



## Annual Pupil Premium report – September 2019

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### Introduction

The pupil premium is additional funding for publicly funded schools in England to raise the attainment of disadvantaged students of all abilities and to close the gaps between them and their peers.

The impact and spending strategy for pupil premium funding is reviewed at every Academy Council/ Rapid Improvement Board meeting. The annual review is published on the academy's website in September each year.

The main barriers to achievement for disadvantaged pupils in this academy are:

- Low aspirations and expectations
- Low literacy and numeracy levels
- Low attendance and punctuality
- Lack of organisation and strategies to learn independently
- Low levels of confidence
- Passivity
- Barriers to learning exacerbated by disadvantaged students being the majority of students (60%)

Total pupil premium funding for current year: £532,000

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## Annual Pupil Premium report – September 2019

<b>Pupil premium expenditure plan 2019/20</b>			
<b>Strand 1 – Quality Teaching and Learning</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Effect of spending on pupil premium pupils</b>
GL Assessment (Progress test English, progress test maths, PASS, Reading NGRT, Spelling NGST, CATS, Exact – Exam dispensation)	£11512.50	Establishing the specific needs of groups of students and individual students including PP students (and where appropriate retesting)	
<b>Tutor Reading Scheme</b>	£600	Develop students' enthusiasm for reading. Extension of vocabulary	
English Speaking Board	£ 2000	Increased confidence of PPG eligible students when giving oral presentations in front of an audience Improved discussion skills, when leading and responding to questions in an interactive group discussion	
<b>CPD</b> Launch the BUA Teaching and Learning principles (QFT principles)  Learning walks to monitor and identify best practice and to identify staff requiring support through coaching programme	£10000 (proportion of salary of VP T and L)	Increased staff confidence in supporting PPG eligible students following Teaching and Learning CPD, focusing on: modelling, scaffolding, closing the vocabulary gap,  diagnostics, intervention, feedback	
T&L coaches – share good practice and support staff where required  Weekly professional development to focus on the agreed Teaching and Learning Principles.	£14000 (proportion of salary of 3 T and L coaches)	Teaching and Learning internal monitoring shows increased focus of BUA Teaching and Learning principles having a direct impact on PPG eligible students, leading to data showing an improvement in the progress made by these students.	
Proportion of CPD budget to address gaps in FQT (Cost of courses, Brought in CPD and cover)	£10000	Improved quality of T and L addressing whole school, subject and individual teachers' teaching and learning gaps as appropriate	



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<b>Strand 1 – Quality Teaching and Learning</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Effect of spending on pupil premium pupils</b>
Development of CPD library	£2000 (based on 100 books at £20)	Quality of curriculum, T and L improves through staff access to proven research specifically driven through T and L research element of performance management	
<b>Pixl</b> Pixl Unlock / Pixl Think Pixl conferences EBACC subjects (History, Geography, English and Maths courses all booked)	£6000	Teaching and Learning internal monitoring shows increased focus of Pixl strategies having a direct impact on PPG eligible students, leading to data showing an improvement in the progress made by these students.	

<b>Pupil premium expenditure plan 2019/20</b>			
<b>Strand 2 Targeted Academic Support</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Evaluation</b>
<b>Intervention</b> Employment of Interventions teacher to provide targeted and rapid interventions to close gaps in skills and knowledge.	£60000	Rapid Improvement plans demonstrate clear impact in all student results	
<b>YIPIYAP tutor</b>	£9180	To provide interventions in maths and English	
Learning leaders track the attainment and progress of year groups Rapid Improvement Plans implemented within departments and reviewed during Raising Standards Meetings and Departmental Line Management meetings	£40000 (Proportion of salaries)	Learning leaders monitoring shows impact of waves of intervention on the progress of PPG eligible students across all year groups in AY19/20  AY19/20 results analysis to show progress of PPG eligible students are at least 0.00.	



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<b>Pupil premium expenditure plan 2019/20</b>			
<b>Strand 2 Targeted Academic Support</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Evaluation</b>
Literacy Interventions	£2500	Interventions: Positive gains in reading ages for PPG eligible students including: -Improved decoding skills across students with low reading ages and EAL students -Improved knowledge and recognition of phonemes to increase reading speed and fluency	
<b>Independent Learning Tools</b> Students will be provided with a range of revision materials and access to online services (acquisition of GCSE Pod) Bespoke revision package developed to support KS4 students	£19000 (£12000 for revision books for Years 10 & 11)	Students will have access to curriculum resources to support progress, with data showing good levels of progress for PPG eligible students	
<b>Academic Mentoring</b> Students will receive a range of support in relation to examinations and attainment through progress partners and academic achievement intervention lead	£6000 (proportion of Y11 Manager's salary)	AY 19/20 results analysis to show progress of PPG eligible students are at least 0.00	
<b>Mentoring</b> Think Forward mentoring Think for the Future mentoring	£16000 £21600	Targeted group of disaffected PPG students show improved attendance and engagement PPG Students at risk of exclusion more engaged in their learning with improved attendance and outcomes The proportion of FTEs issues to PPG eligible students is proportionate to that of other students across the academy	
Alternative Provision and adventure services	£ 107000	PPG students unable to access mainstream curriculum are able to demonstrate progress as a result of bespoke provision that meets their needs	



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<b>Pupil premium expenditure plan 2019/20</b>			
<b>3 – Wider Outcomes</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Evaluation</b>
<b>Attendance</b> Close tracking of student attendance provided via 3BM with specific interventions to support students. Additional rewards strategies linked to attendance. Proportion of Attendance Officer's salary	£10000	Attendance of PPG eligible students is in line, or better, than national expectations.  Persistent absence rates of PPG eligible students is in line, or better, than national expectations.	
<b>Attitudes to Learning</b> Behaviour for learning framework embedded in order to support students in the removal of barriers to learning which will include a range of strategies	£5000	Increased levels of parental engagement in relation to ClassCharts usage Increase in the use of positive praise and rewards Development of strategies in response to PASS outcomes	
<b>Cultural capital</b> Budget to support access to extra-curricular experiences including D of E, and CET extracurricular trips Provision of peripatetic music lessons	£12000 £19500	PPG eligible students access to extracurricular activities/enrichment opportunities prioritised and their cultural capital enhanced Equal proportions of PPG eligible and other students will engage and participate in a range of extracurricular activities	
<b>Careers Guidance and support</b> Unifrog	£1200	All Year 11 students access suitable post 16 providers (0% NEETs)  All Year 10 students complete work experience  Year 8/9 students enrol on appropriate option choices for KS4	
<b>Accessing the curriculum</b> A range of support strategies will be available, which will include: <ul style="list-style-type: none"> <li>• Uniform (£2500)</li> <li>• Breakfast club (£17375)</li> <li>• Homework club (£1000)</li> <li>• School counsellor (31721) proportion of salary</li> </ul>	£52000	Increase in uptake of breakfast club  Punctuality and attendance of PPG eligible students will be in line, or better, than national expectations  Progress of PPG eligible students are in line, or better, with national expectations.	



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<b>Pupil premium expenditure plan 2019/20</b>			
<b>3 – Wider Outcomes</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Evaluation</b>
<b>Rewards</b> Introduction of excellence assemblies Rewards linked to attendance, attitudes to learning, academic progress Prom as recognition of positive contribution to the year group	£7000	PPG eligible student's progress and achievements recognised and rewarded	

<b>Pupil premium expenditure and impact 2018/19</b>			
<b>Strategy</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Effect of spending on pupil premium pupils</b>
Academic Coaches English and Maths	113,000	Increased outcomes for key students in Maths and English	Limited increase in outcomes. Academic coaches to discontinue.
Teachers for low ability groups (Reduce class size)	47,000	Smaller groups in core subjects with targeted support	Increased outcomes in 2019 for low ability students. Year 11 I group students entered for GCSE and performed stronger than in previous years, with all achieving a number of passes
TA Support	92,490	One to one support (in-class) provided for identified students to enable progress across the curriculum	I group students have made the transition into mainstream lessons and are now have full access to the whole curriculum. Year 11 I group students entered for GCSE and performed stronger than in previous years, with all achieving a number of passes
Alternative Provision Pathways (traditional interventions/outdoor education)	43,560	Outdoor activities will be used to develop life skills and re-engagement with learning for those students struggling to succeed in mainstream provision.	AP provision prevented the permanent exclusion of a core group of KS3 students. All are still on roll and accessing their curriculum lessons.
Free Breakfast	13,000	Improved punctuality and attendance. Students are best prepared to engage with learning.	Whole school attendance increase by 0.3%. The attendance of PPG eligible students, whilst still below NA, is broadly in line with others in the Academy in most year groups.



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<b>Strategy</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Effect of spending on pupil premium pupils</b>
			Decrease in call outs lesson one as the year progressed and more students accessed breakfast.
Careers Education	31,000	Humanutopia will provide all students in Years 8, 10 and 11 the opportunity to develop essential life-skills, empowering them to be more confident, resilient and resourceful learners. Nottingham Trent University – provide mentoring support for 40 with study skills, CV writing, planning for college/university. Aiming Higher for 26 Post 16 students.	All students in year 10 accessed work experience, with further support from FE providers. Students have received high quality careers support to enable students to enrol on appropriate KS4 programmes of study. Sept 2019 : 3% NEET from Year 11 cohort. Post 16: 100% at either university, in an apprenticeship or in full time employment.
Educational Psychologist	13,000	Specialist professional support available to students presenting with mental health issues. Expert training will also be provided for staff involved in supporting students with mental health issues.	Increased support from the educational psychologist has led to improved programmes of support for students across the school. Attachment training has led to greater understanding from all staff and adaptations in practice.
Saturday and Holiday Workshops	1,000	Sessions for key students and key subjects	Those who attended the sessions improved their outcomes by at least 1 grade
Literacy Interventions	7,500	Accelerated reader	To be discontinued as impact limited. To be replaced with alternative interventions.
Student Travel Trips and Rewards	15,000	Financial support available to ensure that every student has the opportunity to take part in all learning activities, irrespective of their parent/carer's capacity to pay.	Students participated in a wide range of extra-curricular activities, including university visits, subject trips and after school clubs. The proportion of PP eligible students who participated in extracurricular clubs was higher than other students at the academy.
Attendance Support	17,000	Additional staff time dedicated to persistent absentees.	The attendance of PPG eligible students, although below NA, is broadly in line with others in the Academy. PA remains high and well above the NA



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<b>Strategy</b>	<b>Cost</b>	<b>Success criteria</b>	<b>Effect of spending on pupil premium pupils</b>
Proportion of Safeguarding Team	20,000	High quality provision will be in place to ensure all students stay safe.	Dedicated safeguarding officer and introduction of CPOMs has enabled team to work more effectively and student welfare to be the priority. Issues are dealt with promptly.
Pastoral Support Structure	62,000	Equal proportions of PPG eligible and other students will participate in a range of activities outside the classroom The proportion of FTEs issues to PPG eligible is proportionate to that of other students across the academy.	All students have engaged in a range of activities throughout the Academic year. The number of PPG eligible students engaging is broadly in line with others in the Academy.  The rate of FTE given to PPG eligible students has reduced with repeat FTEs also reduced. There is however still a statistical bias towards exclusion of PPG eligible students.  The use of Class Charts has enabled students to be rewarded for effort / attainment / attitude to learning/ contributions to the Academy, leading to increased rewards throughout the year. The number of PPG eligible students receiving rewards is broadly in line with others in the Academy.
Coaching and Mentoring	28,000	Think forward Think for the future YOT	Data shows reduction in negative points for those attending YOT sessions Think Forward cohort achieved well in GCSEs and all have gone on to the next stage of their education  Data from Think for the Future shows significant reduction in negative points for all years except Year 7. A different approach is needed for these students



THE BULWELL ACADEMY

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