



HORBURY ACADEMY PUPIL PREMIUM STRATEGY

2018-2019

Summary information

School	Horbury Academy				
Academic Year	2018-19	Total PP budget	£282,000	Date of most recent PP Review	June 19
Total number of pupils	1042 (7-11)	Number of pupils eligible for PP	300	Date for next internal review of this strategy	Oct 19

Planned Pupil Premium Expenditure – 2018-2019

2018-2019 Pupil Premium Income	£282,000
Total Pupil Premium Expenditure	£23,493.50
Total Alternative Provision	£24,461.88
Total Supporting Success Expenditure	£29,238
Total salary/leadership expenditure	£190,785
Total Curriculum expenditure	£26,000
Net Pupil Premium underspend/overspend	£11,978.38 (overspend)
Total spend	£293,978.38

1. Quality First Teaching and Learning						
Desired outcome	Chosen action /approach	What is the evidence and rationale for this approach?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Estimated budget
<p>P8 of disadvantaged is above +0 through teaching staff, leaders and support staff trained on best practices when working with different groups of disadvantaged learners. Teachers also receive regular CPD on high quality Teaching and Learning, assessment and feedback for all learners.</p>	<p>Bespoke programme of CPD for teachers and support staff to develop the work of the Sutton Trust and embed the 'Accord Classroom'</p>	<p>More rigorous and challenging teaching across the academy to improve progress and outcomes for all pupils. Expected closing of PP gap as PP students benefit the most when the quality of teaching improves.</p>	<p>MLT Link minutes CPD – staff questionnaires EduDash/ Learning walks Data Point analysis of cohorts for each year. Line management minutes Governors Work scrutinies Staff CPD and questionnaires</p>	<p>SC CC</p>	<p>Minimum 8+ months Data points/termly</p>	<p>Supporting Success £1000</p>
	<p>'Accord Classroom' challenge strategies embedded across all year groups.</p>					
	<p>Hinge point assessments and live marking trialled with Year 10.</p>					
<p>Pupil Premium strategy is at the heart of academy life and is led well. A clear strategy for disadvantaged pupils at all levels.</p>	<p>Targeted and regular CPD and Pupil Premium Handbook.</p>	<p>CPD and handbook to support raising the profile of disadvantaged pupils and the key strategies and expectations outlined.</p>	<p>Subject RAG following Data Point</p>	<p>JJ</p>	<p>Subject RAG interventions/ actions identified and reviewed - termly</p>	<p>Supporting Success £500 + Staffing budget</p>
	<p>Leadership - Framework of SLT Link meeting prompts/MLT</p>	<p>AP with responsibility for Disadvantaged provision. Directors of English and Science appointed (January 2019)</p>	<p>Data Points Subject RAGs</p>	<p>SLT ML</p>	<p>Subject RAG – half termly Data Points – termly</p>	<p>Staffing budget</p>

	Link meetings.	Lead practitioners for Science X2 and Lead practitioners for English (Jan 19)	MLT Link minutes		MLT Link minutes Governors	
P8 of disadvantaged English - to work towards closing the gap.	Disadvantaged First Strategy	<p>The key to closing the gap is quality teaching first. Disadvantaged pupils are placed at the forefront of this strategy, to improve progress and outcomes. Strategy includes:</p> <ul style="list-style-type: none"> - Appointment of a Director of English (Jan 2019). - Appointment of an English Lead Practitioner with Disadvantaged lead responsibility (Jan 2019). – Two new Y11 classes created with a cohort minimum of 50% disadvantaged boys (taught by experienced teachers). - Disadvantaged Audit – Jan 2019. - Pupil Premium First strategy – marking books first, support first, contact home first. - Two Y11 disadvantaged only forms for English Literature. - KS3 curriculum re-design to include more culturally rich content to increase engagement and enrichment. - English CPD – disadvantaged focus. - Years 7, 8 and 10 – Reading strategy (30 mins reading per week). - SPAG literacy booklets. 	<p>English P8 and A8</p> <p>Fortnightly Director meeting with Principal</p>	<p>PD</p> <p>DK</p>	<p>Data Points/termly Subject RAG</p> <p>Fortnightly Principal meetings</p>	Staffing budget
P8 of disadvantaged Maths - to work towards closing the gap.	Disadvantaged group created	<ul style="list-style-type: none"> - New Year 11 disadvantaged class created and taught by an experienced teacher (Sept to March). - Hegarty Maths launched in all classes at KS4. - SumDog launched to KS3. 	<p>Data point tracking</p> <p>App tracking</p>	AC	<p>Subject RAG – half termly</p> <p>Data Points – termly</p> <p>Outcomes</p>	Staffing budget
P8 of disadvantaged English Baccalaureate - to work towards	PP pupil progress review (Oct 2018) held to identify students	2018 outcomes identified Ebacc as an area for review and additional support for PP students.	Data point tracking	JJ	<p>Subject RAG – half termly</p> <p>Data Points –</p>	Staffing budget

closing the gap.	who were underperforming and to put in place a personalised curriculum.	- Director of Science appointed (January 2019) - Two Lead Practitioners of Science appointed (January 2019) - Pupil Premium First strategy – marking books first, support first, contact home first.			termly Outcomes	
P8 of disadvantaged Open slots - to work towards closing the gap.	PP pupil progress review (Oct 2018) held to identify pupils who were underperforming and to put in place a personalised curriculum.	2018 outcomes identified Open subjects as an area for review and additional support for PP pupils. - Personalised curriculum - Period 7	Data point tracking	JJ	Subject RAG – half termly Data Points – termly Outcomes	Staffing budget
All disadvantaged pupils are adequately equipped and ready to learn so that there is no gap between equipment for PP and Non-PP.	Ready To Learn packs and resources.	Disadvantaged pupils receive more behaviour logs for equipment and uniform. The Ready To Learn support package is aimed at disadvantaged learners to ensure they are adequately supported in lesson, including providing: - Equipment - Uniform - Revision Guides	Behaviour logs monitored	SG	Termly	£1000 + Staffing budget

2. Targeted Support

Desired outcome	Chosen action /approach	What is the evidence and rationale for this approach?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Estimated budget
To implement RAG meetings to act proactively for our disadvantaged	RAG Meetings	Staff are able to access a wide range of data to access up-to-date and detailed PP data to enable them to act proactively with disadvantaged pupils.	RAG spreadsheets Intervention logs and attendance logs SLT Link minutes	SB JJ	Subject RAG – half termly Data Points – termly	Staffing budget

students.		Including: - 4Matrix - Fortnightly Director meeting with Principal - SLT prompts for MLT meetings - Subject RAG meetings (half termly) - Attainment RAG meetings (3 weekly) - SLT mentoring	QA of interventions		Outcomes	
Literacy reading Ages. Y7 and Y8 Reading Age and confidence in reading is improved for the disadvantaged +7 months on average.	KS3 'Step Up' Programme	KS3 students with literacy, behavioural and/or confidence barriers identified and work in a small group on literacy and life skills with the SENCO. 50% of cohort are Disadvantaged boys.	Module assessments are planned into the Scheme of Work	VM	Module assessment scores English data for identified cohort	£100 + Staffing budget
Social Skills intervention.	Social Skills Intervention	SENCO identification of KS3 PP pupils with SEN need that required social skills support. Identification was based on behaviour concerns, struggling to remain in lessons and low social confidence. Sessions are 1 hour a week and 1-to-1 with a Learning mentor. Session focus on: anger management, literacy, reviewing the week and exploring feelings and talking through social scenarios.	Staff voice Behaviour monitoring Student observation	KS	Termly End of academic year	Staffing budget
	Dyslexia Intervention Group	PP pupils with possible dyslexia traits are identified and receive small group intervention with phonics, handwriting, keyboard skills, revision skills and/or confidence.	Internal assessment. Reasonable adjustment doc. Completed/shared with teachers.	KF	Termly data points. End of year.	Staffing budget
	Reading Matters scheme	Disadvantaged pupils with reading ages below 9.6 are identified and supported	Regular re-testing over the year.	NW	Termly	Staffing budget

		so that they are able to fully access the curriculum and make the progress they are capable of.	Monitoring of reading ages.			
Underachieving disadvantaged pupils in English get support to take PP P8 English scores to above national others overall.	English Support Package.	A support package developed and implemented to target underachieving disadvantaged pupils in English: <ul style="list-style-type: none"> - Period 1 (led by experienced English teachers) Year 11 only - Bespoke curriculum time - Targeted Period 7 (led by experienced English teachers) Year 11 only - Holiday sessions (Easter and May half term) - English Saturday sessions. - English masterclasses 	Subject RAG Attendance to P1 and P7 Data Points SLT presence and learning walks Faculty CPD SLT/MTL Link minutes	PD DK	Subject RAG – half termly Data Points – termly Outcomes	Revision resources and photocopying £1000 + Supporting Success
Numeracy: Underachieving disadvantaged pupils in Maths get support to take PP P8 Maths scores to above national others overall.	Maths Support Package.	A support package developed and implemented to target underachieving disadvantaged pupils in Maths: <ul style="list-style-type: none"> - Period 1 (led by experienced Maths teachers) Year 11 only - Bespoke curriculum time - Targeted Period 7 (led by experienced Maths teachers) Year 11 only - Easter and May Half Term Holiday sessions. - Online revision resources – Hegarty Maths and SumDog. 	Subject RAG Attendance to P1 and P7 Data Points SLT presence and learning walks Faculty CPD SLT/MTL Link minutes	AC	Subject RAG – half termly Data Points – termly Outcomes	Revision resources and photocopying £1000 + Supporting Success
Underachieving disadvantaged pupils in Science get support to take PP P8 Science scores to above national others overall.	Science Support Package.	A support package developed and implemented to target underachieving disadvantaged pupils in science: <ul style="list-style-type: none"> - Five key students strategy – 40% PP priority - Year 11 PP Parent Conference presentation 	Subject RAG Attendance to P1 and P7 Data Points SLT presence and learning walks Faculty CPD	SB	Subject RAG – half termly Data Points – termly Outcomes	Revision resources and photocopying £1000 + Supporting

		<ul style="list-style-type: none"> - Online learning platforms – EduCake - Revision Guides - Masterclasses - Period 7 (T/Sharepoint (see SB) - Easter and May Half Term intervention sessions (SB to email registers) 	SLT/MTL Link minutes			Success
Improve the disadvantaged middle and high prior attainment P8 score.	PPE2 – Results Day interviews	In order to support disadvantaged pupils make further progress after their PPE2, all disadvantaged pupils had individual interviews with personalised actions set.	SLT interviews	SB JJ	Subject RAG – half termly Data Points – termly Outcomes	Staffing budget

3. Other Approaches

Desired outcome	Chosen action /approach	What is the evidence and rationale for this approach?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Estimated budget
Increased parental engagement for our disadvantaged pupils	PP Parent Conference (6.2.19)	To engage parents with the Academy and provide a specific focus on study support and welfare support strategies to maximise pupils' outcomes. <ul style="list-style-type: none"> - Subject specific presentations to parents with strategies to support pupils at home. - Online learning platforms launched – Hegarty Maths and EduCake - All PP pupils allocated a mentor from SLT/MLT – meeting with parents. - Revision and exam techniques shared 	Attendance and feedback: Hegarty Maths and EduCake monitoring	JJ	Half termly post-conference Outcomes	Staffing budget + £100 for resources/hospitality.
	Parents Evenings strategy	Increase the attendance of disadvantaged parents/carers at all Parents' Evenings:	Tracking of appointments made Attendance figures	JJ	After each parents evening	Staffing budget

		<ul style="list-style-type: none"> - Phones calls home - Appointment support 	for parents evenings			
Attendance, behaviour and exclusions of all pupil premium pupils at the academy are in line with national and higher than 2017-18.	Attendance Strategy	<p>The more time a child spends around other children, whether in the classroom or as part of a school team or club, the more chance they have of making friends and feeling included, boosting social skills, confidence and self-esteem. This strategy includes a PP priority for:</p> <ul style="list-style-type: none"> - EWO phone calls, home visits and welfare checks - Mini bus pick up service - Positive recognition - Breakfast clubs - Peer buddying 	<p>Data analysis KIT Reports EWO records on CPOMs and with LA Fast track records Penalty notice issued Student tracking</p>	SG	<p>Data analysis – weekly</p> <p>Fortnightly strategy meetings - AP, PYLs and EWO</p>	Staffing budget, mini bus £100 and pastoral rewards £100
	Behaviour and Exclusion strategy	<p>Evidence has shown that improving behaviours and attitudes can be most effective when a number of different approaches are adopted. Including routine, clear expectations and set standards. Where behaviour problems occur the key to successfully resolving these problems is engaging the pupil through collaborative working between the parent and the Academy. This strategy includes a PP priority for:</p> <ul style="list-style-type: none"> - Behaviour administrator in post - No mobile phone policy - Use of consequences and rewards board - Use of restorative practice - Weekly active patrol and hotspots - PYL analysis of PP barriers with clear actions and support in place. - Positive recognition - 'Top Hitters' review 	<p>Academy Behaviour Policy in place. Behaviour training for all staff and part of new staff induction. Non-teaching PYLs in post Fortnightly strategy meetings: AP and PYLs Analysis of data KIT meetings Student tracking</p>	SG	<p>Weekly analysis</p> <p>Daily behaviour logs</p> <p>Weekly subject analysis to Curriculum Leaders</p>	Staffing budget

	Alternative Provision	Alternative provision is defined as something a young person participates in as part of their regular timetable, away from the Academy. We use provisions to prevent exclusions, prevent NEETs or to re-engage pupils in their education. Bespoke timetables, interventions and alternative provision is used where required. PP funding is used to access external support and off site provision.	Pastoral intervention leader and Learning Mentor lead internal interventions. Level of support tracker used to monitor meetings. Reports from Alternative Providers Quality assurance visits from MAT staff to AP providers.	SG	Reports from providers	Alternative provision £24,461.88
Enrichment and aspirations.	Provide access to quality Careers Education independent advice and guidance.	Increase the motivation and aspirations of disadvantaged boys	Tracking	DG JJ	Termly	Staffing budget
	Funded music lessons for PP	Promote music lessons for PP pupils.	Tracking uptake and attendance	DR JJ	Termly	£4000
	Funded trips programme (Years 7-11)	To provide additional enrichment and experiences for disadvantaged pupils through part funding of school trips: Y7 to Ypres Y8 to Paris Y9 to Barcelona Y10 to Sicily Y11 Ski Trip	Tracking of uptake	JJ	Termly	£5000
PP pupils who struggle to complete homework at home have a place	Homework Support Package.	To put in place a clear homework strategy that leads to the reduction in the number of disadvantaged pupils	Attendance + Increased homework	JH JJ	Termly	Staffing budget

to go to complete it. Attendance of homework club for PP is in line with Non-PP.		who receive a sanction. Improved engagement, progress and outcomes. - Homework club – AM and PM. - Show My Homework	completion Homework club attendance tracked. SLT drop-ins			
Disadvantaged pupils of all abilities are prepared for college/job/university interviews. NEET figures increase on 2017/18.	Year 10 Mock Interview Day and Wakefield College/ Ossett Sixth Form College taster days.	Pupils are prepared for interviews through bespoke Period 1 activities, leading up to an interview with feedback by an external interviewer. PP analysis of scores will lead to additional support with the process and followed by a re-interview to show improvement.	Scores from interviewer for PP pupils	DG JJ	Scores Re-interviewed PP cohort scores.	Staffing budget
Total proposed pupil premium spending 2018-2019						£293,978.38