

Oak Academy Pupil Premium Strategy: 2018-19



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.



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.

Provisional 2018-19 funding allocated to Oak Academy: £208,985

Breakdown of funding by pupil group	2018-19	
	Per Pupil	Funding
Pupils in Year groups recorded as Ever 6 FSM	£935	£197,285
Looked After Children (LAC)	£1,900	£11,400
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	£300

Key barriers to improving outcomes:

1. Social Context: just under half of the Academy's students are eligible for the pupil premium meaning physical needs are not always met
2. Poor literacy: students enter with below average literacy skills. These prevent students from decoding texts and accessing the revised GCSE curriculum
3. Poor numeracy: students enter with numeracy 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.
4. Attendance and engagement: many PP students have complex personal contexts which make consistent attendance and engagement difficult.

Targets for 2018-19:

1. To improve the outcomes of disadvantaged students so that they are in line with and above national averages
2. To improve the literacy & numeracy levels of disadvantaged students
3. To improve the attendance and engagement of disadvantaged students so they participate fully in their education and progress to quality destinations

These targets are delivered through a set of objectives in line with the whole school 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	32	40%
8	43	44%
9	51	50%
10	44	56%
11	41	46%
Total	211	45%

Number of LAC students: 6

2. 2017-2018 Outcomes for Disadvantaged Students

	Cohort	Progress 8		English P8		Maths P8		Ebacc P8		Open P8	
		National 2017	Oak 2018 outcomes	National 2017	Oak 2018 outcomes	National 2017	Oak 2018 outcomes	National 2017	Oak 2018 outcomes	National 2017	Oak 2018 outcomes
All students	83	0.0	-0.6	-0.03	-0.7	-0.02	-0.3	-0.03	-0.4	-0.04	-1.1
Disadvantaged students			-0.8		-0.9		-0.3		-0.7		-1.3

Commentary:

The progress of disadvantaged students improved in 2018 as did the capacity for further future improvement.

Teaching has improved at the academy and in 2017-18, a significant staffing restructure was undertaken. This increased the capacity of leadership in core subjects and the ISC.

Gains were made in English and Maths and are projected to improve further in 2018-19, with more clear improvements in options/foundation subjects

The review of the 2017-18 strategy can be found here -

<https://www.oak-academy.co.uk/wp-content/uploads/2018/09/Oak-Academy-Pupil-Premium-Strategy-17-18-review.pdf>

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Objective What	Actions including CPD How	Time Scale	Responsible	Outcomes	Monitoring	Costs
1.1 Ensure that the curriculum is fit for purpose and that all teaching is consistently good or better for all disadvantaged students	Curriculum design & quality first teaching CPD 1. Curriculum design, timetable and options process are robust and provide personalised routes leading to excellent outcomes	Sep 18 Y8 Options Y11 Monitoring	VP Standards	<ul style="list-style-type: none"> Progress 8 in line with national average Disadvantaged Attainment 8 in line with nat.avg. Progress of disadvantaged students in line with non-pupil premium students in all years. 	AAT/APSR	Staffing costs c. £55K
	2. The CPD programme improves and QAs the quality of teaching to ensure progress for all students, including disadvantaged pupils	Ongoing INSET Days	AVP T&L		Principal	CPD: c. £2K
	3. Under-achieving students are identified through the Data Cycle and interventions are delivered that improve progress	Termly data captures	All staff / CALs AVP Standards		VP Standards	Intervent. costs: £1250
	4. Essential study equipment provided to remove barriers to learning: calculators; revision guides; revision packs; stationery; food	Oct 18 Y11 rev. evening; PPE prep evening	AVP Standards		VP Standards	Materials: £1500 Rev guides: £5500
	5. Intervention programmes in place for students who are at risk of underachieving	Weekly period 7 Holidays	CALs AVP Standards		VP Standards	Revision 20-20 / PGL weekend c. £19k
	6. Ensure timely identification of PP students for the Reading Plus package and Maths TA intervention to improve numeracy and literacy levels	Sep 18 Termly	AVP Standards KS3 RSL		VP Standards	Reading Plus / Staffing costs
1.2 To provide systems and structures around exam series to all disadvantaged students to enable better progress	Structured Examination Procedures Additional room allocation and support provision during mocks, PPEs & exams	Mock PPE and Public exams	SEN Admin/Exams Officer	<ul style="list-style-type: none"> Progress 8 in line with national average Disadvantaged Attainment 8 in line with nat.avg. Progress of disadvantaged students in line with non-pupil premium students in all years. Exams access arrangements is in place for 100% of students who have evidence for EAA 	AVP Standards	Additional invigilator costs and rooming: £5200
	Evening Meal provided on two evenings a week following revision classes (exams)	From March	AVP Standards		Principal	Food: £2400 (Dinners and breakfast)
	Pre-examination breakfasts: mocks, PPEs & exams	May-July April – July	AVP Standards		Principal	
	Pre-examination sessions to include mindset/wellbeing	Mocks, PPE and Public	AVP Standards		Principal	Mindset costs: £500

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	<p>Examination Access Arrangements and on-going review of assessment needs for all pupil premium students</p> <p>Pre-exams Revision sessions & Study Skills Session mocks, PPE, exams</p> <p>After school revision sessions – English and Maths masterclasses to focus on high band PP</p> <p>Study Stay exam timetable</p> <p>Data Challenge meetings with CALS following each data drop to review the progress of PP students</p>	<p>Dec, Mar, Jul T2,4,5</p> <p>T2, T4, T5</p> <p>Term 2 onwards</p> <p>May 2019</p> <p>Every data drop</p>	<p>SEN Admin</p> <p>AVP Standards</p> <p>JCO/HRI</p> <p>AVP Standards</p> <p>AVP Standards</p>	<ul style="list-style-type: none"> 100% students attend all exams including mocks, PPE and public exams 	<p>VP Inclusion</p> <p>VP Standards</p> <p>VP Standards</p> <p>VP Standards</p> <p>VP Standards</p>	<p>Study Skills Session: £300</p> <p>Repro costs for materials for revision: £1000</p> <p>Inc. in staffing</p>	
<p>2.2 To ensure disadvantaged students experience a range of extra-curricular opportunities and progress to relevant, high quality destinations</p>	<p>Careers Advice and Guidance To ensure the progression of all disadvantaged students Post 16 via:</p> <p>Careers fayre</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 programmes / widening participation</p> <p>Support with Post 16 applications: college applications, sixth form visits</p>	<p>Y10 T5</p> <p>Jan/Feb 18</p> <p>Jan 18</p> <p>Ongoing</p> <p>Jan 18 onwards</p>	<p>KSP / MBR</p> <p>VP SMSC</p> <p>Careers officer</p> <p>Careers officer</p> <p>Careers officer</p> <p>AVP Standards</p>	<p>Close gap, currently at 5% between Academy and National, of students going on to further education, employment or training</p>	<p>MHE AVP SMSC</p> <p>Principal</p> <p>VP Standards</p> <p>Principal</p> <p>VP Standards</p>	<p>Monies to support Careers post and Post 16 progression – staff cover, transport c. £15k</p>	
	<p>Junior Leadership Team 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 SMSC</p>	<p>Materials, food for the year c. £2k</p>	
	<p>Extra-curricular opportunities Provide a wide range of local, national and international opportunities for extra-curricular enrichment. Fund places to improve participation</p>	<p>Ongoing</p>	<p>EVC Lead / CALS</p>	<p>Greater PP participation</p> <p>Improve attendance of PP students to Nat. Avg.</p>	<p>VP SMSC</p>	<p>£20K to support SMSC & visits</p>	
	<p>3.4 Ensure inclusion systems and</p>	<p>Support Package and individual interventions Complete remodelling of Inclusion spaces to better support student progress & welfare</p>	<p>Dec 18</p>	<p>ISC team</p>	<ul style="list-style-type: none"> Progress 8 in line with national average 	<p>VP Inclusion</p> <p>Principal</p>	<p>Room refurb: c. £5k</p>

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structures improve the progress of disadvantaged students	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	Sep 18	Principal SITE MANAGER	<ul style="list-style-type: none"> Disadvantaged Attainment 8 in line with nat.avg. Progress of disadvantaged students in line with non-pupil premium students in all years. Attendance of PP students in line with national average Reduced Exclusions to be in line with National Average Reduction in FTEs and PX for PA students 	AAT	Room/IT refurb: c. £12k
	Clear role profiles in place for revised Heads of Year to provide support & accountability as part of ongoing re-structure	Sep 18	VP Inclusion		Principal	
	New rewards & sanctions policies	Sep 18	VP Inclusion		Principal	Rewards & rewards trips £10,000
	Qualified Counsellors (ELSA)	Ongoing	SEN (KCA)		Principal	ELSA £3000 staffing
	Homework club/Handwriting club	Ongoing	SENDCO		VP Inclusion	Lunch cover £500
	External agency GoFish to deliver input on emotional wellbeing and mind-set (OPP focused for PP students)	Ongoing	VP Inclusion		Principal	Consultant c.£15k
	Personalised timetables for vulnerable students	Ongoing	HOY / VPs		Principal	
	Alternative provision offsite in individual circumstances at Tregonwell/Quay/ Christchurch Learning Centre	Ongoing	HOY / VP Inclusion		VP Standards	Alt Prov.: c.£50k
Uniform Grants		VP Inclusion	Principal	Uniform c. £10K		
3.3 Improve Attendance of Disadvantaged students	Family Liaisons Officer to lead on all aspects of attendance: contracts, flexi-timetables, support with travel, re-integration to mainstream education; home visits, external agency liaison	Ongoing	VP Inclusion	<ul style="list-style-type: none"> Improve attendance of students Reduced Exclusions to be in line with National Average Reduction in FTEs and PX for PA students 	VP Standards	Staffing Inc: FLO, AO, OPP Lead & OPP TA £26135
	Attendance Officer post ensures first day calling on all absences to parents and carers	Ongoing	VP Inclusion			