



Oak Academy Pupil Premium Strategy: 2017-18

	<p>The pupil premium was introduced in April 2011. It was allocated to children from low income families who were eligible for free school meals and children who had been looked after continuously for more than six months. Eligibility for pupil premium for 2012-13 was extended to pupils who have been eligible for free school meals at any point in the last 6 years (known as the Ever6 free schools meals measure) in addition to the children who have been looked after continuously for more than six months, and a smaller amount for the children of service personnel.</p> <p>Schools are free to spend the pupil premium as they see fit. However, they are accountable for how they use the additional funding if there is a gap in progress and attainment between those that have the premium and those that do not.</p>	
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Total 2017-18 funding allocated to Oak Academy to close the achievement gap: £260,910

Breakdown of funding by pupil group	2017-18	
	Per Pupil	Funding
Pupils in Year groups recorded as Ever 6 FSM	£935	£248,710
Looked After Children (LAC)	£1,900	£9,500
Children adopted from care under the Adoption & Children Act 2002 & children who have left care under a Special Guardianship or Residence Order	£1,900	n/a
Pupils recorded as Ever 4 Service Child or in receipt of a child pension from the Ministry of Defence	£300	£2,700

Key barriers to raising attainment and progress:

1. Low levels of literacy: students enter the Academy with reading & writing scores below the national average for. Low levels of literacy therefore prevent students from decoding texts and accessing revised GCSEs across their curriculum.
2. Low levels of numeracy: students enter the Academy with maths scores below the national average. Low levels of numeracy therefore lead to difficulties in subjects across the curriculum where calculations and a secure grasp of number are key skills.
3. Attendance: many students have complex and challenging personal contexts which make consistent attendance difficult to maintain.
4. The poor quality legacy education students at the Academy experienced: whilst this was prior to recent changes to the senior leadership team and Academy Trust, fundamental gaps in many students' knowledge remain and require long term intervention to address.

Targets for 2017-18

1. To raise the attainment & progress of disadvantaged students so that it matches and increasingly exceeds that of their non-disadvantaged peers
2. To improve the literacy & numeracy skills of disadvantaged students to ensure their achievement is at least in line with their non-disadvantaged peers
3. To improve the attendance, behaviour and engagement of disadvantaged students so that they can make better progress, participate in school life and progress

These targets are then delivered through a set of key priorities and objectives relevant to the whole school priorities as determined by the SEF and RAP

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1. The percentage of students within each of the Year groups who are eligible for Pupil Premium are:

Year	Number of disadvantaged students	Disadvantaged as % of Year Group
7	52	51%
8	63	52%
9	48	60%
10	40	45%
11	42	51%
Total	245 / 532	46%

2. The impact of the 2016-2017 spending of the Pupil Premium funding was:

	Cohort	Progress 8		Attainment 8		English P8		Maths P8		Ebacc P8		Open P8	
		National 2017	Oak ASP 2017	National 2017	Oak ASP 2017	National 2017	Oak ASP 2017	National 2017	Oak ASP 2017	National 2017	Oak ASP 2017	National 2017	Oak ASP 2017
All students	99	0.0	-0.58	46.02	36.61	-0.03	-0.93	-0.02	-0.53	-0.03	-0.79	-0.04	-0.16
Disadvantaged students	46		-0.83	46.00	33.73		-1.18		-0.75		-1.05		-0.41

Commentary:

The progress of disadvantaged students needs to improve.

The academy has a new SLT in place and is working with the new sponsor AAT to continue the wholesale organisational improvement process which began in 2016-17.

Due to legacy mismanagement issues, work needs to be embedded before the impact on outcomes is more clearly evidenced.

The review of the 2016-17 strategy can be found on our website.

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Priority 1: To improve progress through curriculum design, quality teaching and learning and targeted interventions							
Objective What	Actions including CPD How	Time Scale	Responsible	Outcomes	Monitoring	Costs	
1.1 Ensure curriculum is fit for purpose, that all teaching is at least consistently good and that all students experience the personalised support and stretch & challenge needed to make progress across their curriculum	Curriculum design, quality first teaching CPD input and individual interventions 1. Curriculum time reallocated to core subjects in KS3&KS4 English Maths & Science	Sep 17	VP Standards	<ul style="list-style-type: none"> Progress 8 gap to be improved to be below the national average Disadvantaged Attainment 8 score to improve from 33.73 (ASP 2017) to be in line with nat.avg. Progress of disadvantaged students to be in line with non-pupil premium students across all years. 	APSR	Staffing for additional core teaching groups and transition specialists: £55814	
	2. Specialist transition teacher provision in English to support low literacy levels on entry	Ongoing	VP Standards		Principal		
	3. Curriculum to include one additional literacy lessons for less able groups in Years 7 & 8 (replaces MFL x2 periods &1 period of Science	Ongoing	VP Standards		Principal		
	4. CPD programme to improve quality of teaching and ensure progress for all	Ongoing	AVP T&L		Principal		CPD: £500
	5. Under-achieving students are identified and interventions are delivered that make an impact, focusing on English & Maths	After each data capture	AVP Standards		VP Standards		Intervent. costs: £1250
	6. Essential study equipment provided: calculators; revision guides; revision packs; stationery; food	Oct at Y11 rev. evening	AVP Standards		VP Standards		Materials: £1500 Rev guides: £10500
	7. Analysis of progress of all students and disadvantaged students after every progress check	Every progress cycle	All staff/AVP Standards		ASPR		4Mat. £300
	8. Improve literacy skills of low ability groups through Reading Plus package	Jan 18	RSL KS3		VP Standards		Reading Plus £9800

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Priority 2: To ensure that all leaders, teaching staff and support staff monitor, evaluate and impact upon the progress of disadvantaged students						
Objective What	Actions including CPD How	Time Scale	Responsible	Outcomes	Monitoring	Resources Costs
2.1 To provide support to all students to enable better progress	Structured Examination Procedures					
	Additional room allocation and support provision during mocks, PPEs & exams	By PPE and Public	SEN Admin/Exams Officer	<ul style="list-style-type: none"> Progress 8 gap to be improved to be below the national average 	AVP Standards	Additional invigilator costs and rooming: £5200
	Evening Meal provided on two evenings a week following revision classes (exams)	From March	AVP Standards	<ul style="list-style-type: none"> Disadvantaged Attainment 8 score to improve from 33.73 (ASP 2017) to be in line with nat.avg. 	Principal	Food: £2400 (Dinners and breakfast)
	Pre-examination breakfasts: mocks, PPEs & exams	May-July April – July	AVP Standards		Principal	
	Pre-examination motivational Sessions to include mindset/wellbeing	By PPE and Public	AVP Standards	<ul style="list-style-type: none"> Progress of disadvantaged students to be in line with non-pupil premium students across all years. 	Principal	Mindset costs: £500
	Examination Access Arrangements and on-going review of assessment needs for all pupil premium students	Dec, Mar, Jul	SEN Admin		AVP Standards	
	Pre-exams Revision sessions & Study Skills Session mocks, PPE, exams	T2,4,5	AVP Standards	<ul style="list-style-type: none"> Exams access arrangements is in place for 100% of students who have evidence for EAA 	VP Standards	Study Skills Session: £300
	After school revision sessions	T4 – T5	AVP Standards		VP Standards	Repro costs for materials for revision sessions: £3000
	Study Stay exam timetable	May 1/2 term	AVP Standards	<ul style="list-style-type: none"> All students attend all exams 	VP Standards	
Progress Panel meetings: student attainment and progress of pupil premium students is tracked closely and discussed- key actions set and implemented upon	T1 T2 T3 T4 T5	AVP Standards		VP Standards	Inc. in staff	
Academic Coaching	T1 – T6	AVP Standards		Principal		

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<p>2.2 To give students the chance to contribute to the life of their school and ensure they leave school with relevant, high quality destinations</p>	<p>Careers Advice and Guidance</p> <p>To ensure the progression of all disadvantaged students Post 16 via:</p> <p>Careers fair</p> <p>Interviews with senior leaders to guide process of application to higher education</p> <p>Interviews with school's Careers' Advisor</p> <p>SUN Network Mentoring programme</p> <p>Support with Post 16 applications</p>	<p>Y10 T5</p> <p>Jan/Feb 18</p> <p>Jan 18</p> <p>Ongoing</p> <p>Jan 18 onwards</p>	<p>Careers officer / Lead</p> <p>VP Standards</p> <p>Careers officer</p> <p>Careers Lead</p> <p>Careers officer</p>	<p>Close gap, currently at 5% between Academy and National, of students going on to further education, employment or training</p>	<p>Principal</p> <p>Principal</p> <p>VP Standards</p> <p>Principal</p> <p>VP Standards</p>	<p>Materials to support Post 16 progression £500</p>
	<p>Junior Leadership Team</p> <p>Disadvantaged students feel valued and have a clear voice in driving change at the Academy</p>	<p>Ongoing</p>	<p>AVP SMSC</p>	<p>Improved attendance, in line with National for disadvantaged students</p>	<p>VP Inclusion</p>	<p>Materials, food for the year £500</p>
	<p>Enrichment opportunities</p> <p>Provide a wider range of local, national and international opportunities for extra-curricular enrichment. Fund places to improve participation</p> <p>KS4 Theatre Visits</p> <p>Ten Tors</p> <p>Photography London visit</p> <p>Enrichment programme on Weds pm</p> <p>Support for attendance at a range of other offsite opportunities</p>	<p>Ongoing</p>	<p>EVC Lead / VP Standards / Principal</p>	<p>Greater PP participation</p> <p>Improve attendance of FSM students to in line with Nat. Avg</p>	<p>Principal/VP Inclusion</p>	<p>£23,500</p>

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Priority 3:

To ensure that effective strategies, systems and structures are in place to support disadvantaged students

Objective What	Actions including CPD How	Time Scale	Responsible	Outcomes	Monitoring	Resources Costs
3.4 Review & restructure pastoral teams and spaces so they are shaped around the needs of the students.	Support Package and individual interventions Remodelling of SEN / SSC / Inclusion spaces to better support student progress & welfare	Sep 17	SEN team / VP Inclusion	<ul style="list-style-type: none"> Progress 8 gap to be below the National level 	Principal	Room refurb: £1700
	Appoint Family Liaisons Officer to lead on all aspects of attendance: contracts, support with travel, re-integration to mainstream education; home visits, external agency liaison	July 17	VP Inclusion	<ul style="list-style-type: none"> PP attainment 8 score to improve from 33.73 (ASP 17) to be proportionally in line with National level 	Principal	Staffing Community Support £13819, Family Liaison £26839, OPP lead £28000, OPP TA £14199 role, TLR £4700
	Appoint Teaching Assistant to the Oak Progression Programme to improve alternative provision onsite where needed.	Dec 18	VP Inclusion	<ul style="list-style-type: none"> Progress of Pupil premium students to be in line with non-pupil premium students across all years. 	Principal	Main staffing not additional
	Appoint TLR postholder with overall responsibility for the progress of Pupil Premium students to champion, support and challenge students and staff	Apr 18	VP Inclusion	<ul style="list-style-type: none"> Improve attendance of students 	Principal	Room/IT refurb: £9800
	Open Removal room to support students with BFL	Sep 17	VP Inclusion / HOY	<ul style="list-style-type: none"> Reduced Exclusions to be in line with National Average 	VP Inclusion	
	Re-open dedicated ICT space in English block to support with Reading Plus / Literacy interventions and ensure all students can access a downstairs ICT space	Apr 18	VP Standards/ SITE MANAGER	<ul style="list-style-type: none"> Reduction in FTEs and PX for PA students 	Principal	
	Clear role profiles in place for non-teaching Heads of Year to provide support & accountability	Sep 18	VP Inclusion		Principal	
	New behaviour / rewards policies	Sep 17	VP Inclusion		Principal	Rewards £3575
	Qualified Counsellors (ELSA)	Ongoing	SEN (KCA)		VP Inclusion	ELSA £500
	Homework club/Handwriting club	Ongoing	SENDSCO		VP Inclusion	Lunch cover £300

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	External agency GoFish delivers input on emotional wellbeing and mind-set	Ongoing	VP Inclusion		Principal	Consultant £12760
	Personalised timetables for vulnerable students	Ongoing	VP Inclusion		VP Standards	-
	Alternative provision offsite in individual circumstances at Tregonwell/Quay/Christchurch Learning Centre	Ongoing	HOY / VP Inclusion		Principal	Alt Prov.: £30,000
	Uniform Grants	T1 & ongoing	HOY / VP Inclusion		Principal	Uniform £8700