

Pupil Premium Spending Plan | Bristol Brunel Academy | Academic Year 2014-2015 | Updated September 2015

Outcomes of Disadvantaged Students 2015

	5ACEM	3L Eng	4L Eng	3L Math	4L Math
2015 PP	27%	54%	23%	49%	8%
2015 Non-PP	56%	64%	32%	72%	34%
Gap	-29%	-10%	-9%	-23%	-26%
<i>2014 National Gap</i>	<i>-26%</i>	<i>-17%</i>		<i>-23%</i>	

Pupil Premium Funding 2014/15: **£373,065**

Area of Spend	Total Budgeted Cost	Contribution from Pupil Premium	Description of Intervention *where identified by Sutton Trust/Hattie	Intended Outcomes	How impact is to be measured	Impact of the Intervention (Summer 2015)
English Lead Practitioner	£5,946 TLR	£3,250 Likely impact on PP students.	Additional leadership and teaching specialism secured to increase the quality of teaching and learning in English. This improves the quality of English teaching, enabling greater progress of PP students regardless of ability. Lead Practitioner on part TT. Sutton Trust: Feedback +8 months Learning Styles + 2months reduced class size +3 months	To secure greater levels of progress for students in English, through the coaching and intervention of maths teaching. This will increase the progress of PP students within maths	Greater rates of progress in English KS3 to KS4. Improved lesson grades achieved. Both achievement and attainment of PP students to increase.	Summer 2015 was a turbulent year for English nationally. Progress gap in English is now better than national.
Maths Lead Practitioner	£5,946 TLR	£3,250 Likely impact on PP students.	Additional leadership and teaching specialism secured to increase the quality of teaching and learning in Maths. This improves the quality of Maths teaching, enabling greater progress of PP students regardless of ability. Lead Practitioner on part TT. Sutton Trust: Feedback +8 months Learning Styles + 2months reduced class size +3 months	To secure greater levels of progress for students in Maths, through the coaching and intervention of maths teaching. This will increase the progress of PP students within maths	Greater rates of progress in Maths KS3 to KS4. Improved lesson grades achieved. Both achievement and attainment of PP students to increase.	Progress in maths is now in line with national. Quality of teaching within the maths team is solid.
Science Lead Practitioner	£5,946 TLR	£3,250 Likely impact on PP students.	Additional leadership and teaching specialism secured to increase the quality of teaching and learning in Science. This improves the quality of Science teaching, enabling greater progress of PP students regardless of ability. Lead Practitioner on part TT. Sutton Trust: Feedback +8 months Learning Styles + 2months reduced class size +3 months	To secure greater levels of progress for students in science, through the coaching and intervention of maths teaching. This will increase the progress of PP students within maths	Greater rates of progress in Science KS3 to KS4. Improved lesson grades achieved. Both achievement and attainment of PP students to increase.	It is recognised that progress in Science was weak last year. This role will be specifically focused around progress in Science in 2015-2016.
Support Groups	£2,000	£1,000 Reflecting likely proportion of PP access	Outside provision (Hope's Place – both a girls and boys self-esteem group) is brought into the Academy to work with small groups to build social skills and self-esteem. Sutton Trust: Social and emotional learning +4 months	Specifically targeted at vulnerable students to develop social skills and self-esteem.	Attendance of targeted students, reduction in poor behaviour, greater involvement in lessons.	Student voice around participation in these groups is overwhelmingly positive.
Base Camp Year 7	£60,000	£20,000 around 33%	Base Camp is a nurture group for Year 7 that supports some of our less able students to transition into secondary	Students make good progress in Yr 7, close gaps	Levels of progress achieved in Yr 7, closing	Levels of progress for students engaged in

Nurture Group		of the staffing cost for this provision.	education; better supported through greater teacher continuity, designated classroom and targeted numeracy and literacy support. A good proportion of students are PP students. Sutton Trust: Small group tuition +4 months	and to support students to transition into the Academy. PP students to feel success and go on to achieve good levels of progress.	gap between outcomes of Base Camp and non-Base Camp. Greater student confidence & self-esteem.	Base Camp provision are rapidly accelerated compared to their starting points.
Non-Teaching Pastoral Support	£170,000	£90,000 Funding required to support level of Pastoral support – high impact on PP	The Academy spends c.£220,000 on Pastoral support. This makes a wide and deep impact of students, particularly our PP students. Year Teams focus not just on removing barriers to learning, but on tracking and enhancing the achievement of students. Deep involvement with families and ensuring any disadvantaged for PP students is reduced. Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month	Work tirelessly to ensure all students are supported to attend and achieve. PP students are supported to make greater levels of progress and that they do not have any barriers to learning or attendance caused by deprivation.	Increase in levels of expected and good progress by Year Team. Reduction in lesson "score 4s", reduction in call outs by Year, recording progress of PP and comp to non-PP.	Attendance of PP students is increasing, with a reduction in gap between them and their peers. Internal sanctions of PP students is falling, closing the gap to their peers.
Kids Company	£12,000	£6,000 Reflecting likely proportion of PP access	The Academy is jointly funding the use of the Kids Company to support some of our most vulnerable students through therapy. Sutton Trust: Social and emotional learning +4 months	Bespoke intervention for students who are particularly vulnerable a good proportion of which are PP.	Students able to engage in education, personal and emotional barriers are removed.	
Careers Advisor	£26,600	£13,000 (50%) Reflecting likely proportion of PP access	To support students to have and realize future aspirations; providing targeted and specific support for students to secure pathways and reduce numbers of NEETs. PP students proportionately supported by this provision to increase PP progression. Sutton Trust: Mentoring +1 month	Enable more PPs to realise the enabling power of education and that what they do now directly impacts on their future. Reduce the number of NEETs.	Number of NEETs over time. Expected and good progress of PP students. Greater Future Focus within the Academy.	Summer 2015 saw zero students being declared NEET which is an amazing statistic.
Attendance Officer	£21,000	£10,000 Reflecting proportion of caseload that are PP	Supporting students where barrier to achievement is attendance. Working with families to raise aspiration and engagement in education. Sutton Trust: Mentoring +1 month	Enable more PPs to realize the importance of attendance in aspirations and achievement.	Attendance of PP will rise over time to be at least in line with peers. Attendance of all will be above 95%	Attendance of PP students is increasing, with a reduction in gap between them and their peers.
KS4 Raising Achievement Coordinator	c.40k	£8,000 Proportion of role targeted at support of PP students	To deliver more rigour in tracking and intervening on students, including PP students, who are non-moving and not achieving predicted grades that indicate expected and good progress from Year 10 to 11. Ensuring a range of strategies are used in subjects and with individuals to track, intervene and accelerate progress. Coordinating intervention from Year and Curriculum Leaders and seeking and sharing best practice for shifting students. Sutton Trust: Small group tuition +4 months, reduced class size +3 months and one to one tuition +5 months	More students make expected/good levels of progress; predicted and actual grades improve; achievement & attainment improve by end Yr11. Quality of teaching & curriculum improves. Less intervention required. Greater student progression beyond KS4.	Numbers of students making expected and good levels of progress. Attainment grows to c.65 5ACEM by 2015. Quality of teaching G+. Number of students progressing to Post-16.	Although 5ACEM figures stagnated in Summer 2015, progress improved. In particular, VA showing progress across a range of subjects. This was in spite of a turbulent national picture.
KS3 Raising Achievement Coordinator	c.40k	£8,000 Proportion of role targeted at support of PP students	To deliver more rigour in tracking and intervening on students, including PP students, who are non-moving and not achieving expected and good progress from Year 7 to 9. Ensuring a range of strategies are used in subjects and with individuals to track, intervene and accelerate progress. Coordinating intervention from Year and Curriculum	More students make expected/good levels of progress; Quality of tracking and intervention improves. Greater student progression through KS3	Numbers of students making expected and good levels of progress. Attainment grows in Year 7,8 and 9. Reducing the number of	Students are making more informed options decisions in Y9. Academy is oversubscribed in Y7 & Y8 showing increasing

			Leaders and seeking and sharing best practice for shifting students. Sutton Trust: Small group tuition +4 months, reduced class size +3 months and one to one tuition +5 months		months behind students are.	community faith in the provision.
SLT Acute Behaviour Role	£42,000	£25,000 (60%) Likely impact on PP. PP funding necessary for appointment.	Extended SLT role to support acute cases of behaviour that requires alternative provision. This role also seeks to improve behaviour management within classrooms. Manages all negotiated transfers in and out of the Academy. Ensures consistency of sanction and rebuild is applied. Good proportion of PP students involved. Sutton Trust: Behaviour Interventions +4 months	To ensure that where students struggle to make progress and show the right attitude within the Academy, that appropriate, alternative provision is found.	Success of individual students in alternative provision. A reduced impact of a few within the Academy so all have the right to teach and the right to learn.	The use of alternative provision is falling. More students are being successfully managed in the academy, leading to stronger outcomes for individuals.
Additional part Maths Teacher	£20,000	£8,000 40% likely benefit to PP students	Smaller Class Sizes and increased intervention, improved teacher continuity and a greater core subject resource to support all "non-moving" students and secure greater levels of expected progress. Sutton Trust: Small group tuition +4 months, reduced class size +3 months	Increased expected and good levels of progress achieved. Improved continuity, class size and intervention possible. Improved PP progress and attainment.	Quality and continuity of the timetable. Class sizes, amount of flexibility to intervene. Amount of expected and good progress achieved.	Progress in maths improved, in particular in Y11 outcomes. Progress across other year groups also improved.
Additional part English Teacher	£20,000	£8,000 40% likely benefit to PP students	Smaller Class Sizes and increased intervention, improved teacher continuity and a greater core subject resource to support all "non-moving" students and secure greater levels of expected progress. Sutton Trust: Small group tuition +4 months, reduced class size +3 months	Increased expected and good levels of progress achieved. Improved continuity, class size and intervention possible. Improved PP progress and attainment.	Quality and continuity of the timetable. Class sizes, amount of flexibility to intervene. Amount of expected and good progress achieved.	Progress in English improved, in particular with Y11 outcomes. Gap between PP and non peers closed to well below national gap.
Additional part Science Teacher	£20,000	£8,000 40% likely benefit to PP students	Smaller Class Sizes and increased intervention, improved teacher continuity and a greater core subject resource to support all "non-moving" students and secure greater levels of expected progress. Sutton Trust: Small group tuition +4 months, reduced class size +3 months	Increased expected and good levels of progress achieved. Improved continuity, class size and intervention possible. Improved PP progress and attainment.	Quality and continuity of the timetable. Class sizes, amount of flexibility to intervene. Amount of expected and good progress achieved.	Intervention, particularly into Y11 and Y10 onrolled Assessments has allowed greater flexibility in Science provision.
Student Counsellor	£28,000	£18,000 likely proportion of PP access	Full Time Counsellor employed to work with vulnerable individuals, a higher than proportion of which are PP students. Sutton Trust: Social & emotional learning +4months	A number of vulnerable students, including several with PP are supported to overcome difficulties.	Anonymous case studies of success with a number of students.	Both of the counsellors are used to capacity. Social and Emotional wellbeing is taken seriously.
Summer School	£1,500 (£3000 Staffing)	£1,000 proportion of PP access	Year 6 students attend Summer School to support transition and secure early progress-literacy and numeracy. Sutton Trust: Summer Schools +3 months	Students achieve early progress and enjoy smooth transition to BBA.	Attendance in the summer and individual successes	Summer school was attended by a record number of students. Student and parent voice was overwhelmingly positive.
Alternative Provision	£29,000	£15,000 likely	Across the Academic Year a few students who are our most challenging require alternative provision. We have a wide	Those students who require alternative provision are	Number of successful alternative placements	The use of alternative provision is falling,

		proportion of PP access	range of outside agencies and provision that we use. A proportion of which are used by PP students to enable them to have more appropriate provision for their needs. Sutton Trust: Behaviour Interventions +4 months	supported into placements in a timely fashion and that these lead to sustained improvement.	successfully completed. Improvements in achievement and attitude/individual.	though still remained the most suitable provision for two students who are then well placed to move into continued education.
Studio Provision	£75,000	£45,000 likely proportion of PP access	The Studio (Engage) provides an Alternative provision for students who find Main Stream more difficult. This provides more appropriate support for a few, some of which are PP students. Sutton Trust: Behaviour Interventions +4 months	To enable a few students to access a revolving door provision that provides small group support, of site, to support students to remain in mainstream.	Number of students who are successfully supported through the Studio to return to the Academy and achieve good qualifications.	The use of the 'Engage' provision within the CLF allows for intensive mentoring and re-tracking. This has allowed some students to re-engage in education and others to complete their education where they would otherwise risk not finishing in education.
Personal Learning Centre - PLC	£110,000	£52,000 At least the proportion of PP students benefitting from PLC.	Personalised Learning Centre (PLC) provides behaviour support and intervention for some of our most vulnerable/difficult students. These belong to the PLC family and enjoy wrap around support to remove barriers and allow students to more successfully access their learning. High proportion of PP students. Sutton Trust: Behaviour Interventions +4 months	To support some our most vulnerable and challenging students to be successful within the Academy. Wrap around support and ability to conduct productive/learning focused sanctions.	Number of students supported. Number of successful PLC students within mainstream and rates of progress and demonstration of improved attitudes.	The PLC support has allowed students to continue at Brunel who would otherwise be at risk of NEET. For those where the provision is not best suited the PLC works with other schools and providers to ensure they have access to suitable provision.
Music Tuition Subsidy	£8,000	£3,000	Uptake of extra-curricular musical instruments had historically been poor, particularly with PP students. Money has been allocated to subsidise tuition, particularly for PP students, to increase uptake. Sutton Trust: Arts Participation +2 months	Playing a musical instrument has been proven to develop skills which are transferable to all subjects and accelerate learning across multiple subjects.	Uptake of instrument lessons will continue to rise with a greater proportion of PP students involved.	An increased number of PP students are accessing music tuition.
Breakfast Club	£25,000 (£1950 Staffing)	£17,000 (75%) Reflecting likely proportion of PP access	Breakfast provided to all students free of charge to ensure access to food at the start of the Academy Day. Students, particularly PP, are encouraged to attend – increased subsidy this year. Year Teams to direct students toward the provision. *Not evidenced by Sutton or Hattie	Ensure the availability of breakfast for PP students so that they are ready to learn and eating healthy food at the start of each Academy Day.	Number of breakfasts served to increase over time – securing as many PP students as possible.	Uptake of breakfast club continues to rise. Currently, 60% of those who partake are PP.
Uniform	£3000	£1,600 Reflecting likely proportion of	Students in need, who have financial difficulties are given uniform where appropriate. A number of PP students benefit from this opportunity that increases inclusion and removes a barrier to learning.	PP students who do not have full uniform are given item free of charge.	Number of students receiving free uniform.	Ties in particular are provided to students in need. However, trousers, skirts, shirts

		PP access	Sutton Trust: Uniform 0 months			and shoes have also been provided. Facilities for washing clothes are also in place.
Homework Planners	£400	£150 likely proportion of PP	A number of homework planners are funded so that where these are required, any financial requirement is removed for our PP students. Sutton Trust: Homework +5 months,	PP students who do not have planners are re-issued without charge.	Number of students receiving free planner. Amount of HW completed.	Over 70 free planners were distributed, largely to PP students as replacements.
Exam Revision classes and preparation	£6,000	£3,500 Reflecting likely proportion of PP access	Revision classes run during Half Term and the Easter break to ensure all students prepare for external examinations. Including @Bristol days. Number of whom will be PP students. Cost of opening Academy and staffing. *Not evidenced by Sutton or Hattie	PP students with others supported to attend the Academy in holidays to revise and perform better in exams.	Number of students attending and performance within exams.	Uptake of holiday or weekend revision increased. Further targeting of PP for uptake is needed.
ECDL Course Delivery	£25,000	£5,000	External company delivering specific curriculum to students who are in danger of not achieving subjects which will allow them to move on to the next phase of suitable curriculum. *Not evidenced by Sutton or Hattie	PP students specifically identified in order to ensure they have outcomes which will allow them to move on to the next stage in education.	Outcomes of ECDL course add significant value to the student's life chances.	75% of all those who have completed ECDL are PP. This ensures they have the best chances of accessing the next stage of education or training.
Action Tutoring	£1000	£1,000 reflecting selection of disadvantaged students	Action tutoring work with individuals or 2-1 to deliver English and Maths revision sessions. Sutton Trust: Small Group +4 months, One-to-One +5 months	Specifically used with PP students to help close the gap with their peers.	Improved progress of PP students to enable outcomes in line with their peers.	All students who had action tutoring were PP. This allowed access to 1-1 or 1-2 tuition in English and Maths for students in the run up to their final exams.
Show My Homework	£3,200	£1,000	New system to raise awareness, completion and understanding of homework activities. Allow parents to engage in homework. Sutton Trust: Homework +5 months,	All students have better information about home learning along with parental access to tasks.	Greater completion of homework with greater parent feedback on appropriate homework levels	Although in it's infancy, SMHW is now embedded. Further evidence of impact being targeted.
TOTAL		£378,000				
Brunel Contribution		£4,935				