

## Pupil Premium Plan

### PUPIL PREMIUM EXPENDITURE - TERM 3 (2017/18)

The Pupil Premium for 2017-18 was set by the government at £935 per eligible pupil; with a smaller amount of £300 paid to schools in respect of children whose parents are currently serving in the armed forces and £2300 for children living in care.

The Academy is focused on closing both relative and absolute differences in student achievement. Decisions made on spending aim to address the complex and varied barriers to learning that can be faced by disadvantaged students to enable transformational change to take place in their educational outcomes. Spending commitments made are based on a detailed understanding of individual needs and aim to maximise the growing body of research and evidence on effective practice. The following key principals underpin our decision making.

1. Focused on outcomes. All pupil premium spending should lead to a quantifiable impact on student achievement and attainment, with a clear plan for impact measurement established before any intervention.
2. Evidence based. Interventions should take account of current research and evidence of best practice. Low effect size interventions should be avoided.
3. Needs based. Funding decisions, especially around expensive tier 3 funding, should be influenced by student need, based upon a thorough knowledge and understanding of individual students.
4. Data driven. Several sources of data should feed into an understanding of what issues disadvantaged pupils might face. Data might include: subject area reports, behaviour and attendance records and performance tracking cycle data.

All data presented in the table below is a summary of information collected from pastoral leaders and subject PP coordinators for the current academic year. Detailed breakdown per PP student is available on Excel spreadsheet.

Plan of Pupil Premium Spending (Term 3) 2017– 2018		
Subject/Department	Cost	Summary
Pastoral	£160,321.50	<b>Pastoral team supported PP students with the following:</b> Pastoral Support Programme, Referral to Attendance Improvement Officer, Behaviour Report, Homework Report, Target Report, Punctuality Report, Referral to Safer School's Officer, Referral to Family Support, Referral for Mentoring, Peer Support, Referral to Counselling, Alternative Provision (i.e Grafton, The Elland Academy), Referral to SENIT, Referred to GP, Referred to Mind Mate, Referred for Emotional Wellbeing Programme, Inclusion, Skills for Life, Social Care, <b>Career advice meetings, daily support, home visits, parental meetings, attendance support and weekly support.</b>

<b>Maths&amp; ICT</b>	£20,999.00	<b>Both department supported PP students with the following: small set group, intervention programme, revision sessions, teaching assistant support in class, coursework support, additional tuition, 1 to 1 programmed intervention and provision of resources and equipment.</b>
<b>English</b>	£34,174.55	<b>English department supported PP students with the following: intervention programme, additional tuition, homework support and 1 to 1 programmed intervention. (See Literacy Strategy for Year 7 intervention.</b>
<b>Science</b>	£3,714.50	<b>Science department supported PP students with the following: small set group, intervention programme, revision sessions, homework support, homework club, teaching assistant support in class and provision of resources and equipment.</b>
<b>Humanities</b>	£14,655.60	<b>Humanities department supported PP students with the following: intervention programme, revision sessions, homework support, homework club, 1 to 1 programmed intervention, teaching assistant support in class and provision of resources and equipment.</b>
<b>MFL</b>	£1,955.00	<b>MFL department supported PP students with the following: small set group, homework support, intervention programme, coursework support.</b>
<b>PE</b>	£437.00	<b>PE department supported PP students with the following: intervention programme and provision of resources and equipment.</b>
<b>Applied Faculty</b>	£7,498.00	<b>AL departments supported PP students with the following: small set group, intervention programme, revision sessions, teaching assistant support in class, coursework support, additional tuition, 1 to 1 programmed intervention, weekly support and provision of resources and equipment.</b>
<b>Social Science</b>	£1,058.00	<b>Social Science department supported PP students with the following: intervention programme and revision sessions.</b>
<b>Performing Arts</b>	£9,430.00	<b>Performing Arts departments supported PP students with the following: intervention programme, revision sessions and 1 to 1 programmed intervention.</b>
<b>WRL</b>	£30,820.00	<b>WRL department supported PP students with the following: small set group, teaching assistant support in class, 1 to 1 programmed intervention and weekly support.</b>
<b>Attendance and Pupil Engagement</b>	Refer to Pastoral	<b>The academy provides pupils with specialist support staff to work with pupils and families on relationships and attendance. Our dedicated Inclusion team will continue to work with local agencies to engage students in</b>

		<b>attendance at the academy, any PP students with attendance issues will be provided with specialist support and modification on timetables to integrate them back into the academy.</b>
<b>Literacy Strategy</b>	Refer to English	Currently, the Year 7 PP students have extra reading or (PFRP) Premier Football Reading Programme for selected students with a reading below actual age. The weakest students attend English nurture groups (small set groups). One to one support with reading working with the ILC manager. Purchased software programmes 'Cogned' and 'Word shark' to improve working memory and support with Dyslexia.
<b>Careers, Information and Guidance</b>	N/A	<p>Careers Club - a series of after school speakers from a variety of different backgrounds and professions.</p> <p>Year 11 Guidance Process - a series of 4 one-to-one meetings with a designated member of the Guidance Team to explore Post 16 progression and support applications.</p> <p>Careers Drop Down Days as part of PSHCE - sessions delivered by universities, apprenticeship and employment providers, internal careers staff and other organisations such as Prospects and GAP Year companies.</p> <p>Skills Yorkshire and the Humber event - The UK's largest series of careers, jobs and skills events where exhibitors from HE and FE institutions, Apprenticeship providers, the Army, the Navy and other careers organisations attend and speak to students.</p>
<b>Enrichment Development MAAT</b>	N/A	<b>Comprehensive programme (MAAT) of enrichment including Junior Maths Challenge, Living History Day, the M&amp;S Chocolate Pudding Challenge, Guest Authors/Lecturers, attending regional conference for Religious Studies and attending Science Live event. For further information refer to Sean Nesbitt.</b>

Total Expenditure to Term 3 (2017/18) = £285,363.15

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**Strategies to be used next term include:**

- AP to work with departments on raising the profile of PPI students and working towards the positive discrimination policy used by changing the parameters.
- Half-termly update on progress of PP students – Allowing for earlier intervention.
- To further develop the current tracking and monitoring system to allow for the detailed collection of progress data and intervention/support data of the PPI students which is subject specific.
- Revising intervention strategy with PP co-ordinators when limited impact is being demonstrated.
- Detailed data is presented every term to SLT and revised information is uploaded on to the Academy website.
- Termly analysis of the data will be made and a report written to identify the effectiveness and cost links of PPI strategies as well as individualised analysis of which methods are effective and should continue and which need to be amended/cease.
- General evaluation of PPI strategies utilised in terms of cost versus success to identify the most cost effective methods.
- SLT mentoring of key Year 11 students who are disadvantaged and have a significantly negative P8 score.
- Focus work with HAP students in KS4 to diminish differences further.
- Weekly attendance meetings with both KS3 and KS4 leads has a focus at the start on PP students, with earlier intervention put in place where required.