

# **Pupil Premium Statement 2018-19**



## **Alcester Academy**

## Review of Pupil Premium 2017-18

For the academic year 2017-18, we received £96,305 to support 96 students who qualify for the pupil premium. These students were distributed across the academy as shown in figure 1.

**Figure 1:**

Year	Number of students	% of year group
7	21	17%
8	23	18%
9	28	28%
10	13	23%
11	11	15%

(due to lagged funding, number of students does not tally with the amount of funding received)

We elected to allocate the pupil premium funding in to the following initiatives:

Strategy	Impact intended	Approximate cost to the academy	Students who will be affected
Refine the Pupil Premium Tutorial Programme for identified disadvantaged students who are underperforming across all year groups within the academy.	Improve the attainment and attitudes of all Pupil Premium students in all year groups	Develop a Pupil Premium Coordinator to drive this intervention £20,000 salaried	All underperforming Pupil Premium students
Further develop an Extended Leadership role of 'Intervention Coordinator' with specific focus on engaging students and parents in learning conversations.	With the growing demand on students to attend a variety of interventions, coordination is essential.	Further Develop an Intervention Coordinator post (ELT) £5,000 salaried	All underperforming Pupil Premium students
SLT to mentor Year 11 Pupil Premium students	Improve attainment and attitudes towards learning of all Pupil Premium students who are underperforming in Year 11	£5,000 as other SLT tasks will have to be taken on by others	All underperforming Year 11 Pupil Premium students
Further development of a Saturday School programme to actively engage disadvantaged students in sessions. Improve logistics planning through the introduction of an 'interventions timetable' within SIMS.	Improve attainment through the provision of additional teaching hours. Improve attendance through improved systems.	£20,000 in staffing £500 in transport and sustenance costs	All Year 11 students, but in particular, Pupil Premium students
Further development of extended intervention slots between 3:30 and 6pm at least two nights per week across the Spring Term	Improve attainment through the provision of additional teaching hours.	£1,000 in staffing costs	All Year 11 students, but in particular, Pupil Premium students
Develop a programme of holiday interventions to keep all students, but particularly disadvantaged students, in touch with a culture of learning	Improve attainment through the provision of additional teaching hours.	£3,000 in staffing costs	All Year 11 students, but in particular, Pupil Premium students
Continuation of a weekly RAP (Raising Achievement Plan) meeting to be attended by PPCo, Head teacher, Leader of Maths and Leader of English and Intervention Coordinator. Inclusion	To improve attainment through identifying students not yet making adequate progress in English and Maths and to plan for specific teaching to occur to support	£1,000 in additional staffing costs as additional form tutors will be required	All Year 11 students, but in particular, Pupil Premium students

of a 'time-tabler' at these meetings to support logistics.	improved progress		
Increase staffing in Science through the appointment of an additional teacher to facilitate a one to one programme for those requiring additional support	Improve attainment in Science	£10,000 (additional partial funding from catch up funding and salary costs)	All students within the academy, but in particular, the Pupil Premium Students
Provide every Year 11 Pupil Premium student with revision resources	Improved attainment of Pupil Premium students through provision of useful resources to aid revision	£1,000	All Year 11 Pupil Premium students
Introduce a 'learning folder' for all students to aid students in organising homework and revision notes.	Increased attainment through engaging more students in revision/homework activities.	£1,500	All students
Continued employment of Attendance Officer	To improve attendance of all, but particularly pupil premium students  To aid disadvantaged students who miss sessions through absence in catching up on missed work	£25,000	All students, but in particular, Pupil Premium students
Continued subscription to SISRA analytical.	Improve attainment through improved diagnosis of under performance	£5,000	All students but in particular, Pupil Premium students
Development of the use of data within SISRA through use of EAP and 'flight paths'	Further improve outcomes through refined use of data to report progress to students and parents	£2,000 for staff time	All students but in particular, Pupil Premium students
Issue of memory sticks, for Pupil Premium students who do not have them, for the storage of learning resources.	Improve attainment and progress	£200	Identified Pupil Premium students
Support for Pupil Premium students in accessing school trips	To allow fair access to Pupil Premium students	£5,000	Identified Pupil Premium students
Support for Pupil Premium students with acquisition of school uniform and sporting equipment.	To support Pupil Premium students in purchasing prescribed school uniform	£1,000	Identified Pupil Premium students
Support of Pupil Premium students in attending college interviews and open days	Secure positive destinations for all Pupil Premium students	£1,000	Identified Pupil Premium students
Provision of ingredients for students studying Food Technology	To improve attainment and progress in Food Technology	£200	Identified Pupil Premium students

\*All salaried costs include the true cost to the academy (i.e. include tax, NI and Pension costs)

**Outcomes:**

Where performance has exceeded national a 'green' flag has been added.

**Attendance (whole School) :**

	National 2016	Alcester Academy 2016-17
Attendance	92.8%*	94.0%
Persistent Absence	21.6%*	13.6%

**Year 11****Attainment:**

	Grade 4+		Grade 5+	
	National (PP) **	Alcester Academy 2017-18	National (PP) **	Alcester Academy 2017-18
English (combined)	62%	81.8%	43.9%	45.5%
Maths	53.1%	90.9%	31.7%	33.3%
English and Maths	46.5%	72.7%	25.7%	36.4%
Ebacc (2 PP students entered)	12.2%	18.2% (2 students passed at 4+)	7.1%	0.0% (2 students passed at 4+)

**Attainment 8**

	National*	Alcester Academy 2016-17
Attainment 8	38.42	43.59

**Progress 8**

	National *	Alcester Academy 2016-17
School	-0.378	+0.239
Maths	-0.348	+0.599
English	-0.364	+0.383
Ebacc	-0.427	-0.450
Open	-0.358	+0.593

\* Taken from Raise 2016. Data is for Pupil Premium students

\*\* Taken from SISRA 2018 collaboration data (1145 schools)

In summary, the academy was highly effective in their application of the Pupil Premium. It helped students achieve measures better than Pupil Premium students in other schools in the vast majority of areas. In many areas, the outcomes achieved were equal to or above national data for non-pupil premium students.

**Proposed spend for 2018-19.**

For the academic year 2018-19, we will receive £100980 to support 109 students who qualify for the pupil premium. These students are distributed across the academy as shown in figure 2.

**Figure 2:**

<b>Year</b>	<b>Number of students</b>	<b>% of year group</b>
7	24	18%
8	21	17%
9	23	18%
10	28	28%
11	13	23%

(due to lagged funding, number of students does not tally with the amount of funding received)

<b>Strategy</b>	<b>Impact intended</b>	<b>Approximate cost to the academy</b>	<b>Students who will be affected</b>
Provide identified students with quality mentoring through the tutor period so as not to impact upon learning negatively through the removal of students from lessons	Improve the attainment and attitudes of all Pupil Premium students in all year groups	Staffing allocation for two members of staff to remain as non-form tutors to deliver this.  £5,000 in staffing costs	All underperforming Pupil Premium students
Further develop of the RAP process. This will have to be taken outside of the working day due to the pressure of staffing the curriculum. As such its staffing will have to be achieved through salary enhancement.	With the growing demand on students to attend a variety of interventions, coordination is essential.	£20,000 in staffing costs	All underperforming Pupil Premium students
Further development of a Saturday School programme to actively engage disadvantaged students in sessions. Improve logistics planning through the introduction of an 'interventions timetable' within SIMS.	Improve attainment through the provision of additional teaching hours.  Improve attendance through improved systems.	£20,000 in staffing costs  £2,000 in TA support  £500 in transport and sustenance costs	All Year 11 Pupil Premium students
Further development of extended intervention slots between 3:30 and 6pm at least two nights per week across the Spring Term	Improve attainment through the provision of additional teaching hours.	£1,000 in staffing costs	All Year 11 students, but in particular, Pupil Premium students
Further extend the programme of holiday interventions to keep all students, but particularly disadvantaged students, in touch with a culture of learning	Improve attainment through the provision of additional teaching hours.	£5,000 in staffing costs	All Year 11 students, but in particular, Pupil Premium students
Increase staffing through the appointment of an additional teacher to facilitate a one to one programme for those requiring additional support	Improve attainment in English, Science, Maths and Languages	£10,000 in staffing costs	All students within the academy, but in particular, the Pupil Premium Students
Provide every Year 10 and 11 Pupil Premium student with revision resources	Improved attainment of Pupil Premium students through provision of useful resources to aid revision	£3,000	All Year 10 and 11 Pupil Premium students

Introduce a 'learning folder' for all students to aid students in organising homework and revision notes.	Increased attainment through engaging more students in revision/homework activities.	£1,500	All students
Continued employment of Attendance Officer	To improve attendance of all, but particularly pupil premium students  To aid disadvantaged students who miss sessions through absence in catching up on missed work	£25,000 in staffing costs	All students, but in particular, Pupil Premium students
Continued subscription to SISRA analytical.	Improve attainment through improved diagnosis of under performance	£5,000	All students but in particular, Pupil Premium students
Further improve teachers use of data through providing additional time for teachers to update 'class packs' within the working day	Further improve outcomes through refined use of data to report progress to students and parents	£2,000 in staffing costs	All students but in particular, Pupil Premium students
Issue of memory sticks, for Pupil Premium students who do not have them, for the storage of learning resources.	Improve attainment and progress	£500	Identified Pupil Premium students
Support for Pupil Premium students in accessing school trips	To allow fair access to Pupil Premium students	£5,000	Identified Pupil Premium students
Support for Pupil Premium students with acquisition of school uniform and sporting equipment.	To support Pupil Premium students in purchasing prescribed school uniform	£2,000	Identified Pupil Premium students
Support of Pupil Premium students in attending college interviews and open days	Secure positive destinations for all Pupil Premium students	£1,000	Identified Pupil Premium students
Provision of ingredients for students studying Food Technology	To improve attainment and progress in Food Technology	£1,000	Identified Pupil Premium students

All salaried costs are stated as actual cost to the academy i.e. tax, NI and pensions included.

The planned spend shown above will cost the academy slightly more than the money received as 'Pupil Premium' funding. This is a measure of the importance we place on securing the very best outcomes for all of our students and our commitment to ensuring those supported by the Pupil Premium funding achieve in line with the rest of the cohort.

**Measurable targets:**

The targets given below are highly aspirational. However, it is within the ambition of the academy to maximise outcomes for all students regardless of their background.

**Attendance (whole School) :**

	<b>Target 2018-19</b>
Attendance	95.00%
Persistent Absence	12%

**Year 11 - Targets**

**Attainment:**

	<b>Grade 4+</b>	<b>Grade 5+</b>
English	80%	40%
Maths	80%	40%
English and Maths	70%	40%
Ebacc	30%	20%

**Attainment 8**

	<b>Alcester Academy Target 2018-19</b>
Attainment 8	48

**Progress**

	<b>Alcester Academy 2018-19</b>
School	+0.2
Maths	+0.5
English	+0.2
Ebacc	+0.2
Open	+0.5

**All other Year groups**

We aim that there is no difference between the progress of Pupil Premium and Non-Pupil Premium students. This will be measured using our in-school tracking mechanism and will focus upon the 'on or above target' measure. Governors will have full access to our data tracking software and be able to access this information at each reporting window (approximately every 12 weeks). Governors will also receive summaries of progress data through the Standards/HR Sub-committee.