

## Pupil Premium Plan 2016-17

*“That which is currently beyond your capabilities, does not have to be so forever”* Chris Murray

Priorities To further improve the level of attendance of PP pupils To provide additional opportunities for pupils to access learning To ensure and implement a curriculum which provides equality of opportunity To develop a comprehensive mentoring and IAG programme for PP children			Urgency:	Importance:			
Last Ofsted:							
Who's responsible? RAC, Attendance Officer, IAG Coordinator, Lit/Num Coordinator	Monitoring: Principal [Jonathan Rockey]	Evaluation: CEO [Russell Boulton]	Monitoring cycle: [monthly, half-termly, termly]: Half-termly				
<b>Objectives</b>	<b>Timescales:</b>		<b>Evidence &amp; Success Criteria:</b>		<b>Funding</b>		
<b>A</b> To further improve attendance of Pupil Premium students: <ul style="list-style-type: none"> <li>• Focus [through Attendance Manager] on pupils whose attendance falls below 95%</li> <li>• Initiation of absence protocol and attendance support meetings as appropriate when the above criteria is triggered</li> <li>• To provide parents with regular attendance updates to support attendance</li> <li>• To introduce pre-emptive attendance support meetings for vulnerable pupils</li> <li>• To introduce rewards structure for pupils to recognise very good attendance through Attendance QA meetings [Attendance Officer]</li> </ul>			Autumn term Week 1-6  Week 1  Half-termly updates to parents  As required [identified through QA meetings with Attendance Officer]  Week 1 [throughout year]		Attendance of pupils will increase from 92% to 94%  Feedback from parents and pupils will demonstrate a positive and improving response through termly questionnaire  Regular meetings will take place between AO and families  Increase knowledge by families of attendance levels		£25 000 [16%] [Salary contribution to Attendance Officer and Attendance Assistant]
<b>B</b> To provide additional structured intervention for pupils of all abilities: <ul style="list-style-type: none"> <li>• To provide [peer] targeted literacy and</li> </ul>			Week 1 onwards		Establish a baseline figure based on literacy and numeracy scores for PP group in order to assess attainment		

<p>numeracy support to those pupils entering the Academy with KS2 scores below 100 [numeracy and literacy coordinator]</p> <ul style="list-style-type: none"> <li>• Interventions to be logged on central database to monitor spend of pupil premium funds against impact</li> <li>• To ensure that parents are contacted prior to parents evenings to support attendance</li> <li>• RAC [Raising Achievement Coordinators] to build in PP support attainment objectives to strategic plans for 2016-17</li> <li>• To apply the pupil premium fund to support pupils in purchasing basic resources [including uniform] to ensure high self-esteem</li> <li>• To provide SSAT [Leadership Award] trained peer support workers, in the form of Sixth Form volunteers, to assist in core lessons and small group work</li> </ul>	<p>Week 1 onwards</p> <p>As appropriate [indicated within the Academy calendar]</p> <p>Week 1 onwards [specific dates identified within RAC Strategic Plans]</p> <p>As required. Letters to be sent out in Week 2 of 2016-17 academic year</p> <p>Training to take place Autumn term [first half]. Peer mentoring to take place second half of autumn term</p>	<p>The gap between pupil premium and non-pupil premium pupils will close.</p> <p>Upwards trajectory in profiles and extended profiles</p> <p>Increased attendance of pupil premium parents at parents evenings from 72% to 90%</p> <p>Objectives in RAC action plans are met; increase in progress of targeted pupils</p> <p>Student voices feedback and questionnaire results.</p>	<p>£7000.00 [4%] Additional Support Funding for intervention activities and pupil resources</p> <p>£7000.00 [4%] Student rewards and training activities</p> <p>£43 500 [27%] TA salaries to support intervention strategies</p> <p>£17 500 TLR and teaching staff salaries for additional intervention and TLR responsibilities for RAC</p>
<p>To ensure a super-curriculum which provides equality of opportunity for all pupils including pupil premium pupils:</p> <ul style="list-style-type: none"> <li>• Provide pupils with the opportunity to visit University open days to support aspiration [Cambridge/Oxford]</li> <li>• To actively encourage pupil premium pupils with level access to internal pupil roles: Prefect, Principal's Council, Achievement Ambassadors at KS4 and KS5. Pupils should be represented proportionately</li> <li>• Pupils to access "Growth Mindset" curriculum to support aspirations and increase progress</li> <li>• AGT pupils to be given access to IGGY as a means to support accelerated academic progress outside Academy</li> <li>• Pupils to be targeted for access to masterclasses at Norwich Academy [and to be financially supported to do so if required]</li> </ul>	<p>Spring term 2017</p> <p>Summer Term [P, PC] and Autumn Term [AA]</p> <p>Second half autumn term</p> <p>Week 1 2016-17 [to be an ongoing activity throughout 2016-17]</p> <p>Week 1 onwards</p>	<p>Student surveys will indicate that aspirations are appropriate and that pupils have attended open days</p> <p>A proportionate number of pupil premium children are represented on all Academy bodies.</p> <p>All pupil premium pupils identified as AGT will access IGGY on a regular, weekly, basis.</p> <p>All pupils identified as AGT, will attend masterclasses and feedback from pupils and parents is positive through questionnaires.</p>	<p>£20 000 [13%] Alternative Curriculum funding for College placements</p> <p>£8050.00 [5%] Educational supplies and to fund masterclasses and resources associated with visits</p>

<p>D</p> <p>To develop a comprehensive mentoring and IAG programme for pupils:</p> <ul style="list-style-type: none"> <li>• Develop a OneNote document to facilitate a central collation point for IAG adviser [linked to RAC &amp; Attendance]</li> <li>• One-to-One interview with all pupils in Year 10-11</li> <li>• Offer of business mentoring to all pupils in Year 10-11</li> <li>• All pupils in Years 9-11 will be required to provide information relating to Post-16 choices to ensure targeting interventions and raising of aspirations</li> <li>• Appointment of a mentor to discuss barriers to learning and how these can be overcome with pupils being selected depending on risk rating for NEET</li> <li>• <i>Continued support of Breakfast Club facility</i></li> </ul>	<p>Week 1</p> <p>Autumn term 2016-17</p> <p>Second half autumn term</p> <p>1<sup>st</sup> half autumn term [then ongoing meetings throughout the academic year]</p>	<p>Mentoring records will be in place-pupil voice feedback from pupils involved</p> <p>All Year 10-11 pupils to be interviewed</p> <p>OneNote records of meeting sessions</p> <p>Questionnaire results recorded on central OneNote document.</p> <p>Mentor in place and uptake of business mentoring to be 50%</p>	<p>£28 600 [18%] Counsellor and appointment of business mentor</p> <p>£1,500 [1%] TA Salaries TA half hour per day x 38 weeks @ £11/hr £800 [1%] Catering costs - breakfast for pupils</p>
<p>Supported by [e.g. external consultancy]:</p>	<p>Signed off as appropriate [Principal]:</p> <p>Signed off as appropriate [Trustees]:</p>		