

## Manor CE Academy and the Pupil Premium

The Pupil Premium is a government grant to schools for students who are in receipt of free school meals, who have been registered for free school meals within the last six years, or, who are looked after by the care system and children who have been adopted or whose parents or carers are serving in the Armed Forces. The Pupil Premium funding was introduced in April 2011.

### **Goals**

The goal of the Pupil Premium funding is to raise the attainment of Pupil Premium students and to close the gap between them and their peers.

We measure our success in terms of four key indicators:

- Students making the expected levels of progress between arriving and leaving the Academy in English
- Students making the expected levels of progress between arriving and leaving the Academy in maths
- Students' performance in Ebacc subjects
- Students achieving 5 A\*-C grades including English and maths by the end of Year 11

### **Budget**

The following Pupil Premium revenues (rounded to the nearest thousand) were anticipated and included in the academy's budgets approved by governors prior to each academic year:

<b>Academic Year</b>	<b>Sum</b>
2014/15	£101,000
2015/16	£106,500

### **Deciding how to spend the money**

Decisions on what we do to achieve our aims, including on how the Pupil Premium is spent, are taken in the light of assessments of our Pupil Premium students and their academic and pastoral needs, past results, current progress and 'best practice'.

To this end, the Academy monitors and supports the attendance and progress of Pupil Premium students, in light of students' entry point into the Academy.

In Year 7, we undertake assessments and CAT tests that help to identify the needs of individual students. These assessments inform the curriculum model and influence our educational plans to maximise students' progress across the Key Stages.

Sustained progress requires a long-term curriculum model that ensures progression from the initial assessments in Year 7 through both Key Stage 3 and Key Stage 4 to the final examinations in Y11. Short-term support programmes are implemented for Y11 students in their final examination year.

We have a twin-track approach to the allocation of Pupil Premium funding:

- Enhancing pastoral support to off-set the non-academic challenges that can be faced particularly by disadvantaged students and particularly linked to attendance
- Providing specific attainment and learning measures to off-set the challenges of previous low attainment and SEN issues

Some expenditure (for example, additional SEN support) provides students with both additional academic and pastoral support.

It should be noted that these challenges, though often especially significant for the Pupil Premium cohort, are not confined to it and the Academy allocates considerable non-Pupil Premium funds to providing academic and pastoral support to all who need it.

### ***Further use of non-Pupil Premium funds to support Pupil Premium initiatives***

In a number of cases, the additional staffing required to meet the specific needs of the Pupil Premium cohort has amounted to less than a full time post and the academy has chosen to 'top-up' the Pupil Premium contribution with non-Pupil Premium funds to bring it up to a full-time post. This means that, while the holder remains primarily engaged with Pupil Premium students, his/her support is also available to others..

Further, where the Pupil Premium funding is insufficient to meet Pupil Premium resource needs, non-Pupil Premium funding has been made available, effectively by reducing the amount going into financial reserves, to plug the gap until such time as Pupil Premium funding becomes available.

### ***How we spent our money in 2014/15***

At Manor CE Academy, the rationale for the spending of the Pupil Premium money is grounded in the link between welfare, curriculum interventions and achievement.

In 2014/15, it was decided to provide support throughout the whole Academy by appointing a Pupil Premium Champion as Director: Monitoring and Intervention. This colleague was specifically responsible for monitoring Pupil Premium students' progress in the Academy and for co-ordinating intervention strategies, with each faculty having a named co-ordinator for Pupil Premium students.

On the academic front, we continued to introduce additional English and maths sets within the core curriculum timetable to allow for smaller group teaching at both KS3 and KS4 and additional English and maths groups at KS4 to focus on specific functional skills.

We also provided additional exam preparation and coaching within the school day for Y11 students by teachers and teaching assistants and supported Pupil Premium students as necessary with heavily subsidised iPads.

A further sum was set aside to cover the cost personalised learning schemes and other specific actions to meet the individual need of Pupil Premium students, including specific IT programmes and ipad apps.

	<b>Pupil Premium need</b>		<b>Pupil Premium cost</b>
Additional Behaviour Support Worker	0.8 FTE		£14,400
Additional Inclusion Support worker	0.8 FTE		£26,640
Year Group Leaders	0.5 of TLRs		£10,700
Extra SEN Teaching Assistant hours	0.5 FTE		£6,400
Extra KS4 English and Maths teaching groups	80%		£27,000
Additional KS4 functional skills groups	80%		£10,800
Extra KS3 English and maths lessons	80%		£43,200
Director: Monitoring and Intervention	0.2 FTE		£9394
iPads for Pupil Premium students	100%		£1200
Provision for individual interventions	100%		£2500
<b>Total Pupil Premium</b>			<b>£152,234</b>

### **2014/15 GCSE results**

The following tables show the comparative performance of all Pupil Premium and non-Pupil Premium students at the end of Year 11 in 2014/15.

#### **Comparative performance of the 15 Pupil Premium and the 169 non-Pupil Premium students at the end of Year 11 in 2014/15**

<b>Measure</b>	<b>All Pupil Premium students (15)</b>	<b>All non-Pupil Premium students (169)</b>	<b>Gap</b>
% making expected progress in English	87	85	-2
% making expected progress in maths	80	80	0
5 x A* - Cs with English and maths	60	79	-19
EBacc	40	53	-13

The number of Pupil Premium students (15) was small, representing 8.2% of the whole cohort (184).

### ***How we are spending our money in 2015/16***

At Manor CE Academy, the rationale for the spending of the Pupil Premium money is grounded in the link between welfare, curriculum interventions and achievement and a realisation of the fact that closing the gaps is not a task that can be achieved in a single year.

In 2015/16, it was decided to continue the support throughout the whole Academy through the appointment of a Pupil Premium Champion as Director: Monitoring and Intervention. This colleague will continue to be specifically responsible for monitoring Pupil Premium students' progress in the Academy and for co-ordinating intervention strategies, with each faculty having a named co-ordinator for Pupil Premium students.

On the academic front, it was decided to continue to introduce additional English and maths sets within the core curriculum timetable to allow for smaller group teaching at both KS3 and KS4 and additional English and maths groups at KS4 to focus on specific functional skills.

We also decided to provide additional exam preparation and coaching within the school day for Y11 students by teachers and teaching assistants and to support Pupil Premium students as necessary with heavily subsidised iPads.

A further sum was set aside to cover the cost personalised learning schemes and other specific actions to meet the individual need of Pupil Premium students, including specific IT programmes and iPad apps.

	<b>Pupil Premium need</b>		<b>Pupil Premium cost</b>
Additional Behaviour Support Worker	0.8 FTE		£14,400
Additional Inclusion Support worker	0.8 FTE		£24,961
Year Group Leaders	0.5 of TLRs		£10,885
Extra SEN Teaching Assistant hours	0.5 FTE		£6,400
Extra KS4 English and Maths teaching groups	80%		£38,400
Additional KS4 functional skills groups	80%		£38,400
Extra KS3 English and maths lessons	80%		£4,800
Director: Monitoring and Intervention	0.2 FTE		£11,947
iPads for Pupil Premium students	100%		£1,200
Provision for individual interventions	100%		£2500
<b>Total Pupil Premium</b>			<b>£153,893</b>

The budget assumption was therefore that the gap between the Pupil Premium budget and anticipated costs would again be met by reducing the amount going into financial reserves until such time as pupil Premium funding becomes available.