

Pupil Premium Impact Assessment

Evaluation of Impact, Income and Expenditure 2019-20

6. Review of Expenditure							
Academic Year	2019-20	Total PP budget		£140,400	Date of most recent PP Review	Sept 2020	
Total number of students	782	Number of students eligible for PP		187	Date for next internal review of this strategy	Jan 2021	
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?
Staff CPD Program, Subject Leaders' Program	P8 of disadvantaged to be above +0.3 through Teaching Staff, Leaders and Support Staff are trained on the best strategies to deploy when working with different groups of disadvantaged learners. Teachers also receive regular CPD on high quality T&L for all learners. Performance Management process focuses on Teacher standards alongside observation cycles.		P8 of disadvantaged was +0.39 which is above National Others. High Prior Attaining Students achieving a P8 score of +0.5 is worth celebrating.	Further CPD to take place to further embed the Language Strategy. Boys English also a focus next year. Relaunch and continuous PP CPD scheduled.		£3000	

P8 of Disadvantaged English to be increased through improving the language of students and have them access and use aspirational vocabulary	Whole school priority to improve the quality of written and oral communication through scaffolding writing, aspirational vocab and technical terminology.		P8 of disadvantaged English increased from -0.28 to +0.15. Also reflected it the attainment of disadvantaged students in a range of subjects increasing the A8 score to by 1 whole point.	To continue the strategy and move into embedding across the academy sharing the best teaching practise.		£3000	
Intervention Programme	Disadvantaged students in all year groups that have been identified as underachieving (or at risk of) to firstly receive wave 1 intervention in the classroom. Further support either before, after or during school or during school holidays is applied for certain core subjects especially in Y11.		Y11 Results.	Holiday boosters for maths and English had a huge impact. Interventions to always be by teacher in the classroom during the lesson.		£7000	
Disadvantaged Equipment	All disadvantaged students to receive a revision/study pack of equipment, resources and a "how to revise" seminar. Further assemblies across the year on revision and equipment and behaviour logs for		Pupil surveys show that students are more able to revise at home. Parent/Pupil Revision evening events had a 90% PP turnout with a 90% approval rating.	An effective strategy that reduced behaviour logs and contributed to the overall school's P8 figure of +0.39 for PP. A way of measuring the effect on pupil pride and esteem could be investigated.		£2000	

	equipment tracked with small group interventions were necessary. Students in KS3 to be provided with Knowledge Organisers to support learning in core subjects.						
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.		Y11 Results.	More confidence in using our own P8 score to identify potential underachievement especially in predictions.		£360	
Music Tuition	To provide peripatetic music lessons for all Disadvantaged students who request them. Students receive tuition for a range of instruments and participate in extracurricular music activities eg. band, orchestra, choir. PP students to take part in academy music events		PP students to continue with music lessons throughout their years at the academy	11% of PP students take part in music lesson. (in line with whole academy average 13%)		£4800	

How to support your child's learning booklets and revision packs	To provide parents of Y7 and Y11 with full details and information outlining homework and ways to support their child's learning and progress		Results, RAG KS3 progress.	Produce hard copies as well as PDFs to be sent home electronically.		£1000	
ii. Targeted Support							
Chosen Action/Approach	Desired Outcome/Success Criteria	Owner	Impact	Lessons Learned	Cost Per Pupil	Total Cost	To be continued into next year?
Reading Recovery	Students with severely low reading ages are caught up rapidly so they can engage with all their subjects.		5 students selected with reading ages at below 9, average of 13 months improvement for this group on Decoding. 10 students with reading ages below 10, average of 14 months improvement for this group on Toe by Toe programme.	More students targeted.		£8000	
Reading Ages and increased Reading for Pleasure	Disadvantaged Progress in English to be above national others overall (+0.12) through the academy's Literacy Strategy.		The average reading age of disadvantaged students increased by an average of +14 months per year.				

English Intervention	PP students in KS3 who are underachieving in English receive extra intervention to get them back on track. KS4 crucial classes with high levels of PP receive learning mentor to assist in class, conduct 1-to1s and small group intervention.		Overall impact of this strategy for last 3- 5 years can be seen in the improvement of the P8 in English. English P8 score for disadvantaged increased	More students to be targeted.		£7000	
Maths Intervention	PP students who are underachieving in Maths receive extra intervention to get them back on track.		Maths P8 score for disadvantaged was +0.37.	Explore an alumni ex-pupil undergraduate to work with even more students		£7000	
Literacy Strategy	Reading Ages and reading for pleasure increases across the academy leading to increased access to all subjects and increased outcomes.		Average Reading Age of disadvantaged students across the academy improved by +14 months across last year and the whole school literacy strategy had a huge impact on the P8 score	The school will have full focus on the power of spoken and written language across next year to take the literacy strategy to the next level.		£4000	
Attendance officer	To enable one member of staff to focus on attendance including the delivery of attendance groups and the close monitoring of PP students' attendance. Attendance		All Disadvantaged students' attendance monitored and where concerns are raised students are attending attendance groups. PP Attendance Data 2019-20	Telephone poor attending/late PP students to get them up. Home visits where needed.		£6,631	

	officer adds capacity to the team enabling other staff to focus on behaviour groups.						
Cover for revision sessions	Half day revision sessions for all Y11 Disadvantaged students prior to all GCSE examinations during study leave period (May-June 2020)		Didn't happen due to cancelation of exams.				
Use of Academy Mini Bus to transport disadvantaged students.	Allows disadvantaged students to access after school interventions and extra-curricular activities		14 PP students regularly used bus.			£4000	
VP to work 1 day a week on PP related activities	To oversee Disadvantaged progress (academic and social) across all year groups.		Disadvantaged students' academic/emotional welfare is closely monitored and tailored support given.			£16142	
Disadvantaged students termly data analysis	To enable CL to provide timely and specific intervention for underachieving PP students		Progress of Disadvantaged students monitored – action points sent to Curriculum Leaders for core subjects for implementation. P8 PP students +0.39			£14,431	
Delta Directors intervention with PP students	To deliver intervention and track PP students in		PP students receive extra tuition and tracking to ensure			£20,800	

	English, maths, Spanish and Science		accelerated progress is made. P8 score.				
Uniform Allowance for student in need	To ensure that students have access to the correct uniform.		All Disadvantaged students in full uniform			£5000	
Free School Meals	To ensure that all Disadvantaged students receive their free lunch		All Disadvantaged students get lunch	Additional food to be provided at break to take account of the later lunch time.		£25000	
Student service manager and House manager to support transition	To enable full and timely support and intervention with any identified behavioural and transition issues		Transition is supported and any issues identified and dealt with swiftly	Additional transition visits for LAC students.			
CEIAG support	To ensure all Disadvantaged students in Y11 and Y8 receive CEIAG support.		All Y11 students are fully supported with post 16 applications, Y8 Disadvantaged students are supported with options choices			£4000	
Additional support for consumable resources for Disadvantaged students	To provide resources for individuals according to need.		Individuals are supported through: provision of equipment, revision guides, payment for educational visits directly linked to courses (eg geography field trip), purchase of uniform where needed and provision of counselling costs.			£8000	

ePEP	Training for staff and staff time to create individual plans for students including administrator		Students needs are identified			£6500	
1:1 English Intervention for LAC	Allow personalised intervention for identified students.		Students to gain additional time to develop literacy skills			£5580	
1 to 1 tuition for student recalled from AP	1 to 1 tuition for a student to be able to complete English, Maths and Science		5 outcomes achieved			£3000	
Alternative Provision for PP students at risk of Permanent Exclusion	Possibility of returning to mainstream education in Y11	ACo	Student still in AP and studying core subjects. Student achieved 8 GCSEs and gained place at FE College	Return to TVA term before exams.		£6800	
Total Spend for the Year							£173,044

2020 Progress 8 score Disadvantaged Students: +0.39

2020 Progress 8 score Other Students: + 0.72

PROGRESS 8 SCORE				
	National Average	2019	2020	+/-
All Pupils [147]	0.00	+0.40	+0.65	▲ +0.25
Male [68]	-0.43	+0.05	+0.18	▲ +0.13
Female [79]	0.11	+0.66	+1.04	▲ +0.38
Disadvantaged [35]	-0.44	-0.09	+0.39	▲ +0.49
Disadvantaged Low Attainers [5]	-	-0.65	+0.11	▲ +0.76
Disadvantaged Middle Attainers [21]	-	+0.17	+0.42	▲ +0.25
Disadvantaged High Attainers [9]	-	+0.06	+0.50	▲ +0.43
Non Disadvantaged [112]	0.13	+0.50	+0.72	▲ +0.22

% GRADE 4 OR ABOVE IN ENGLISH AND MATHS				
	National Average	2019	2020	+/-
All Pupils [148]	64%	73%	80%	▲ +7.2%
Male [68]	60%	76%	72%	▼ -4.3%
Female [80]	68%	71%	88%	▲ +16.7%
Disadvantaged [35]	45%	68%	66%	▼ -2.5%
Disadvantaged Low Attainers [5]	-	17%	20%	▲ +3.3%
Disadvantaged Middle Attainers [21]	-	75%	67%	▼ -8.3%
Disadvantaged High Attainers [9]	-	100%	89%	▼ -11.1%
Non Disadvantaged [112]	71%	74%	85%	▲ +10.7%

% GRADE 5 OR ABOVE IN ENGLISH AND MATHS

	National Average	2019	2020	+/-
All Pupils [148]	43%	51%	54%	▲ +2.9%
Male [68]	40%	51%	43%	▼ -8.3%
Female [80]	47%	51%	64%	▲ +12.4%
Disadvantaged [35]	25%	41%	40%	▼ -0.9%
<i>Disadvantaged Low Attainers [5]</i>	3%	0%	0%	▬ +0.0%
<i>Disadvantaged Middle Attainers [21]</i>	28%	38%	33%	▼ -4.2%
<i>Disadvantaged High Attainers [9]</i>	81%	75%	78%	▲ +2.8%
Non Disadvantaged [112]	50%	53%	58%	▲ +5.1%