

## Pupil Premium Plan 2016-2017

Year group	Pupil Premium			NOR
	F	T	%	
7	177	116	39.6	293
8	149	136	47.8	285
9	142	148	51.0	290
10	146	139	48.8	285
11	136	138	50.3	274
Grand Total ( LAC students)		677	47.4	1427

Indicative Planned income - £661,980 (677 @ £935)

(NB/ some activities are joint funded. 47% to reflect the pp numbers of students within the academy, a year group or a cohort)

### Actions focused on supporting outcomes for children and learners

**Objective 1:** To develop an effective infrastructure that supports the raising of attainment and narrows the gap.

Action	Date	Personnel responsibility	Outcome	Resource cost	Monitoring
Appoint a Pupil Premium Champion from the current Senior Leadership Team (to be reviewed after 1 year)	In place 1 <sup>st</sup> September	Headteacher	Clear lines of accountability and allows for frequent monitoring of impact of expenditure.	47% salary plus on costs contribution	Headteacher via reported outcomes after each progress cycle.

Cost of employing primary trained nurture group teachers. One FTE in English and one 0.6 in Maths	September 1 <sup>st</sup> to year end	AHT Inclusion	Small group support created for those students with PP and specifically poor basic skills	Dependant upon experience 1 x £33K 1 x £33k x 0.6fte £20K Total £53K inc 'on costs'	AHT Inclusion to present specific progress cycle data for cohort but also report on additional testing reading/spelling
Cost of employing lead teachers in maths (x2), Science, Computer Science and MFL to support narrowing the gap in student outcomes (47% contribution)	September 1 <sup>st</sup> to year end	Deputy Head	Enriched curriculum for Pupil Premium students	47% salary plus on costs contribution for 5 lead teacher posts. 5 x £48k (£61k inc 'on costs') 5 x £61k x 47% = £143k	Deputy Head via gap analysis of progress cycle data. Termly reports to SLT
Cost of additional salary payments for 3 Year Head posts to support progress tracking and intervention identification	September 1 <sup>st</sup> to year end	AHT Curriculum and Data	Identification of Pupil Premium students in need of support and development of intervention strategies to support the narrowing of the gap	Additional salary costs and on costs for EHE Year 9 CHI Year 10 and TMC Year 11 3 x Honorarium £11k	AHT Curriculum and Data via gap analysis of progress cycle data. Termly reports to SLT
To action the services of relevant examination bodies consultants.  (Enhancing access for all students)	March 2017  Twilight training sessions	AHT Student Progress	To provide updated information and advice with regards to differentiation to meet students' needs	Exam consultant £1000	Mock examinations show that Year 11 pupil premium students are on track to meet their targets. In English Progress reported back to Governors via Quality committee
Revision Conferences –	Residential in	AHT Pupil	Targeted students	Residential	GCSE outcomes as targeted in 2017.

prepare students for examinations and address low aspirations (47%contribution)	May 2017	Progress	receive intensive revision and support.	£7K Staff costs £2K	Feedback from students demonstrates Following progress cycle indicates progress in terms of effort and achievement.
Accelerated Reading Programme (Renaissance Learning) ( contribution)	1 September 2016	AHT Inclusion/ Associate AVP Literacy Leader	All students can be accessed and relevant reading materials assigned that allow for progression	Total cost £8.5K  PP contribution £4.5K	Associate AHT Literacy Leader presents - Termly reading tests conducted – showing specific pp students whose reading age is lower than chronological age closing the gap. Regular reports to Quality Committee
Reading and literacy intervention improvement programmes including costs of employing 3 Literacy PSA staffing costs to deliver a range of literacy improvement interventions including Corrective Reading Intervention,	1 September 2016 to July 2017	AHT Inclusion/ Associate AVP Literacy Leader	All students can be accessed and relevant reading materials assigned that allow for progression	Total cost £10K Includes 25 hours learning support staff hours per week at scp 18	Associate AHT Literacy Leader presents - Termly reading tests conducted – showing specific pp students whose reading age is lower than chronological age closing the gap. Regular reports to Quality Committee
One to one LAC tuition (8 students)	September 2016 to July 2017	AHT Inclusion	Bespoke support in core subjects (alternate weeks) for the individual student	£30 per week per student £9120	Student feedback greater confidence Specific assessment results in English and maths Progress cycle returns
Incentive programme to support the development of positive student attitudes to learning (part contribution)	1 September Ongoing	AHT Attitudes to Learning for Learning	Increase number of PP students judged to be expert or advanced learners each half term	£8,000 Pp contribution £4000	Half termly report presented by AHT A2L to SLT and then reported to Governors via Planning & Monitoring Committee.
VIP reward programme to support the development of positive attitudes to learning	1 September ongoing	AHT Attitudes to Learning	To provide breakfast and break time snacks as an incentive for students positive attendance,	£10000 PP contribution £5000	Heads of House reward reports to AHT Attitudes to Learning

			punctuality and achieving academic targets		
Develop study skills programme to support up to 60 targeted Pupil Premium students	First cohort of 20 students to run as a pilot in Autumn term 2016	Associate AHT – Leader of Literacy	Improve study skills and develop independent learning strategies using externally delivered Sound Training course	£150 per student £10800 total	Associate AHT/Leader of literacy to provide termly progress reports
Intensive revision support at an offsite location during non-academy hours prior to the main examination (Butlins)  (Part contribution to reflect number of PP students)	May 2017	VP Quality	Ensure focused support on examination technique- readiness for EBacc subjects.	Actual cost 15K Location 2k transport 1k incentives  Total 18K  Contribution £10,000	VP Quality feedback to SAMAT team & Governors.
<b>Ensuring Sustainability – Staff training</b>	When appropriate PP funds will in part contribute towards Continual Professional Development. Allocation – £10,000  Please see appendix 1 for specific courses & content				

### Actions focused on improving personal development, behaviour and welfare

**Objective 2:** To improve attendance and reduce the impact of poor attendance on students' progress and achievement

Action	Date	Personnel responsibility	Outcome	Resource cost	Monitoring
Cost of employing an Education Welfare Officer	1 September 2016 to August 31 2017	Head of School	Weekly attendance shows a narrowing of the gap between pp and non pp students.	1.0 fte Scp 37 £43K p.a. inc 'on costs'	Weekly report provided by AVP Student Support to SLT. Progress reported back to Governors via Planning & Monitoring Committee

Cost of employing a Home School Liaison Officer	1 September 2016 to August 31 2017	Head of School	Weekly attendance shows a narrowing of the gap between pp and non pp students.	0.9 fte Scp 37 £39K p.a.inc 'on costs'	Weekly report provided by AVP Student Support to SLT. Progress reported back to Governors via Planning & Monitoring Committee
Cost of employing mini bus attendance support driver and escort	1 September 2016 to August 31 2017	AH Student Achievement	Weekly attendance shows improvement for targeted students	£3K p.a.	Weekly report provided by AVP Student Support to SLT. Progress reported back to Governors via Planning & Monitoring Committee
Reinforce the importance of attendance by developing weekly attendance house prizes. To be presented in assemblies. (contribution)	Week commencing November 2016 to July 2017	AH Student Achievement	Improvements evident in comparisons of attendance each half term.	£50 per week per House for 32 weeks (Total cost £8000) PP contribution £3760	Weekly Head of House returns Regular reports to Planning & Monitoring Committee
Reinforce the importance of excellent punctuality by developing weekly punctuality house prizes. To be presented in assemblies. ( contribution)	Week commencing November 2016 to July 2017	AHT Attitudes to Learning	Improvements evident in comparisons of punctuality each half term.	£50 per week per House for 32 weeks (Total cost £8000) PP contribution £3760	Weekly Head of House returns Regular reports to Planning & Monitoring Committee
Create a Pupil Premium Attendance Discretionary Fund. (e.g. to be used supporting with transport costs )	Application process in place	AH Student Achievement	Removal of financial barriers to any individual's attendance.	£2000	AHT Student Support to evidence individual case studies and success by cross referencing attendance records and teacher/ student feedback.
Contribution to employment of enrichment coordinator for 2 days a week	From 1 <sup>st</sup> September 2016	AHT student support	Support students social development and improve student attendance with the provision of clubs and activities	0.2 fte @ scp 27 inc on 'costs' £6.4k	AHT Student Support through participation logs, termly enrichment calendars and analysis of attendance data
To provide alternative	From September	AHT Attitudes	Support students with	Rental cost	AHT Attitudes to Learning via termly

<p>education provision to support students with behaviour and attendance issues</p>	<p>2016 to July 2017</p>	<p>to learning</p>	<p>behaviour and attendance issues to access mainstream education</p>	<p>of Hessle Road Network plus staffing and on costs of 2 Behaviour staff (DWA and LMC). Staffing and on costs for 4 behaviour mentors, 1 Behaviour support coordinator and 1 x 0.6 Student support officer.  52% PP contribution  Room hire  £25,626 x 47% =  <b>£12,044</b>  Behaviour Staffing  £99,373 x 47% =  <b>£46,705</b>  Mentors  £17239 x 4 x 47%  <b>=£32,409</b></p>	<p>reports to SLT</p>
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<b>Ensuring Sustainability – Staff training</b>	<p>When appropriate PP funds will in part contribute towards Continual Professional Development.</p> <p>Allocation – £5,000</p> <p>Please see appendix 1 for specific courses &amp; content</p>
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**Actions focused on improving personal development, behaviour and welfare**

**Objective 3: Actions focused on addressing the complex social, emotional and behavioural needs**

Action	Date	Personnel responsibility	Outcome	Resource cost	Monitoring
Cost of employing Academy Nurse full-time (Contract with CHCP)	1 Sept 2016	AHT Inclusion	Academy is able to provide or signpost support required to individual students families.	£34K	AVP Inclusion weekly report provided at SLT. Half termly analysis of caseload. Progress reported back to Governors via Curriculum & Quality committee
Create a Pupil Premium Discretionary Fund. to remove financial barriers to curriculum participation e.g. food ingredients, sporting & art equipment	Application process in place	AVP Attitudes to Learning	Removal of any financial barriers to performance and participation.	£4000	AVP Attitudes to Learning able to evidence individual case studies and success by cross referencing Progress cycles and teacher/ student feedback.
Create a Pupil Premium Discretionary Fund to remove social barriers to learning e.g. school uniform and equipment	Application process in place	AVP Attitudes to Learning	Removal of any financial barriers to attendance and participation	£5000	AVP Attitudes to Learning able to evidence individual case studies and success by cross referencing Progress cycles and teacher/ student feedback
<b>Ensuring Sustainability – Staff training</b>	<p>When appropriate PP funds will in part contribute towards Continual Professional Development.</p> <p>Allocation – £5,000</p>				

Please see appendix 1 for specific courses & content

**Actions focused on enrichment beyond the curriculum (developing the whole person)**

**Objective 4:** To provide a safe environment that allows for extended learning opportunities.

Action	Date	Personnel responsibility	Outcome	Resource cost	Monitoring
To extend the range of extra-curricular activities that are offered to students particularly after school clubs	November 2016	AVP Student Support	Half term enrichment participation reports show increasing participation	<b>£6000</b> To cover staff lunches and payments to outside agencies for after school clubs	AVP DfL/A2L termly reports Progress reported back to Governors via Curriculum & Quality committee
To allow year 7 students an outward bound learning experience in their local environment (Contribution to summer school activities in this area) ( 47% pp contribution)	August 2016	AVP Discipline for Learning / Interim Principal	All year 7 students spend a day at a designated outdoor area (location TBC)	pp contribution <b>£4.7K</b>	Head of Year 7 and 8 to feedback report on participation and impact to AVP Attitudes to Learning
Create a Pupil Premium Revision/ Booster Discretionary Fund. (e.g. departments able to bid for relevant funding to encourage the attendance of pp students to half term revision for example )	Half term – October onwards	AVP Student Progress	Analysis of students attending holiday booster/ intervention programmes increasing	<b>£12,000</b>	AVP student progress – Curriculum overall analysis of holiday revision/ intervention programme to SLT and Governors



<p>Strategies to Enrich the Curriculum for LAC students</p> <p>Promote self-study and increase LAC carer engagement with learning in the home</p> <p>Peripatetic Instrumental lessons weekly for 2 pupils</p> <p>Curriculum support materials e.g. Music books to assist with GCSE Music Art Sundries Keyboard to assist with attainment and self-study for GCSE Music etc.</p>	<p>September 2016 to July 2017</p>	<p>AVP Inclusion</p>	<p>Improved student outcomes against targets evidenced by progress cycle data.</p>	<p>£700 for reward vouchers. Reading and numeracy materials, educational apps, revision guides etc.</p> <p>£120 per week</p> <p>£4560 total</p> <p>£600</p>	<p>AVP Inclusion analysis of progress cycle data and feedback from review meetings</p>
<p>Support Sixth form students, who have previously been pp students who then use their experiences, success to help raise aspirations of students younger than them</p>	<p>Ongoing</p>	<p>Head of 6<sup>th</sup> Form A Head Post 16</p>	<p>Increase in the number of pp students applying for higher level courses</p>	<p>£5000</p>	
<p><b>Ensuring Sustainability – Staff training</b></p>	<p>When appropriate PP funds will in part contribute towards Continual Professional Development.</p> <p>Allocation – £5,000</p> <p>Please see appendix 1 for specific courses &amp; content</p>				

**Actions focused on supporting the families of pupil premium students.**

**Objective 5:** To provide support to help parents/carers to better support their child/ children's' learning.

Action	Date	Personnel responsibility	Outcome	Resource cost	Monitoring
Extension of honoraria payment to create a parental engagement officer role with responsibility review strategies to encourage and assist greater numbers of parents and carers to attend parent/carer consultation meetings and participate in wider parental engagement activities	Continuation December 2016	AVP Attitudes to Learning	100 % of parents/carers are contacted and progress communicated	£3,000 honorarium	Heads of Houses feedback to AVP A2L summary of methods used to engage all parents/ carers after each cycle of parent/ carer reviews.
<b>Ensuring Sustainability – Staff training</b>	When appropriate PP funds will in part contribute towards Continual Professional Development. Allocation – £5,000 Please see appendix 1 for specific courses & content				

Running Total – £572058 (with training & 6<sup>th</sup> form added) – Cost of appointed SLT PP champion needs to be added in.

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