

Pupil Premium Plan

2020-21

Objective: To improve the progress and attainment for PPG students to achieve in line with their peers.

Overall PP funding allocation 2020-21: £247,000

PP allocation for staffing 2020-21: £219,000



Strategy	Tactics		Funding Allocation	Notes
To ensure that all students who should be identified as PPG to be so	Identification	To support parents/carers with FSM applications. Direct contact with all parents regarding possible changes in circumstances. Draw to incentivise responses. Link to basic details to allow application.	£0	MAT, AGL, TK, to support with online applications following responses.
To develop a culture of high levels of care for all PPG students	Behaviour	Implement approaches to developing a positive academy ethos to support improving behaviour across the whole academy which also aim to support greater engagement in learning	PP budget funds staffing for: - 60% of AHUS / ASLS -10% of Head of Year	ST: Behaviour Interventions +3months CSM
	Attendance	Supporting students where the barrier to their achievement is their attendance in school. Working with the student and families to raise aspirations and engagement in education. Effective use of EWO and PSSA to support families.	PP budget funds staffing for: - 60% of PSSA role - EWO contribution of £7,000	ST: Parental engagement +3 months MAT/Year Leaders/Attendance Team
	Homework	Review of homework strategy in the academy to ensure provision best supports the learning of all students.	£0	ST: Homework (secondary) +5 months MAT

	CEAIG	<p>Careers/College appointments: To support students to have and realise future aspirations; providing targeted and specific students to secure pathways and eliminate number of NEETs.</p> <p>WIN Project: To expose students from disadvantaged backgrounds to the possibility of HE through workshops, visits and small group work. Raising aspirations of the students and families involved.</p> <p>Brilliant Club: Greater understanding of the selected subjects from, Maths, English and the separate Sciences. The Programme aims to re-engage and rebuild pupils' confidence in core subjects by working with a subject expert. (PDH students)</p> <p>Insight Into Apprenticeships: Opportunity for 15 PP students to develop a greater understanding of the workplace, different apprenticeships that are available and to interact with employers. Year 9.</p>	£0 free provisions	<p>PPG students prioritised for Careers appointments, college/6th form information appointments.</p> <p>ST: Mentoring +1month Afterschool sessions +2 months Small group tuition +4 months</p> <p>SLD / MAT / Year Leaders</p>
	Breakfast Club	<p>Children who come to school hungry are likely to find that they are able to engage less with the learning and be more distracted/less attentive than their peers. A universal breakfast club would offer the opportunity for students to have breakfast at the start of the day and be alert and not hungry when they attend their lessons. This will support the reduction of pupil hunger, raise punctuality to school, support the development of pupil relationships with each other and adults have a positive effect on their ability to learn.</p>	<p>PP budget funds staffing for: - 92% of Learning Mentor role</p> <p>£4,000 to cover food, uniform and other support</p>	<p>ST: Behaviour Interventions +3 months</p> <p>MAT/JV</p>
	Extra-curricular	<p>Programme of extra-curricular opportunities for all students to access.</p> <ul style="list-style-type: none"> • Sports Clubs • Productions • Subject clubs <p>To develop aspirations and sense of belonging.</p>	£0	<p>ST: Extending school time +2 months Sports participation +2 months Art Participation +2 months</p> <p>MAT/Faculty Leaders</p>

	Period 7 sessions	P7 classes after school. Possible holiday revision sessions to prepare for external exams. Additional communication / encouragement with PP students to support attendance.	£0	ST: Afterschool sessions +2 months Small group tuition +4 months ARM/MSP
	Staffed Homework clubs	H/W opportunities for all students supported by LSAs. Available for students who find H/W difficult or access to H/W a challenge. Access to resources, printers, computers etc.	Staffing costs from PP budget: - 92% of 6 x LSA - 92% of 2 x HLTA	ST: Homework +5 months Small group tuition +4 months MAT
	School Counsellor	School Counsellor is employed to support student trauma and upset, building resilience and strategies to support long term, particularly managing self and emotions, allowing them to stay in school and access education.	£11,000 contribution for Counsellor	ST: Social and Emotional learning +4 months MAT
To fully embed a curriculum culture of high expectations for all PPG learners	High quality teaching	To ensure high-quality teaching for PP pupils the day-to-day interactions that take place in and out of the classroom and the different pedagogical approaches used to engage, motivate and challenge learners are vital. It relies on assessment and feedback to identify gaps and help students to move on in their learning. It is important to provide both support and challenge in order to enable them to achieve more.	Staffing costs from PP budget: - 92% of 2 x HLTA	ST: Feedback +8 months Individualised Instruction +3 months CSM
	Improve reading	BA reading programme. 4 days a week tutors read out aloud a book to students during tutor time. Creating oral and auditory opportunities for students to build on vocabulary.	£0	ST: Oral language interventions + 5 months Phonics +4 months JEP
	Ensure effective use of SEND/access arrangements	Ensure that all students who need access arrangements have them. Year 11 and Year 10 priority. This supports their preparation for and performance in all assessments/exams.	Staffing costs from PP budget: - 92% of 6 x LSA - 92% of 2 x HLTA	ST: Teaching assistants +1month BGW

	Improve assessment readiness	<p>Programme of exam preparation in place through PSHCE and tutor session in run up to all PPE's and exams. Establishing a routine when preparing for exams will support students in performing to the best of their ability.</p> <p>Parent information evenings to support parents in preparing their child for exams.</p>	£0	<p>ST: Not evidenced by ST</p> <p>ARM/MSP/MNK</p> <p>ST: Parental Engagement +3 months</p>
	Deployment of staff to meet need	Consideration given through timetabling to ensure that classes with high numbers of PPG have access to teachers with best track record.	<p>Staffing costs from PP budget:</p> <ul style="list-style-type: none"> - 92% of 6 x LSA - 92% of 2 x HLTA 	<p>ST: Not evidenced by ST</p> <p>KLF/HOF's</p>
To raise the profile of PPG students across the academy	Identification with in class/groups	<p>All PPG students to be known by their class teachers. Students can be identified by class teachers and strategies to support are known and understood.</p> <p>Pastoral leads know who their PPG students are and actively seek to promote these students and provide opportunities for them.</p>	£0	MAT / YL / all teachers
	PPG Pupil Passports	All PPG students without a current SEND passport will meet with a member of the team to complete. Focus on learning behaviours, aspirations and potential next steps. Also, opportunity to identify and discuss work environment at home and access to resources.	£0	MAT /HAH / CEB
	Staff briefing slides	To support with identification and staff knowledge of PPG students. Slide used in every staff briefing identifying a small number of PPG students and their areas of strength and interest.	£0	MAT

To remove logistical barriers for PPG students	Food	Availability of breakfast for FSM students to ensure that they are 'Ready to Learn'. Improved punctuality and attendance for FSM students. Safe place for vulnerable students before the start of the Academy day. Opportunity to have a healthy breakfast in keeping with our values and supporting concentration levels throughout the day. (Catering contract opportunity)	£4,000 to cover food, uniform and other support	Breakfast provided to any student free of charge to ensure food at the start of the Academy day. Students, particularly FSM are regularly encouraged to attend. Year Teams to direct students towards the provision. ST: Not evidenced by ST
	Uniform	FSM/PP students who do not have full, complete uniform are supported where appropriate to remove barrier. Compliance with Academy uniform policy.	£4,000 to cover food, uniform and other support	Students with high levels of need, from families who have financial difficulties are supported with uniform where appropriate. Increase in inclusion and removes a significant barrier to learning. ST: Uniform +0 months
	Revision Materials	Ensuring that all students (particularly in KS4) have all the materials they need to be successful. Providing parity with peers.	£4,000 to cover food, uniform and other support	MAT / ARM / KLF
	ICT access / provision	To ensure that all students have access to ICT enabling access to homework. Use of DfE laptops to ensure access for all.	£0 - DfE provision	ST: Digital Technology +4 months MAT
	Music Lessons	To provide support to PP students to access Music lessons if they wish to, ensuring that finances are not a barrier to participation.	£4,000 to cover food, uniform and other support	ST: Arts participation +2 months
	Food Tech Ingredients	Ingredients provided for PPG students to ensure that they can access and participate in practical technology lessons.	£4,000 to cover food, uniform and other support	