



Pupil premium strategy statement (secondary)

Please Note: Data is unvalidated until publication of ASP and Pupil Premium funding is estimated because the student census and financial year are different.

1. Summary information					
School	Castleford Academy				
Academic Year	2017/18	Total PP budget	£381,480	Date of most recent PP Review	07/16
Total number of pupils	1320	Number of pupils eligible for PP	408	Date for next internal review of this strategy	11/17

2. Key Indicators (most recent Year 11)	Data Source: ASP		Unvalidated	x	Validated
	Pupils eligible for PP (your school)		Pupils not eligible for PP (national average)		
Key Stage 2 Fine Point Level (Cohort size)	25.34				
Progress 8 score average	+0.46		+0.32		
Progress 8 English	-0.04				
Progress 8 Maths	+0.17				
Progress 8 English Baccalaureate Slots	+0.47				
Progress 8 Open Slots	+0.97				
Progress 8 score average for Higher Ability Pupils	+0.56				
Progress 8 score average for Middle Ability Pupils	+0.62				
Progress 8 score average for Lower Ability Pupils	+0.13				



Attainment 8 score average	42.58	48
VA Score for disadvantaged	1024.40	
% Attaining 9-7 in English (Best) and Maths	2%	
% Attaining 9-5 in English (Best) and Maths	31%	
% Attaining 9-4 in English (Best) and Maths	44%	
% Entering the English Baccalaureate	7%	
% Attaining 9-5 in the English Baccalaureate	5%	
% Attendance	93.4%	95%
% Persistently Absent	6.6%	12.4%
% Staying in education or entering employment after Key Stage 4	88%	87%

The above data is not validated so below is a small breakdown of 2016 results for our disadvantaged pupils compared to national others.

	2016 – Pupils eligible for Pupil Premium	National Others
% achieving 5A* - C incl. EM (2015-16 only)	54%	69%
% achieving expected progress in English / Maths (2015-16 only)	88%/60%	75.8% / 73.4%
Progress 8 score average	+0.4	0.12
Attainment 8 score average	48.31	53



3. Barriers to future attainment (for pupils eligible for PP)		
In-school barriers (<i>issues to be addressed in school, such as poor literacy skills</i>)		
A.	Literacy/Reading Ages: Pupils arrive Sig – in English skills and we have a high proportion of low prior attainers in the Pupil Premium group and a very small proportion of high attainers. The high attainers underachieve in English compared with their middle and lower counterparts. We have pupils eligible for the Pupil Premium with reading ages of 8 or below.	
B.	Pastoral: Many of our pupils have EBD, Social Skills difficulties, incorrect uniform, lack of support at home, don't eat breakfast, need mentoring/counselling, anger management issues, etc.,	
C.	Numeracy: Pupils arrive Sig- in Maths skills and we have a high proportion of very low ability pupils eligible for the Pupil Premium who have not made enough progress in Maths.	
D.	Homework/Revision/Organisation: There is an in-school gap for pupils eligible for the Pupil Premium around homework behaviour logs and performance in exams meaning that pupils need support with homework and further strategies on revision.	
External barriers (<i>issues which also require action outside school, such as low attendance rates</i>)		
E.	Attendance: There is an attendance gap between our PP pupils and Non-PP gaps and this is at its highest among PA Pupils.	
F.	Enrichment: Many of our pupils eligible for the Pupil Premium do not have a wealth of life experiences or high standards of vocabulary.	
4. Desired outcomes (<i>desired outcomes and how and when they will be measured</i>)		Success criteria
A.	The progress of our disadvantaged pupils is above National Others.	Progress 8 score gap to National Others
B.	The progress of our disadvantaged pupils in ALL their subjects is above National Others.	Progress 8 score gap within baskets.
C.	Our disadvantaged pupils attend the Academy regularly, behave well and complete homework/revision.	PP attendance and PA above national, Exclusions above national for same group, P8 scores.
D.	Our Disadvantaged pupils experience a range of enrichment/extra-curricular and have high aspirations for their future	Extra-curricular/Enrichment Report, NEET Figures, Destinations Data, Apprenticeship Figures, HE Data.



5. Planned Expenditure						
Academic Year		2017-18				
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.						
Key: Amended approaches from last year. New approaches for this year. Continued and Sustained approaches from last year.						
i. Quality of teaching for all						
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted Cost
Teachers can expertly adapt their lesson to suit the needs of individual disadvantaged learners.	Staff receive up to date, bespoke and regular CPD on how best to work with PP pupils. Pupil Premium and More Able to be two separate strands on the CPD research projects this year.	T&L of our disadvantaged pupils is strong and we have a Lead Practitioner and T&L Research Group who are constantly developing new strategies for PP. Staff are also to complete self-guided research and this can focus down further into sub groups such as boys, Lower Maths and Upper English.	Staff CPD Session specialising in More Able PP held. Self-guided research groups formed. Staff researching the best PP strategies. Evaluations. Bank of new resources and strategies delivered to whole staff.	JO	January 2018 July 2018	£1,000
PP Pupils in Y10 and Y11 who are underachieving (or at risk of) to receive extra lessons.	Boosters/Half term Workshops/ Revision Seminars/ Saturday Boosters	A well established intervention. The impact can be found in our outstanding P8 results. All PP KS4 pupils have access.	Attendance timetable. Regular report data. Mock exams. Final P8 score.	JC	July 2018	£7,000



All PP Pupils are equipped correctly, ready to learn and able to revise at home.	A pack of revision equipment, resources and a “how to revise” seminar.	Pupils report that they are more able to revise at home and ready to access lessons. Barriers to learning suggest there isn’t stationary, support at home.	Packs distributed. Evidence in homework behaviour logs and performance in exams.	JC	May 2018 Results 2018	Inc in £7,000 above.
Vulnerable PP Pupils are put into a Core Skills Class to assist with transition from Y6 into Y7.	Vulnerable pupils eligible for the pupil premium who need assistance with transition from primary to secondary and from KS3 to K4. Pupils targeted with EBD.	A well established intervention assisting some key pupils who will struggle with transition. Extremely positive feedback from pupils and parents and evidence is in overall P8 score.	Line Management through SEN department. Report data across the year.	SJL	4 times per year.	£35,000
Pupil Premium Strategy is led well and is at the heart of academy life.	Lead Practitioner for Pupil Premium AND Deputy Headteacher overall responsible for Pupil Premium. This leads the strategy and ensures the cutting edge T&L Strategies are in place.	Since a position was made for the PP (assistant headteacher) and the strategy was relaunched with staff, the progress of the disadvantaged has been outstanding. With the addition of a Lead Practitioner researching and delivering T&L Strats it has also improved. Leadership impacts on the whole school strategy and has led to a P8 score of +0.46 for disadvantaged.	Line Management through Associate Headteacher, SLT meetings, Report Cycles, PP is on every measure and QAed.	SSP	After every report cycle.	£87,500
PP pupils receive a curriculum that suits their needs.	A different curriculum for those pupils for which our normal curriculum is not appropriate. Pupils	Many courses cover workbased learning and are at college which then continues into Y12 and Y13 as these pupils are also potential	Data presented at SLT Meeting. Line Management through Assistant Headteacher. P8 score.	EW	July 2018	£90,000 projected



	take alternative courses alongside English, English Literature, Science and Maths GCSE. They will also complete a further qualification where possible. Pupils also receive mentoring.	NEETs. This means pupils receive a guaranteed college place in Y12 and Y13 which eases transition and a qualification. So, not only does it guarantee pupils a college place (stopping them from being NEET) and give them a qualification but also reduces their behaviour logs and exclusion numbers as well as increasing their attendance and life chances.				
Total Budgeted Cost						£220,500
ii. Targeted support						
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted Cost
Pupils with severely low reading ages are caught up rapidly so they can engage with all their subjects.	Literacy Base – Reading Recovery	Trained members of support staff complete regular and intensive reading intervention to work on improving reading ages and single word scores. Success in previous years with this intervention has added 3 years to their Single Word Score and up to 7 months to their chronological reading age.	Line Management through the SEND department (they also use this strategy for pupils with SEN status. Data is reported to SLT through Literacy Strategy 3 times per year.	JJH	3 times per year through SLT Meeting and through Line Management.	£2,000 + £6,500 from Literacy Catch-Up Fund
PP pupils who are underachieving in	Curriculum Support English	Any pupil eligible for the pupil premium who is underachieving	Using Summer Data, PP pupils identified for 1-to-1 or small	RC	English Line Management once	£30,000



English receive extra intervention to get them back on track.		receives either 1-to-1 or small group intervention with feedback. Also pupils hitting their target who need stretching i.e. MA PP This strategy has been in place for a few years and led to excellent outcomes.	group intervention. First data for impact in. Every single KS3 PP Student who has underachieved has received intervention and impact can be measured per pupil and per intervention.		every half term	
Reading Ages and reading for pleasure increases across the academy leading to increased access to all subjects and increased outcomes.	Literacy Strategy inc <ul style="list-style-type: none"> • Literacy Co-ordinator • Lexia Co-ordinator • Lexia program • Accelerated Reader • STAR Reader • Micro-librarian • Library Costs • Librarian 	Literacy Strategy has been in place for quite some time now at the Academy and has increased the reading age of our disadvantaged pupils by +9 months per year on average. This has led to increased outcomes in our P8 scores as pupils can access learning in all lessons in a much better way.	January Reading Tests – PP and Non-PP to be making same progress June Reading Tests – PP and Non-PP to be making same progress	AW	SLT Meeting 3 times per year. Governors twice per year. Literacy Line Management 3 times per year.	£20,000 + £10,554 from Y7 Catch-Up Premium
P8 English score for the Disadvantaged increases to +0.3	New English Support Package – to be confirmed.	A response to this year’s results – an action plan in place to help increase the performance of the disadvantaged and bring the P8 in line with the other baskets.	Action Plan developed and implemented by December 2017. Reviewed through SLT and Line Management of English. Evaluated through 2018 results.	RC	Dec 2017 Then every month afterwards.	Provisional £5,000
P8 Maths score for the Disadvantaged increases to +0.3	New Maths Support Package – to be confirmed.	A response to this year’s results – an action plan in place to help increase the performance of the disadvantaged and bring the P8	Action Plan developed and implemented by December 2017. Reviewed through SLT and	RC	Dec 2017 Then every month afterwards.	Provisional £5,000



		in line with the EBACC and Open baskets.	Line Management of English. Evaluated through 2018 results.			
Pupils under ARE for Maths in Y7 on arrival catch up.	Use of an online maths program (similar to Lexia for English) to help PP pupils improve their maths at home and in lesson.	Pupils who are under age related expectation for maths complete an online course. Further Pupil Premium pupils identified who are on ARE to stretch them. All PP Y7 pupils not meeting ARE for Maths (approx 73 pupils). Once these are up and running, pupils on ARE will be added and by the end of the year all pupils in Y7 have access and are working towards completing the course.	All PP Pupils in Y7 who have scored below 100 in KS2 SATS to be put on to SuccessMaker. Note: If Successmaker ceases to operate, a new online option will be researched and, if there isn't one, a suitable replacement intervention applied. All pupils have completed SuccessMaker and average age has improved by 12 months minimum.	RHC	Through maths line management – 6 times per year. Overall evaluation at end of the year to measure impact.	£200 + £1,600 from Y7 Catch-up Premium.
The achievement of pupils eligible for the pupil premium continues to be outstanding	Assertive Mentoring	All PP pupils in Y10 and Y11, and key PP pupils in Y7, 8 and 9 (as well as all LAC and EAL pupils) receive an assertive mentor who liaises with them several times a year and works through a schedule. We have used mentors for many years to target pupils.	All pupils have been allocated a mentor and 1st and 2nd meetings have occurred All meetings have occurred, Pupil evaluations show impact along with results. Year Leaders Reports show impact across behaviour, attitude, attendance and engagement with school.	JC	4 times per year through report data.	£45,000
Maths P8 score to increase to +0.3	Curriculum Support Maths	Pupils still underachieving after class intervention receive support outside of the lesson from one of	Pupils across all year groups. All underachieving PP pupils receiving intervention. 75% of	RHC	4 times per year through maths line management.	£13,000 + £10,000 from Y7 Catch-up



		three maths mentors.	KS3 PP Pupils achieve ARE and 75% of KS4 Pupils achieve 3LP or a P8 score of 0+.			Premium.
Pupils have a safe place to revise just before their exam.	Maths Hotel	20 PP pupils last year were placed supervised in a hotel with food, revision workshops, gym facilities and intensive study sessions. Extremely successful so this will be expanded slightly.	Pupils chosen by Deputy Headteacher in May. SLT presence in hotel.	JC	2018 results	£2,500
LAC Pupils Maths P8 score is in line with National Others	Tutoring Vouchers	Piloted last year with 2 pupils and greatly affected their P8 score – rolled out to all LAC pupils.	Regular reporting on LAC progress through SLT Meeting.	EW	P8 of pupils at the end of each year.	Money claimed from authority LAC fund.
Improve the Upper Prior Attaining P8 Score through a targeted PP More Able Program	More Able PP Strategy	All Upper PP Pupils take part in a strategy featuring FE, HE, Networking, Entrepreneurs, CV Workshops, Mentoring, Group Mentoring, Leadership Opportunities, Ambassador Opps.	Reporting direct to SLT 3 times per year.	SSP RG	3 times per year. 2018 P8 Upper Score	Inc in Leadership Costing + £500 for coaches, food, etc.,
The internal gap between PP Attendance and PP PA to national others diminishes.	Pupil Premium Pupils with an overall attendance of less than 95% receive intervention.	Huge link between our PP Pupils Attendance and their achievement. Targeted support from our on site Attendance Officer for PP.	Attendance measured 4 times across the year through SLT.	SJL	4 times per year through SLT and Attendance data.	£18,000
Total Budgeted Cost					£141,200	
iii. Other approaches						
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted Cost



Improve the quality of revision in Y10 and Y11 disadvantaged pupils.	5 o'clock room	Disadvantaged pupils are identified who are not revising at home even with parent contact. Pupils placed into 5 o'clock room where they revise for 2 hours 4 days per week (with a 5minute break) for the final 6 weeks of the year. Ensuring they revise. Successful strategy from last year.	SLT man the room. Impact taken on mock exams, results and pupil anecdotal feedback.	JC	Mid way through 6 weeks and in final exam results.	£5,000
Improved Attendance, Behaviour and Exclusions through pastoral support.	Step-up: Pupils eligible for the pupil premium attend Step-up to meet emotional, pastoral, organisational needs. Vulnerable pupils are targeted and a range of mentoring is available and prescribed as required.	A well-established safe place in the academy where pupils can get food, uniform, washed, mentoring, enter a calm room, receive advice, work, etc., Created out of research to our barriers to learning and receives over 10,000 visits per year from PP pupils. Has contributed significantly to our attendance, behaviour and exclusions low rate for the disadvantaged.	Step-up receives line management 6 times per year by SLT and is evaluated each year by the Deputy Headteacher	Jo Gray	Annually	£45,000
Enhance the intervention strategies within English of PP Pupils at KS4.	Pupil Premium English Conference.	In every English briefing meeting, the names of key disadvantaged pupils are discussed, strategies shared and outcomes discussed. This will quality assure the interventions, place priority on the pupils and share best practise of helping them improve.	QAed by Head of English. SLT presence at every 4 th meeting. Impact on pupils measured in report cycles, mock exams and results.	KW	Dec 2017 March 2017 August 2018	£200



Increase the motivation and aspirations of Y10 PP Boys	An external motivational speaker to complete an assembly for Y10 (with 80 PP pupils present) work with 16 Y10 boys for one hour who are slightly under target and lack motivation. We want these boys to increase their motivation in English (and across the academy) and aim for aspirational targets. The Motivational speaker will also be having breakfast with both Y10 rugby teams. Follow up activities to be conducted.	Although the P8 score is outstanding, there is an internal gap between girls and boys. This is most profound at Y10. Barriers to Learning identified within this group around motivation and aspiration. 80 Y10 PP boys in assembly. 16 Y10 PP boys for small group session. Y10 PP Rugby players for breakfast.	Lead teacher assigned and SLT presence at all events. Follow ups QAed through November Y10 report.	KW	Dec 2017	£750
Increased parental support for our Low Prior Attaining Disadvantaged Pupils	PP Parent Breakfast and Evening Events. Parents are invited in with pupils to learn how to help pupils revise, enrich and with homework. Free food, English, Maths and Mindset sessions.	Piloted last two years with a group of Y7 parents and a group of Y11 parents. Successful in increasing P8 of pupils due to increased parental support – rolled out to follow up with last year's Y7 pupils and also ALL yeargroups.	Y7 and Y11 Events have been held. Positive feedback taken. Y10 and Y8 events scheduled. All sessions held and an evaluation of pupil progress calculated to compare with a control group of the rest of the PP pupils.	RHC	Dec 2017 – evaluation of first two events. July 2018 – evaluation of impact	£2,000
Y7 and Y8 Reading Age and confidence	Pupils improve their literacy and reading for	A very successful strategy used last year effectively (pupils	Pupils identified and attending. Contact made with pupils who	AW	Jan 2017 June 2018	£2,000



in reading is improved.	pleasure by attending a breakfast club.	improved by an average of +26 months). This to be rolled out over the year to ALL Y7 and Y8 PP pupils	have poor attendance at Rise and Read. The number of pupils accessing Rise and Read has increased significantly on the previous year. A similar amount of progress is made for this group as last year.			
PP Pupils who struggle to complete homework at home have a place to go to complete it.	Homework Club staffed with mentors and teaching staff for an hour each day after school.	Research from barriers to learning and due to behaviour logs for homework (as well as issues around KS4 revision) highlighted an issue with pupils having a place to complete homework. In its third year and extremely successful (3,388 visits last year with 60% being PP).	Club advertised well through Year Leaders, mentors and assemblies. Pupils with homework behaviour logs told to attend and this is QAed.	KC	Line Management of associate for KS3 3 times per year.	£4,200
High Prior Attaining PP Pupils build in confidence	Mensa IQ Tests	PP Pupils are given an opportunity to sit an IQ test and we pay for their subscription to Mensa. We have 4 pupils in Mensa who are PP.	Pupils invited, tests sat and results in. Follow up arranged.	RG	Evaluation after results.	£100
A key group of PP Pupils improve their punctuality and attendance.	Pupil Premium Wake-Up Calls	This was piloted last year with a small group of pupils receiving a wake-up call each day from attendance officer. It improved the group attendance by 0.5%. Rolled out to a target group of 20.	The Top 20 PP pupils with the lowest attendance selected and contact made for wake up calls. The Top 20 PP Pupils record an improvement on their attendance of 2%.	SJL	Commence in November. Reported on at the end of each month and then evaluated improvement.	£350



Aspirations of our brightest PP pupils are raised.	A visit to a Russell Group University for every Upper Prior Attaining PP Pupil.	90% positive feedback when we did this last year and we have improved our P8 for Upper disadvantaged as a result. Pupils get to see that they can go to universities like this and aspire and be more motivated.	Line Management of Careers Officer.	SSP	Evaluation after each trip. Follow up session arranged. Upper P8 Results.	£2,000
Staff are able to access a wide range of data to act proactively for our disadvantaged.	A range of Tracking Systems.	These are tracking systems we have used to ensure that staff can access up-to-date and detailed Pupil Premium information.	Evaluation in results.	CL	2018 Results	£850
Total Budgeted Cost					£62,450	
Grand Total Proposed Spend for 2017-18					£424,150	



6. Review of Expenditure								
Summary of information of Academic Year 2016-17								
Academic Year	2016-17	Total PP budget	£381,480	Date of most recent PP Review	July '16			
Total number of pupils	1,268	Number of pupils eligible for PP	408	Date for next internal review of this strategy	Oct '18			
i. Quality of teaching for all								
Chosen Action/Approach	Desired Outcome/Success Criteria	Owner	Impact	Lessons Learned	Cost Per Pupil	Total Cost	To be continued into next year?	
Core Skills	Vulnerable pupils eligible for the pupil premium who need assistance with transition from primary to secondary and from KS3 to K4. Pupils targeted with EBD.	SJL	Response from pupils, parents and year leader is positive with an increase in the engagement of these pupils with school since Core Skills was initially set up (shown in attendance, exclusion and behaviour log figures) and also can be shown through the Academy's P8 figures for all Low Prior Attainment (totally in line and in many cases, above national) 9 out of 17 pupils in Core Skills are eligible for the pupil premium.	More effective transition to be considered between Y8 (when Core Skills ends) to Y9 when pupils are integrated with options groups. (possibly keeping pupils grouped together)	£2,688.68	£24,198.08		



Lead Practitioner for PP and Diminishing the Difference	Lead Practitioner recruited to work primarily with Maths on closing the gaps and then cascade this through to other departments.	RG	<p>Parent Evening positive feedback. All but one pupils attending parents evening hit their target grade. Maths, History and Drama worked directly with and closed their PP gaps. Work delivered through T&L Group and this has</p> <p>All 406 PP Pupils across all yeargroups.</p>	Lead Practitioner to work with more subjects.	£10.10	£4,098.90	
Tracking Systems	Seating Planner package bought in so teachers have more info about PP to hand, 4matrix bought in to help with deep analysis of Pupil Premium gaps, SIMS used with data manager time to create a Pupil Premium Register.	CL	<p>Impact can be found in the whole school results for 2017.</p> <p>All PP pupils in the Academy benefit from this appointment. See case studies.</p>		£13.40	£5440	



Staff CPD	SSP led training to boost the profile of Pupil Premium for all staff and all stakeholders and the sharing of the best T&L Strategies.	SSP	Staff Feedback significantly positive reporting that they feel actively involved and engaged in the overall pupil premium strategy at the academy. Again, the impact of this can be found in the continuing closing of gaps to national others in all key areas and the massive amount of subjects closing their in-school gap and in other areas such as trip attendance, extra-curricular attendance, exclusions data and attendance.	SSP led training to boost the profile of Pupil Premium for all staff and all stakeholders and the sharing of the best T&L Strategies. Staff CPD to be altered to include research and an entire strand of this will be PP.	£6.74	£2,737 plus Deputy Headteacher and Lead Practitioner costs.	
			All PP pupils in the Academy benefit from this appointment. See case studies.				
Curriculum	A different curriculum for those pupils for which our normal curriculum is not appropriate. Pupils take alternative courses alongside English, English Literature, Science and Maths GCSE. They will also complete a	EW	A highly effective provision securing pupils a guaranteed progressive place at Post-16 with a qualification whilst increasing engagement with school and reducing persistent absence, behaviour logs and exclusion figures. 100% of pupils achieve a	This to be continued to be used on a case by case basis where it meets the needs of the learners.	£3,227.52	£96,825.68	



	<p>further qualification where possible. Pupils also receive mentoring. Many courses cover workbased learning and are at college which then continues into Y12 and Y13 as these pupils are also potential NEETs.</p> <p>This means pupils receive a guaranteed college place in Y12 and Y13 which eases transition and a qualification.</p>		<p>Level 1 pass in a college course and pass English and Maths. Year leaders, subject teachers, parents and pupils feedback is overwhelmingly positive. Pupils complete courses in Motor Vehicle, Work Related Training, ESOL, Childcare, Construction, Hair and Beauty and Young Firefighters amongst many more.</p>				
			<p>30 pupils across KS4 of a range of abilities.</p>				
Boosters/ Half – term workshops/ Revision Seminars	<p>PP pupils received revision workshops and then, if underachieving, are invited in to Saturday workshops. Half-term workshops and after school Lesson 6s in all subjects at Y10 and Y11.</p>	JC	<p>Impact of this policy across all subjects can be found in the P8 score this year of +0.49 for PP pupils.</p>		£43.92	£2723.08	
			<p>All Y11 PP (and some Y10 in Eng and Sci and BTEC Subjects) attended Lesson 6 boosters.</p>				
Revision Materials	<p>All pupils in Y11 to receive a revision pack of materials and a revision timetable along with a seminar and an assembly.</p>	JC	<p>See Academy Results 2017</p>	<p>More targeted materials pack for pupils in Upper, Middle and Lower Prior Attainment band along with seminar.</p>	£9.19	£570	
			<p>All Y11 PP Pupils received Revision Packs.</p>				



Leadership	Assistant Headteacher with responsibility for the Pupil Premium	SSP	<p>The impact of this appointment can be found in the narrowing of the gap in all key measures to National Others. It can also be found in the overall boosting of the profile of Pupil Premium across the academy through CPD. All areas report on PP gaps and identify improvement actions on PP within their subject.</p> <p>All PP pupils in the Academy benefit from this appointment. See case studies.</p>	Leadership responsibility moved to Deputy Headteacher level to place PP Policy even more at the heart of the academy.	£177.88	£72,220	
Total Budgeted Cost							£208,813.46
ii. Targeted Support							
Literacy Base	Pupils who are severely under age related reading receive reading recovery	JJH	<p>30 pupils added on average 3 years to their Single Word Reading Age and an average of 7 months to their Chronological Reading Age. 4 pupils added over 2 years to their Chronological Reading Age.</p> <p>Low = 29 High = 1 Y7 = 15, Y8 = 4, Y9 = 5, Y10 = 4, Y11 = 2</p>	Pupils with higher reading ages to be put straight on to the Lexia program. Staffing reduced to one reading mentor targeting pupils with very low reading ages. So reducing number of staff and pupils to reduce cost and get better value for money.	£585.86	£10,575.7 + £6,500 from Y7 Catch-Up Premium	



Curriculum Support English	Any pupil eligible for the pupil premium who is underachieving receives either 1-to-1 or small group intervention with feedback. Also pupils hitting their target who need stretching i.e. MA PP	RC	A range of proactive interventions using two English Mentors. 1:1 = Y8 82% made progress of at least one grade/step, Y9 = 59%, Y10 = 58% and Y11 = 45%. 232 pupils in total. Y7 = 79 Y8 = 49 Y9 = 63 Y10 = 14 Y11 = 27	A better method of showing progress to be developed to show progress within a grade/step boundary.	£124.67	£28,924	
English Form	After the Christmas Mocks, a key group of pupils were identified who were underachieving in Y11. They were placed in a form with the Head of English as their formtutor to give extra English and Pastoral Intervention.	RC	27 Pupils from a range of Low, Middle and Upper PA. 15 pupils improved their mock result in their actual exam by 1 grade and 4 by more than one.	An optional intervention that we will consider after Christmas Mocks again but maybe tailor to one PA Level.	£13.78	£372.16	
Literacy Strategy inc Literacy Co-ordinator Lexia Co-ordinator Lexia program Accelerated Reader STAR Reader Micro-librarian Library Costs Librarian	Reading Ages and reading for pleasure increases across the academy. Pupils use accelerated reader program, read 12 books per year and complete quizzes, complete Drop Everything and Read weekly, read in English lessons, literacy lessons, complete Lexia online reading	AW	Disadvantaged pupils from each year group increased their Chronological Reading Age by 8 months in Y7, Y8 and Y10, 11 months in Y9. 73million words read by PP pupils this year (a rise of 4 million on last year). All pupils eligible for the Pupil Premium in all year groups of all abilities.		£74.93	£19,868.90 + £10,554 from Y7 Catch-Up premium	



	<p>course, etc.,</p> <p>Pupils under chronological reading age receive small group intervention, reading buddies, lexia boosters, reading boosters.</p> <p>Pupils also receive reading lists, subject reading lists, cross curricular spelling tests in form time, literacy in all lessons and an agenda of literacy themed weeks across the year in all subjects.</p>						
Creative Writing Workshop	All PP pupils gain a life experience and write about it whilst improving SPAG and imaginative skills.	SLH	<p>62 pupils attended the theatre and the workshop. 27 pupils improved by one grade or more in short term. 11 pupils improved by one grade or more in long term.</p> <p>62 out of 89 Y7s eligible for Pupil Premium</p>	Further follow-up workshops were required to further embed skills. Unlikely to continue.	£30.67	£1,901.30	



<p>SuccessMaker</p>	<p>Pupils who are under age related expectation for maths complete an online course. Further Pupil Premium pupils identified who are on ARE to stretch them.</p>	<p>SR</p>	<p>All pupils in Y7 who scored below 100 in KS2 SATS Reading, worked on Successmaker one extra lesson per week – this added +2months to their Maths Chronological Age. Also, a Maths Mentor used Successmaker to supplement 1-to1 teaching with 29 pupils and they made +3 months progress on their chronological maths age.</p>	<p>An alternative method of intervening with Y7 pupils below in ARE in Maths to be sought that has more impact. We will replace this with a combination of IXL and Mathletics which are both online Maths programs.</p>	<p>£15.92</p>	<p>£978.85 + £1,600 from Y7 Catch-Up Premium</p>	
<p>Curriculum Support Maths</p>	<p>3 members of staff appointed to conduct interventions outside of the classroom through one-to-one, small group intervention, My Maths computer program and Mathletics.</p>	<p>PJ</p>	<p>Pupils in Yrs 7 – 11 received 1:1 intervention and average improvement at KS3 was of 0.7 steps and at KS4 at 1.27 grades. It is also reflected in the Maths P8 score of 0 meaning pupils achieved their Expected Progress.</p>	<p>A wider range of pupils to receive intervention and exploring methods to ascertain progress.</p>	<p>£201.50</p>	<p>£18,134.92</p>	



Tutoring Vouchers	Parents are able to take their child for private tuition outside of the school.	JC	2 PP pupils were given Tutor Vouchers and this supported them in gaining a P8 score of +1.66 and +0.19. Maths score (which was the primary focus) = +1.64 and +0.02.	Target more LAC pupils this year to run a successful pilot possibly using some of the PP budget for PP pupils.		Pupils were both LAC so money came out of LAC funding held by authority.	
			2 x Middle PA PP				
Homework Club	Pupils have a place to go to complete homework and receive expert help.	SSP	3,388 visits by PP pupils to homework club last year with the biggest rise being from Y9 who were targeted this year. 60% increase in the use of this provision. This can also be evidenced in the reduction of behaviour logs for homework for these pupils.	Homework Policy amendments (see RG)	£6.92	£1,728.85	
			3,388 visits by pupils eligible for the Pupil Premium across the year.				
The Hotel	This was an intervention put on for Maths pupils and we paid for several Pupil Premium pupils to be added. They received boosters, 3 good meals, revision workshops, use of a gym to ensure they revised effectively for their GCSEs. Maths Boosters and English	JC	The PP pupils who attended The Hotel, as a group, achieved a Progress 8 score of +0.59. As Maths was a focus, their Maths P8 score was +0.07.	More PP pupils to be involved and some targeting to be explored within Upper, Middle and Low Prior Attainment.	£284.64	£1,992.50	
			7 pupils from Y11 across a range of prior attainment bands.				



	Boosters were held.						
The 5 o'clock room	There was difficulty in engaging parents with the revision process with this year's Y11 group. (Previous years we had done parent/pupil revision sessions) and it became clear that some pupils were not revising at home even with parental pressure. The 5 o'clock room was a place where pupils had to go from 3 – 5pm each night (inc during holidays) and revise in silence with a member of SLT there for support.	JC	The pupils in this group achieved an average P8 Score of +0.1 showing the impact of revision. 18 pupils from all 3 prior attainment groups in Y11.	More pupils to be targeted to access this room. The room was very popular to pupils not invited so to look at making it compulsory for some and optional for others.	£299.28	£5,387.20	
Mensa IQ Tests	Pupils who are More Able sit the Mensa IQ Test and membership to Mensa is paid.	SSP	Really successful feedback from the pupils and we currently have 4 pupil premium pupils who have an IQ in the top 2% of the country and we have paid for their membership fee for MENSA. (2 of these pupils are in the Top 1%) All PP Upper Prior Attainers sat the test and 4 got in. This is around 8% which matches the take-up of the Non-PP we enter from the academy.	Get more PP pupils into Mensa!	£9.08	£199.80	



Rise to Read	Pupils improve their literacy and reading for pleasure by attending a breakfast club. All pupils at Y7 eligible for the pupil premium and under chronological reading age to attend 2 Rise to Read sessions in the morning (1 session pure reading, 1 session Lexia)	AW	33 pupils attended every session and there was a growth in average reading age of +26 months for these pupils. Y7 = 33	Open up to PP pupils in other yeargroups who are under chronological reading age. Y7 pupils to be invited to continue into Y8.	£66.33	£2,189.05	
Total Budgeted Cost						£92,253.23	
iii. Other Approaches							
Step-Up Resource inc KS3 Mentoring EAL Mentoring LAC Mentoring Uniform Food Anger Management Social Skills	Pupils eligible for the pupil premium attend Step-up to meet emotional, pastoral, organisational needs. Vulnerable pupils are targeted and a range of mentoring is available and prescribed as required.	Jo Gray	Year Leaders report increased improvement for all pupils who visit Step-Up in their general engagement in school life from attendance to attitude to learning to behaviour. This feedback is echoed by Subject leaders, support staff and senior leaders. Quantitatively difficult to measure but there were 11,559 visits to Step-up last year from pupils from all yeargroups and the impact can be found in attendance, exclusions, behaviour logs and the continuing improving of whole school results. Key workers worked with 352 of our PP pupils.	Logging system to be moved to SIMS to ensure we can collect more data on Pupil Premium Pupils accessing Step-Up and put more proactive interventions in place.	£93.30	£32,843.60	Some overlap with SEN Notional Budget



			<p>There were 10,258 visits to Step-Up last year by pupils for a wide range of interventions. 40% of these visits were for Pupil Premium Pupils with an average of 138 different PP pupils visiting per term.</p> <p>Case Studies available.</p>				
Assertive Mentor	Pupils receive a mentor to push and stretch them in relation to academic results.		<p>The impact of this can be shown in the performance of the Y11 PP Pupils in their final year. All the PP gaps to national others closed. The Y10 alternative curriculum impact can be shown through the PP attendance, exclusion and behaviour log amount diminishing. Mentor feedback is overwhelmingly positive and pupil evaluation surveys demonstrate that pupils rate the assertive mentoring system as first rate. Parents also report a positive response.</p> <p>P8 score for 2017 results = +0.27 which is significantly above national others.</p>	<p>Further mentoring at KS3 plus further development of the group more able PP mentoring to feature a yearlong program.</p>	£433.72	£39,902.24	
			<p>All Y11 PP Pupils receive an assertive mentor. Selected Y10 PP Pupils. KS3 Mentors also. All</p>				



			LAC receive a mentor.				
Attendance inc PP Priorities Target Key Pupils	The attendance team always phone the PP pupils who are absent as a matter of priority. An attendance officer makes contact and is targeted to improve the attendance of any PP pupils slipping under 95%. PP Attendance and PP PA Attendance gap to national others diminishes.	SJL	Persistent Absence for the Disadvantaged is at 7.09% which is over 5% below National and a reduction of almost 13% on last year's figure. All Pupil Premium pupils receive intervention in the academy if they slip below 95% attendance.		£41.03	£6,660.16	
PP Phonecalls	PP Pupils in Y10 who had attendance below the national average in May received a wake-up call everyday (where appropriate) to check they were coming into school. This followed on from Y9.	HP	Average Pupil Premium attendance for Y10 moved up 0.3%. The pilot was tried out on a sample of 22 pupils and average attendance moved up 0.2% so far. L = 5 M = 14 U = 3 Y10 = 22	This was more difficult to instigate and sustain due to phones not being answered, numbers not working, etc., Relaunch in November with Top 20 PP targeted for attendance in poorest performing yeargroup.	£23.73	£522.13	
University Visits	All pupils who are Upper PP visit a Russell Group University each year.	SSP	290 Pupil Premium pupils attended a University Trip last year. All Upper Prior Attaining PP Pupils attended a trip to a Russell Group University. 90% approval from a sample of pupils taken. 333 visits to Universities by PP pupils. This can also be reflected	Visiting alumni (ex PP Pupils who have attended university to speak to small groups of PP students to help raise aspirations).	£6.75	£1,956.80	



			in the number of PP pupils attending Level 3 courses after leaving the Academy and NEET figures.				
			290 Middle and Upper Prior Attaining pupils from ALL yeargroups.				
Visiting Speaker Program	A range of speakers (from PP backgrounds) coming into school to deliver aspirational assemblies, small group talks, workshops.	SSP	A wide range of speakers (many for free – many ex pupils) speaking to a range of PP groups or sometimes whole-school assemblies. Impact can be found in the +0.39 P8 score for disadvantaged last year and +0.49 this year. Every yeargroup had at least one assembly. Range of groups. 90% approval rate from pupils according to survey.	Get even more speakers in!	£1.60	£650	
More Able Strategy	Links made with FE and HE including a range of visits for out Upper Prior Attaining Disadvantaged (and some Middle), workshops, networking opportunities, entrepreneur visit, CV workshops, 1-to-1 mentoring, group mentoring, leadership and ambassador opportunities. More Able	SSP	P8 score for Y11 PP Upper +0.11, Others Basket +0.83, 5A*/A doubled to 16%, 3A*/A is at 27%. Current predictions show that this will improve in future yeargroups. Approximately 12 pupils per yeargroup are Upper Prior Attaining AND Pupil Premium.	2 pupils underachieved and possibly needed further intervention in Y11.		Included in Leadership costs and aspirational trips/worksh ops. Also, some NCOP costs.	



	week of activities and an Oxford University Trip and Tour. Residential funded by NCOP too.						
PP Parent Mornings	<p>Parents are invited in with pupils to learn how to help pupils revise, enrich and with homework.</p> <p>This was adapted from a similar format last year but moved to mornings to improve attendance.</p>	SSP	<p>It was decided to use the 5 o'clock room instead of a PP Parent Evening for Y11 due to poor parent uptake. 20 parents from Y7 PP pupils attended a Parent Morning with English and Maths and 25% exceeded their target at the end of the year with 58% meeting.</p> <p>20 x Y7 Low Prior Attainment.</p>	Expand to feature more pupils from more yeargroups.	£8.38	£167.52	
Total Budgeted Expenditure						£82,702.45	
Grand Total Expenditure						£383,769.14	