

## **Pupil Premium Expenditure 2015-16**

Wymondham High Academy Trust Pupil Premium Statement 2015-16

### **Our aims in deciding how to allocate Pupil Premium funding are:**

To ensure that teaching and learning opportunities meet the needs of all of the pupils.

- To ensure that appropriate provision is made for pupils who belong to vulnerable groups, this includes ensuring that the needs of socially disadvantaged pupils are adequately assessed and addressed.
- In making provision for socially disadvantaged pupils, recognising that not all pupils who receive free school meals will be socially disadvantaged.
- To recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. We reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has legitimately identified as being socially disadvantaged.
- To allocate funds following a needs analysis which will identify priority classes, groups or individuals.

The Academy will receive £143 500 in pupil premium for the 2015-16 academic year.

The purpose of the pupil premium is to help students from low income families who are eligible for free school meals (or have been at any time in the last six years), looked after children and those from families with parents in the armed forces (Forever 4). In particular, the main aim of the pupil premium is to raise the achievement of these students and to close the attainment gap between these students and those not entitled to this support.

All of the students at Wymondham High who are entitled to the premium are either on free school meals (or have been at any time in the last six years) or are looked after children. Nationally, these students achieve at a level significantly below those not entitled to the premium on all key indicators.

The Ofsted report on the use of the premium (Pupil Premium: Reference 120197: September 2012) outlined how the premium had been used in 262 schools. This report showed how difficult it often is to disaggregate pupil premium funding from general school funding.

At Wymondham High, the focus has been on providing additional staffing and resources. In some areas it is possible to identify where there has been direct spending of the premium 'on' the target students. In most, the spending has been 'for' the students. The distinction is that money spent 'for' the students is likely to have an impact for all students. Without the premium, the additional spending would not have been possible and the extra support/intervention would not be in place. The best example of this is when looking at staffing. The provision of extra groups in English and Mathematics has allowed us to reduce class sizes (therefore allowing for more personal support within class), increase teaching time for English and set up targeted intervention for students who require it.

Below is a proposed the expenditure for Pupil Premium in 2015-16. To date (January 2016) we have received 2 payments of £40 000 (October 2015 & January 2016). We have now established an in-school software package (Venture) that allows us to determine PP spend for individuals, and incorporates all elements of staffing and resources expenditures. The software also allows us to determine impact across Progress and Attainment 8 measures. *The figures are provisional.*

Area of expenditure	Amount
<p><b>Staffing Costs:</b> The school believes that high quality teaching in the classroom is the key to raising standards. On entry, attainment of the students is above average in all years and the percentage of students entitled to free school meals is below the national average (as shown in Raiseonline). Student levels of literacy are relatively high on entry. Reducing class sizes has allowed staff to give more personal attention and support to students within their groups. This additional provision has also allowed us to make adjustments to our timetable structure to allow for greater time for English and mathematics at Key Stage 4.</p> <p>Pupil premium funding has also allowed us to start a breakfast club for all pupils, available from 08:00 until 08:35 every school morning. The success of this initiative in 2014-15 in supporting the emotional and social needs of pupils has ensured that it can continue.</p> <p>Pupil premium funding was also used to form the achievement team for Years 7-13, replacing the existing structure. The raising achievement coordinators (RAC) have been given the remit to encourage, support, track and monitor all pupil premium children and ensure there are no barriers to their learning or enrichment.</p> <p>Much of the impact must, however, be measured over a longer period. The school is taking a more strategic approach to tackling issues related to low levels on entry which will take time to come through – there is no ‘quick fix’ in many cases.</p> <p>Pupil premium funding has also been used to support the appointment of an Intervention Assistant whose role is to liaise with staff, parents and teaching colleagues with reference to pupil premium funded children.</p>	<p>£6300.00</p> <p>£4000 00</p>
<p><b>Additional Staffing in Learning Support:</b> The percentage of students on the SEN register is lower than the national average (Raiseonline) during 2014-15. The school already employs a large learning support team. The decision was made to employ an extra colleague in order to provide additional support for the students. The vast majority of this time is utilised on small group teaching (with a small amount on 1:1 work).</p>	<p>£15 700</p>

<p><b>Additional Teaching Assistants:</b> The school employed 14 teaching assistants in 2014-15. Whilst the vast majority of these are employed to meet needs identified within individual statement, a number of 'additional' staff have been employed to provide targeted support for those students who are not statemented but have specific learning or behavioural needs. The additional staff work in a variety of ways, including providing in-class support and on small group or 1:1 activities within the Learning Support area.</p> <p>Evidence of impact is clear, especially amongst those pupils attending The Gateway, a facility for pupils with mental health concerns, anxieties or medical concerns. 1-to-1 support in English and e-learning packages has allowed a significant number of pupils not only access a curriculum, but this has also led to improved attendance, reduced exclusions and individual progress made by the students (evidenced through individual records).</p>	<p>£13 400</p>
<p><b>Counselling:</b> The school has provided counselling support for a number of years. The premium has allowed for much greater provision for the students, many of whom have complex needs.</p> <p>We now employ a counsellor on a full time basis in order to ensure that we can plan for effective provision and to meet specific challenges that may blow up suddenly.</p> <p>Again, it is difficult to quantify the impact of this support, except to point to returns from student feedback.</p>	<p>£25 700</p>
<p><b>Attendance</b></p> <p>The provision of a full time attendance officer has been an important aspect of our improvement. However, in response to the need to improve the attendance of FSM pupils, we have appointed a full time attendance assistant which has allowed the AO to focus on our key groups by removing administration tasks. The overall attendance figure for the year will have increased, with significant gains by specific groups. Whilst our attendance figures across are above national average, we still need to maintain a focus on FSM pupils improvement has not kept pace with non-FSM pupils.</p>	<p>£25 360</p>
<p><b>Alternative Curriculum Provision:</b> The school recognises that a number of students struggle to engage with 'traditional' schooling. It also recognises that more vocationally based provision is of benefit for some. The main provision is at Key Stage 4, although there was limited intervention for students at Key Stage 3.</p>	

<p>As a result of resources available through the premium, significantly more investment could be made in this area to meet the needs of the students, through partnership working with City College Norwich and Easton and Otley College.</p> <p>Alternative provision this year includes 14 pupils. They undertake a variety of full and unit awards through involvement in these schemes at both Easton and Otley Colleges, as well as City College, Norwich. Without any doubt, there are a number of students who would have struggled to complete their time at the school had they not been involved in this alternative provision. The 'opportunity cost' in terms of time saved for students and staff back at school is impossible to measure.</p>	<p>£19 600 (CCN/E &amp; O College)</p> <p>Continuation of £15 500 (TLR allowances + non-contact time)-new in post from 2014</p>
<p><b>Additional Interventions:</b> Intervention work is taking place with students individually or on a small group basis. There is one 'super project' which covers all of this work. This is Progress85 which consists of a series of targeted activities including attendance targeting, "Freedom Pass" in Year 11, focussed intervention sessions both during and after school and celebration events. The ongoing costs of this programme have been reduced following the initial set up costs from 2014-15.</p> <p>Our intention is to expand this programme into Year 10 to support additional pupils, providing additional resources and accommodation.</p>	<p>£16 500</p>
<p><b>Departmental Resources/Opportunities:</b> Additional resources are available for departments in order to allow them to purchase materials which would otherwise have been unavailable. These resources were in addition to the core spending on capitation and allowed staff to provide greater variety within lessons and to help meet the different learning styles of the students. This funding will also used to provide additional opportunities for students within subjects. As a Microsoft Academy and showcase school, we are able to offer these at a discounted rate to all pupils and free of charge to PP students.</p>	<p>£1440 00</p>
<p><b>TOTAL EXPENDITURE:</b></p>	<p><b>£143 500</b></p>
<p><b>TOTAL ALLOCATION (Pupil Premium):</b></p>	<p><b>£143 500</b></p>