exams.	N/A	The attainment gap between PP and non-PP students decreases further.	£1000	August 2020
Quality of Education	After school homework club Monday-Thursday.	Students have a space to do homework with access to TA support, computer access and other educational	Students have a place, resources and support to complete independent study and homework.	N/A	Increase in completion of homework for PP pupils as evidenced on ClassCharts, decrease in behaviour points for	£1000	July 2020

	PCO + KWI	resources.			homework related issues.		
Quality of Education and Personal Development	MABLE events, trips, visits and enrichment opportunities ETH + KWI	The cost of any MABLE trips/visits/events/enrichment will be subsidised if the MABLE student is PP.	PP MABLE pupils can access MABLE enrichment in line with non-PP-MABLE pupils.	N/A	Attainment gap between PP-MABLE and non-PP-MABLE pupils decreases.	£1000	September 2020
Quality of Education	Music lessons. AMO, ETH + CLA	The cost of music lessons will be subsidised for PP students taking Music as a GCSE subject and for Music SABLE PP students.	Students are given the opportunity to learn an instrument and deepen their understanding of music. Wider impact of music learning on numeracy skills.	N/A	The attainment gap between PP and non-PP students in Music decreases further.	£7000	September 2020
Personal Development	Prom tickets. AFR + DBR	The cost of the prom ticket will be subsidised for PP students who need an academic incentive.	Pupils are given an incentive and are motivated personally to achieve academically.	£1000	The attainment gap between PP and non-PP students decreases further.	£1500	September 2020
Personal Development and Behaviour and Safety	Woodland crafts activities-focussing on team building, stepping outside comfort zone and learning about natural environment. KWI + NCR + TPU	Primary and Secondary group Forest School sessions (outside provider) for students who are not have challenges in accessing the curriculum. 3 x 6 week courses (2 hours) over the course of the academic year.	Forest school is a learner centred and led approach to education which may suit students who find a tradition curriculum difficult to access. Students have the opportunity to contextualise their learning in contexts outside of the classroom, be exposed to experiences that show them how to lead a healthier lifestyle. Students have the opportunity to gain confidence and improve their self-esteem.	N/A	Impact on emotional and mental well-being; resilience; risk taking; confidence; independence; creativity; mindfulness; understanding of health and safety and boundaries; imagination; connection to nature and the outdoor world. The attainment gap between PP and non-PP students decreases further. Increased engagement in the curriculum and negative behaviour points decrease as their emotional and mental well-being improves.	£9000	September
Personal Development	Cultural Capital Year 7 and 8 Trips and Visits HTI, RHE + KRO	Groups of PP in Year 7 and 8 are taken on trips and visits every half term.	Gaps in cultural capital knowledge and understanding are identified and trips and visits used to fill them.	N/A	The attainment gap between PP and non-PP students decreases further.	£1000	On going