

Pupil premium strategy 2018 - 2019

1. Summary information					
School	Trentham Academy				
Academic Year	2018/19	Total PP budget	£135,419	Date of most recent PP Review	1.2.19
Total number of pupils	700	Number of pupils eligible for PP	143	Date for next internal review of this strategy	1.7.19

2. Current attainment	
	Pupils eligible for Pupil Premium
Average Progress 8 score	-0.826
Avg. total Attainment 8 score	35.87
Avg. Attainment 8 grade	3.59

3. Barriers to future attainment (for pupils eligible for PP)

Academic barriers

A.	Lower levels of literacy and numeracy on entry for Pupil Premium students.
B.	Disadvantaged students are making less progress than their more affluent peers across KS3 and KS4.
C.	Disadvantaged students are at a higher risk of internal and fixed term exclusion and withdrawal from lessons.

Additional barriers

D.	Attendance rates of Pupil Premium entitled students are lower than non-Pupil Premium students.
E.	Lack of aspiration and lower resilience.
F.	Less parental support and engagement particularly at events such as parents' evenings.

4. Intended outcomes		Success criteria / how improvements will be measured:
A.	High levels of progress within numeracy and literacy for Pupil Premium students across all year groups.	Reading and numeracy tests will establish the baseline and show improvement and progress over time. Increased percentage of Pupil Premium students will be on target for their Personal Student

		Expectation (PSE) in English and Maths by the end of the academic year in comparison with 2017-2018.
B.	Improved progress for all students and in particular Pupil Premium students across all year groups and subjects.	Outcomes for current Y11 students and Year 11 Pupil Premium students will show sustained improvement on GCSE outcomes with differences diminishing. Achievement Updates (AU) will show the internal gap decreasing between Pupil Premium students and non-Pupil Premium students.
C.	Lower exclusion figures and internal exclusion figures for Pupil Premium students across all year groups.	Robust tracking and monitoring of internal and external exclusions on a fortnightly basis, will show improvements over time. Students' will be given further opportunity to discuss their behaviour within the 'Think Tank' and the 'Resolution Room'.
D.	Increased punctuality and attendance rates of Pupil Premium students.	Weekly attendance tracking of Pupil Premium students; attendance percentages of Pupil Premium students to be above 94% . Reduction in the number of persistent absenteeism will be well below the national threshold for all students of 10%.
E.	Evidence of improved resilience and higher aspirations; improved social skills and emotional wellbeing and mental health.	Mental health and wellbeing surveys carried out and analysed. Behaviour data and destination data monitored against previous cohorts. Visits and opportunities arranged to raise aspirations and motivational speakers utilised to raise self-belief and 'can-do' attitude.
F.	Improved dialogue between the academy and parents. Increased rates of attendance at parents' evenings, preference evenings and other whole academy events.	Average attendance at events to be above 85% (with Pupil Premium parents'/carers' attendance to be above 75%); Parent voice data gathered during parents' evenings and monitoring of SIMS communication plans.

5. Planned expenditure

Academic year

2018 - 2019

i. Quality of teaching for all

Intended outcome	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?
<p>High levels of progress within numeracy and literacy for Pupil Premium students across all year groups.</p> <p>Improved progress for all students and in particular Pupil Premium students across all year groups and subjects.</p>	<p>Quality First Teaching including feedback and live marking within lessons.</p> <p>High quality planning and sequencing of SOW.</p> <p>Performance Management targets</p> <p>Data Rich Seating Plans</p> <p>Relentless focus on raising outcomes for students' and discussed at every SLT meeting and departmental meeting.</p>	<p>All strategies are recognised by the EEF and Sutton Trust as the most effective strategies for diminishing the difference. This approach is supported by a body of research which has found that excellent teachers are especially important for pupils from disadvantaged backgrounds. See Sutton Trust (2011) and Social Mobility Commission (2014b).</p> <p>GCSE outcomes Summer 2018 show improvements but gaps remain too wide. Basics 9-4 remain low for PP students at 40.5%. There are smaller gaps between PP and non PP students' rates of progress in other year groups.</p>	<p>Learning Walks.</p> <p>Departmental minutes of meetings.</p> <p>SLT Line Management meeting minutes.</p> <p>Teaching and Learning quality assurance calendar.</p> <p>RAP Review meetings driven by data capture analysis after each AU point.</p> <p>Termly data tracking and reporting as per assessment calendar with sharp focus on achievement of Pupil Premium cohorts.</p> <p>Teaching and Learning lesson observations to focus on planning for progress by all groups of students.</p>	<p>VTA/SLT</p> <p>Subject Leaders</p> <p>Teachers and Support Staff</p> <p>AON – Pupil Premium Champion.</p> <p>LHA</p>	<p>Teaching and Learning monitoring cycles.</p> <p>Fortnightly Line Management review meetings and department meetings.</p> <p>Termly achievement updates & analysis.</p> <p>Performance Management mid review March 2019.</p> <p>Governing Body meetings.</p> <p>Headteacher's report to Governors.</p> <p>Review of Pupil Premium Sept 2019.</p>

<p>High levels of progress within literacy for Pupil Premium students across all year groups.</p> <p>Improved progress for all students and in particular Pupil Premium students across all year groups and subjects.</p>	<p>Whole school Literacy programme - Star Reader programmes; peer tutoring approaches; whole staff training on vocabulary acquisition and reading for inference techniques. Specific training for Learning Support Practitioners. Reading events and competitions. Literacy co-ordinator to focus on 'Closing the Vocabulary Gap' across all subject areas.</p>	<p>The EEF toolkit and John Hattie's Visible Learning, indicates that in reading, one-to-one, small group tuition and peer-tutoring can enable disadvantaged learners to catch up with their peers. The DfE briefing for school leaders November 2015 'Supporting the attainment of disadvantaged pupils' states that successful schools offer tailored support from a Learning Support Practitioner trained in literacy interventions. The EEF Teaching & Learning Toolkit lists reading comprehension strategies as having high impact for very low cost with estimated impact of 6 months progress.</p>	<p>Baseline reading age data collected for all students across the academy. Literacy Coordinator analyses the data and holds review meetings driven by analysis of impact data & identification of students requiring intervention.</p> <p>Termly data tracking and reporting as per assessment calendar with sharp focus on pupil premium cohorts.</p> <p>Teaching and Learning lesson observations to focus on delivery of literacy by all teachers. Impact monitored and reported to Governors for specific literacy interventions.</p>	<p>JHE EWA</p> <p>VTA AON LHA</p>	<p>Teaching and Learning book scrutiny.</p> <p>Learning walks.</p> <p>Lesson observations.</p> <p>Line management minutes with Literacy Coordinator.</p> <p>AU data capture & analysis.</p> <p>Performance Management mid review March 2019.</p> <p>Governing Body meetings.</p> <p>Headteacher's report to Governors.</p> <p>Annual review of Pupil Premium July 2019</p>
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<p>High levels of progress within numeracy for Pupil Premium students across all year groups.</p> <p>Improved progress for all students and in particular Pupil Premium students across all year groups and subjects.</p>	<p>Maths Department and numeracy coordinator to track data, analyse and initiate interventions for numeracy in all year groups and report back to the Strategic Lead in Maths on outcomes.</p> <p>Y11 additional mathematics intervention during Form period each day – rotation of students.</p> <p>Extensive intervention held during lunchtimes and afterschool focusing on specific identified cohorts of students’.</p> <p>Maths Mastery approach in KS3 to further improve GCSE maths 9-4 results for future cohorts.</p>	<p>The EEF evidence indicates that in mathematics, one-to-one, small group tuition and peer-tutoring can enable disadvantaged learners to diminish the differences with their peers.</p> <p>The EEF evidence indicates that mastery learning in areas like mathematics can enable disadvantaged learners to catch up with their peers with an average of 5 months’ improvement.</p>	<p>Baseline numeracy data collected across all year groups through the use of Skills Tests.</p> <p>RAP review meetings for Head of Maths driven by analysis of data & identification of students requiring intervention.</p> <p>Fortnightly data tracking and reporting through SLT Line Management of students requiring additional support and the progress being made.</p> <p>Department meetings have a sharp focus on pupil premium cohorts.</p> <p>Numeracy coordinator to meet with the Strategic Lead in Maths to formulate further action plan for implementation.</p> <p>Regular feedback and impact reports to SLT.</p>	<p>JBL</p> <p>LGA</p> <p>TGO</p> <p>MWM</p> <p>SLT</p> <p>VTA</p> <p>AON</p> <p>LHA</p>	<p>Teaching and Learning book scrutiny.</p> <p>Learning walks.</p> <p>Lesson observations.</p> <p>Line management minutes with Literacy Coordinator.</p> <p>AU data capture & analysis.</p> <p>Performance Management mid review March 2019.</p> <p>Governing Body meetings.</p> <p>Headteacher’s report to Governors.</p> <p>Annual review of Pupil Premium July 2019.</p>
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Total budgeted cost £100,639

ii. Targeted support

Intended Outcome	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?
<p>High levels of progress within numeracy for Pupil Premium students across all year groups.</p> <p>Improved progress for all students and in particular Pupil Premium students across all year groups and subjects.</p>	<p>SEND team to continue to support students and develop their pupil profiles.</p> <p>Pupil profiles to be used by all teaching staff to support the planning for progress of all students in lessons.</p>	<p>The EEF evidence indicates that metacognition and self regulation approaches aim to help pupils think about their own learning and teach them the skills to choose the most suitable strategy for a given task. Motivation and willingness to engage are improved. High impact for very low cost and improvements of 7 months noted.</p>	<p>Learning Walks.</p> <p>Lesson observations and book scrutinies.</p> <p>Departmental minutes of meetings.</p> <p>SLT Line Management meeting minutes.</p>	<p>SENCO</p> <p>Assistant SENCO</p> <p>Learning Support Practitioners</p> <p>Strategic Lead for SEND</p> <p>Teachers</p> <p>Support Staff</p>	<p>Teaching and Learning book scrutiny.</p> <p>Learning walks.</p> <p>Lesson observations.</p> <p>Line management minutes with Literacy Coordinator.</p> <p>AU data capture & analysis.</p> <p>Performance Management mid review March 2019.</p>

<p>Improved progress for all students and in particular Pupil Premium students across all year groups and subjects.</p> <p>Evidence of improved resilience and higher aspirations; improved social skills and emotional wellbeing and mental health.</p>	<p>Provide funding to ensure all students can attend aspirational/ curriculum related trips and visits including FE/post 16 college visits and essential GCSE/BTEC trips.</p>	<p>The DfE Nov 2015 briefing to school leaders states that, 'Schools can respond to the complexity of disadvantaged pupils' needs by ...(adopting) 'a wholeschool approach promoting learning which sets high aspirations for all pupils'. Disadvantaged students could miss out on enrichment visits, if funds prohibit, restrict or limit their potential to participate.</p>	<p>Monitoring attendance lists.</p> <p>Ensuring Pupil Premium students are invited first and have the option of spreading payments if required.</p> <p>Fortnightly inclusion meeting minutes.</p> <p>Tracking and monitoring of visits spreadsheet.</p> <p>Progress Leader minutes of meetings.</p>	<p>Progress Leaders</p> <p>AON</p> <p>LHA</p> <p>VTA</p> <p>Subject Leaders</p> <p>DPE</p> <p>Inclusion team</p>	<p>Progress Leader Line Management minutes.</p> <p>Pupil Premium Champion Line Manager minutes.</p> <p>Inclusion minutes.</p> <p>Attendance meetings.</p> <p>Visit monitoring spreadsheet.</p> <p>Schoolcomms</p> <p>Parent evening logs</p>
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<p>Evidence of improved resilience and higher aspirations; improved social skills and emotional wellbeing and mental health.</p> <p>Improved dialogue between the academy and parents. Increased rates of attendance at parents' evenings, preference evenings and other whole academy events.</p>	<p>In-house impartial and fully qualified careers adviser and CEIAG co-ordinator.</p> <p>Informed students, making informed choices about their futures.</p> <p>Visits to universities, colleges and other providers to enrich students' knowledge of future options.</p> <p>Local colleges and Post 16 providers attend every Y10 and Y11 Parents evening.</p> <p>Local colleges and providers attend Y8 Preference Evening.</p> <p>SPARK days throughout the year invite local businesses' into the academy to meet with our students.</p> <p>Careers fair event once per year for Y10 and Y11.</p>	<p>To ensure disadvantaged students have access to high quality, impartial careers guidance and advice and are supported with application processes.</p> <p>Address the issue that nationally access to FE and HE rates are lower for disadvantaged students.</p>	<p>Pupil Premium students invited for careers interviews first and subsequent follow-up interviews scheduled.</p> <p>Pupil Premium parents invited to attend.</p> <p>Careers advice available at all KS4 Parents'/Carers' evenings and Preference evenings.</p> <p>Fortnightly Line Management meeting between EWA/CAI.</p> <p>Post 16 options continuously being discussed within subjects.</p>	<p>CAI</p> <p>JWH</p> <p>EWA</p> <p>Subject Leaders</p> <p>Progress Leaders</p> <p>Inclusion Team</p> <p>ABO</p>	<p>Progress Leader Line Management minutes.</p> <p>Spark Calendar of events.</p> <p>Pupil Premium Champion Line Manager minutes.</p> <p>Inclusion minutes.</p> <p>Attendance meetings and minutes.</p> <p>Paperwork for CEIAG.</p>
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Total budgeted cost £21,479

iii. Other approaches

Intended Outcome	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?
<p>Lower exclusion figures and internal exclusion figures for Pupil Premium students across all year groups.</p> <p>Evidence of improved resilience and higher aspirations; improved social skills and emotional wellbeing and mental health.</p>	<p>Vulnerable students identified in weekly safeguarding team meetings and counsellor assigned to individual students to provide emotional support and/or signpost outside agencies where appropriate with a view to overcoming barriers to learning.</p> <p>Regular meetings between PP Champion and Pupil Premium students.</p>	<p>Pupil Premium students account for over half of school exclusions and Pupil Premium students make up majority of CP referrals.</p> <p>Monitoring shows that Pupil Premium students are more likely to be internally excluded from lessons than their more affluent peers.</p>	<p>Attendance data for Resolution Room.</p> <p>Attendance Data - whole school.</p> <p>Punctuality to lessons monitoring.</p> <p>Behaviour data tracked and monitored.</p> <p>Inclusion line management meetings.</p> <p>Pupil Premium Champion fortnightly meetings.</p>	<p>AON</p> <p>DPE</p> <p>SLT</p> <p>Inclusion Team</p> <p>Progress Leaders</p> <p>LHA</p> <p>SEND team</p> <p>LSPs</p>	<p>Termly Safeguarding report to Governors'.</p> <p>Attendance & exclusions data analysis and scrutiny.</p> <p>Progress Leader Line Management minutes.</p> <p>Pupil Premium Champion Line Manager minutes.</p> <p>Inclusion minutes.</p> <p>Attendance meetings and minutes.</p> <p>Referral monitoring.</p>
<p>Lower exclusion figures and internal exclusion figures for Pupil Premium students across all year groups.</p>	<p>Educational Psychologist to work with disaffected and disengaged Pupil Premium students in small groups or one-to-one to provide emotional support with</p>	<p>Pupil Premium students account for over half of school exclusions and Pupil Premium students make up majority of CP referrals.</p> <p>Monitoring shows that Pupil Premium students are more</p>	<p>Attendance data for Resolution Room.</p> <p>Attendance Data - whole school.</p> <p>Punctuality to lessons monitoring.</p>	<p>AON</p> <p>DPE</p> <p>SLT</p>	<p>Termly Safeguarding report to Governors'.</p> <p>Attendance & exclusions data analysis and scrutiny.</p> <p>Progress Leader Line Management minutes.</p>

Evidence of improved resilience and higher aspirations; improved social skills and emotional wellbeing and mental health.	a view to overcoming barriers to learning.	likely to be internally excluded from lessons than their more affluent peers. The EEF Toolkit states that social and emotional learning has moderate impact for moderate cost with 4 months' improvement noted.	Behaviour data tracked and monitored. Inclusion line management meetings. Pupil Premium Champion fortnightly meetings.	Inclusion Team Progress Leaders LHA SEND team LSPs	Pupil Premium Champion Line Manager minutes. Inclusion minutes. Attendance meetings and minutes. Referral monitoring.
Further Approaches/Actions			Intended Outcome		
Literacy Co-ordinator to work across all year groups with all 146 PPG students to ensure raised Literacy levels, allowing all students access to the full curriculum and to make progress in line with expected progress and beyond.			Literacy Co-ordinator to oversee progress of PPG students and raise attainment through detailed tracking and monitoring.		
Revision Material: Supplement the learning beyond the academic day – this will affect all 42 KS4 students.			Raise the attainment of Pupil Premium students across the curriculum by allowing them access to resources outside of the classroom.		
1-2-1 support from Inclusion Managers for targeted intervention. Inclusion Managers will create the holistic support – emotional, building self-esteem, increasing confidence in our students.			Ensure correct provision is offered for Pupil Premium students in order to raise attainment and achievement and make expected progress across the Curriculum.		
Provision of additional tuition, led by college / university staff and students throughout the academic year. Targeted Y11 Pupil Premium underachievers.			Raise attainment across the Curriculum and impact on P8. Business Studies / Computing students.		
Science/Technology Technicians are to be made aware of all 64 Pupil Premium Students in KS3, in order to target assistance and ensure the development of students and the progress of these students within lessons and beyond, from a technical perspective.			Raise the knowledge, understanding and skills base of the Pupil Premium students within these Curriculum areas and raise aspirations through further access to the Curriculum.		
LSP's targeting specific SEND children within the Pupil Premium Cohort. Working with our 9.9 and below reading age students. Assisting in classrooms			Improvement of reading ages within the Academy. Further acceleration of progress – measureable by outcomes. Small group work, targeted		

to support progress especially for English and Maths and running some additional lessons.	intervention ensuring access to the curriculum for these groups of students.
Target specific students and improve literacy within the Academy. Students with reading ages of 5 – 9.9 to have their own tailor made Curriculum model in order to ensure full access to the mainstream Curriculum.	Improve literacy levels of these specified children and allow them to make accelerated progress through small group work and basic phonics as taught in the Primary Provision.
Specific EXT club for PP students to allow for a safe environment with access to resources that PPG students can utilise. Invitation only. This will in turn, increase the quality of Extended Learning. Access to computers - removing the barriers. Quiet space learning. Staffed by LSPs as part of enrichment activities. 15 children per week to attend.	Raise attainment and increase the quality of EXT and the completion of EXT and gain confidence through support.
Leadership time of Assistant Head to be used for assessment, monitoring and tracking and the overseeing of PPG activities and ensuring the PPG allocation is adhered too. In addition, the Assistant Head will have responsibility for the Quality Assurance of PPG delivery. Strategic development of new interventions for students. All 143 students affected.	Close monitoring, tracking and holding to account of other staff members will ensure the best possible outcomes for the PPG students. PPG students will increase their levels of progress due to the intervention and strategies put in place to support them additionally.
Catering ingredients: Students will require ingredients purchasing across this academic year in order for them to fully access the Curriculum. Year 7 -8 students.	Full access to the Technology Catering Curriculum allowing for life skills to be developed and confidence in the kitchen to be nurtured.
All PP students to have access to My Maths that can be utilised at home and in school. Additional work can be set and completed for intervention.	Higher proportion of PP students to achieve a grade 4 or above in Mathematics.
Ipad Support/ purchase for Y7 students 2018.	To support IT within the curriculum and access to further learning outside of the classroom.
PP champion utilised purely to support, monitor, track and intervene with the progress of PP students.	Support the PP Lead to ensure all interventions are delivered and to look at further strategies to engage PP students and families and assist them in accessing the full range of school activities both inside and outside of the classroom.
Additional teaching staff brought into the Academy to supplement the learning experience of the students.	Further teaching capacity within the academy to ensure academic achievement.

Attendance Officer: links with PP and cross phase with Primary Schools – working with families across the key stages to ensure all students are able to attend school on time.	Greater attendance by PPG students to the Academy and therefore access to learning. Higher progress levels and meeting expected progress or above.
Form time mentoring programme to be used to raise literacy levels of age 9.9 and below reading age students, through Guided Reading. SENCO to identify students requiring additional support.	Improve phonics and reading, develop higher level phonic skills.
Student Services to have control of a portion of the PPG budget in order to provide day to day assistance to our most vulnerable and in need students. This can be used to provide alarm clocks (attendance), school bags and stationary as well as personal hygiene/toiletries for those students who arrive to the academy without. Year 7 – 11 funding available in individual circumstances for uniform.	Allowing all students the opportunity to access all learning and to ensure no student is singled out for not having the correct equipment and uniform due to no fault of their own.
Enrichment activities: Ensure that all 143 PPG students are able to attend enrichment activities within the Academy and have access to wider learning outside of the Curriculum.	Aspiration, character and culture access.
To reward students for punctuality, hard work and perseverance in class and to raise the profile of PPG students within the Academy. Certificates to be issued by Progress Leaders after each data collection point (AU).	Raising aspirations, demonstrating high expectations.
Termly 100% Certificate for attendance to the Academy. Additional certificate for most improved attendance to the academy – to be determined by attendance officer.	Raising self-esteem, high expectations.
Duke of Edinburgh Award: Giving the students the opportunity to access external visits and learn life skills whilst gaining additional qualifications. Funding determined on an individual basis.	Self-esteem, self-motivation, Leadership and organisational skills.
KS3 students invited to attend after school clubs that will raise aspirations giving opportunities to engage socially.	Social and emotional well-being, access to new and exciting opportunities that extend the learning going on within the Curriculum.
Changing perceptions about the STEM Industry. Opportunities across the academic year aimed at Year 7-9 students.	Team work skills, leadership skills and manufacturing knowledge all developed as a result of this course.

12 students will be selected from Year 9 and 10 to take part in a 5 night Outward Bound residential visit to Wales in March 2019.	Students will develop their team working skills, leadership abilities and raise aspirations as well as take part in outdoor activities.	
	Total budgeted cost £13,301	
Grand Total		135,419