

Outcomes of Disadvantaged Students 2016

	Basics	3L Eng	4L Eng	3L Math	4L Math	Value Added
2016 PP	39% ↑	74% ↑	29% ↑	60% ↑	23% ↑↑	1004 ↑
2016 Non-PP	65% ↑	85% ↑	38% ↑	80% ↑	35% ↑	1015 ↑
Gap	-26% ↑	-10% ↑	-9% =	-20% ↑	-12% ↑↑	-11pts ↑↑
2015 PP	25%	51%	23%	45%	9%	983
2015 Non-PP	58%	64%	32%	73%	33%	1006
Gap	-33%	-13%	-9%	-28%	-24%	-23pts
<i>2015 National Gap</i>	<i>-27%</i>	<i>-17%</i>		<i>-23%</i>		<i>-33pts</i>

Pupil Premium Funding 2015/16: **£395,000**

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 2016)
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. <i>Sutton Trust: Feedback +8 months Learning Styles + 2months reduced class size +3 months</i>	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.	Outcomes in English improved significantly for Pupil Premium students with regards progress. A determined focus on differentiation to meet the needs of all was led by the LP
Maths Lead Practitioner	£5,946 TLR	£3,250 Likely impact on PP students. <i>(VACANT for part of year)</i>	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. <i>Sutton Trust: Feedback +8 months Learning Styles + 2months reduced class size +3 months</i>	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.	Outcomes in Maths improved significantly for Pupil Premium students with regards progress. A determined focus on differentiation to meet the needs of all was led by the LP
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. <i>Sutton Trust: Feedback +8 months Learning Styles + 2months reduced class size +3 months</i>	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.	

Support Groups	£2,000	£2,000 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.	Measured through improved attendance, behaviours and by discussion with mentor.
Base Camp Year 7 Nurture Group	£60,000	£30,000 around 50% of the staffing cost for this provision.	Base Camp is a nurture group for Year 7 that supports some of our less able students to transition into secondary 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	Students make good progress in Yr 7, close gaps and to support students to transition into the Academy. PP students to feel success and go on to achieve good levels of progress.	Levels of progress achieved in Yr 7, closing gap between outcomes of Base Camp and non-Base Camp. Greater student confidence & self-esteem.	Levels of progress amongst Nurture Group members show positive impact. All students able to integrate in to mainstream classes before the end of Y7
Non-Teaching Pastoral Support	£170,000	£85,000 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.	Improved attendance and behaviours of all students and positive breakdown showing impact on Pupil Premium students.
Teaching Pastoral Support	£50,000	£20,000 Funding required to allow greater pastoral focus on Achievement	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.	Improved attendance and behaviours of all students and positive breakdown showing impact on Pupil Premium students.
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.	Withdrawn due to liquidation of Kids Company – alternative provision being considered.
Careers Advisor	£26,600	£11,000 (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.	All students in Summer 2016 had intended destinations. Summer 2015 had very low NEET figures.
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%	3yr improved trajectory of attendance across both PP and Non-PP groups.
Mathematics	£21,000	£4,000	Jointly funded by PP and Y7 Catch Up Funding. Supporting	Enable PP students to close	Progress of PP students	Outcomes in Maths

TA			students in Mathematics who need additional tuition to close the gap with their peers. Sutton Trust: Teaching Assistants +1 month, Small group tuition +4 months and one to one tuition +5 months	the gap in attainment between them and their peers.	will accelerate enabling gaps in attainment to close.	improved significantly in Summer 2016, in particular with regards progress across groups.
English TA	£21,000	£4,000	Jointly funded by PP and Y7 Catch Up Funding. Supporting students in English who need additional tuition to close the gap with their peers. Sutton Trust: Teaching Assistants +1 month, Small group tuition +4 months and one to one tuition +5 months	Enable PP students to close the gap in attainment between them and their peers.	Progress of PP students will accelerate enabling gaps in attainment to close.	Outcomes in English improved significantly in Summer 2016, in particular with regards progress across groups.
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.	Outcomes in Summer 2016 in Y11 were the best ever seen in the Academy's 9 year history. Value Added for PP students was in line with peers.
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 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; 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 months behind students are.	Progress levels across KS3 showed improvement. A large focus was given to developing a comprehensive and robust system of assessing and measuring progress to further improve outcomes.
SLT Acute Behaviour Role	£42,000	£21,000 (50%) 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.	Role altered through the Academic year, but focus in ensuring that all Y11 students completed education. All students on role completed education.
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.	Outcomes in Maths improved significantly in Summer 2016, in particular with regards progress across groups.

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.	Outcomes in English improved significantly in Summer 2016, in particular with regards progress across groups.
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.	Outcomes in Science improved slightly, though still need in-depth focus. However, many improvements were made to curriculum plans.
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 +4 months	A number of vulnerable students, including several with PP are supported to overcome difficulties.	Anonymous case studies of success with a number of students.	Difficult to impact measure, but impact on student wellbeing
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	Funding for Summer School was withdrawn by DfE, therefore final cost was £8,600 funded by the Academy. Over 125 students attended.
Alternative Provision	£29,000	£15,000 likely proportion of PP access	Across the Academic Year a few students who are our most challenging require alternative provision. We have a wide 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	Those students who require alternative provision are supported into placements in a timely fashion and that these lead to sustained improvement.	Number of successful alternative placements successfully completed. Improvements in achievement and attitude/individual.	Alternative provision used for two students to ensure they successfully completed an appropriate education to enable a progression pathway.
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.	Studio used to ensure all on role students successfully complete education to enable progression pathways. All Y11 students did so in Summer 2016.
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.	Improvement of behaviour logs for supported students, increases engagement in education. All supported Y11 successfully completed education programme.
Music	£8,000	£3000	Uptake of extra-curricular musical instruments had	Playing a musical instrument	Uptake of instrument	Greater numbers of PP

Tuition Subsidy			historically been poor, particularly with PP students. Money has been allocated to subsidise tuition, particularly for PP students, to increase uptake. <i>Sutton Trust: Arts Participation +2 months</i>	has been proven to develop skills which are transferable to all subjects and accelerate learning across multiple subjects.	lessons will continue to rise with a greater proportion of PP students involved.	students are studying an instrumental music instrument.
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. <i>*Not evidenced by Sutton or Hattie</i>	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 grow for the 3 rd year in a row. Uptake by PP students is disproportionately high.
Uniform	£3000	£1,600 Reflecting likely proportion of PP access	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. <i>Sutton Trust: Uniform 0 months</i>	PP students who do not have full uniform are given item free of charge.	Number of students receiving free uniform.	Ensures that all students are supported to meet uniform requirements ensuring full access to lessons.
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. <i>Sutton Trust: Homework +5 months,</i>	PP students who do not have planners are re-issued without charge.	Number of students receiving free planner. Amount of HW completed.	
Exam Revision classes and preparation	£6,000	£3500 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. <i>*Not evidenced by Sutton or Hattie</i>	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.	Summer 2016 outcomes were the best ever for the Academy in it's 9 year history.
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. <i>*Not evidenced by Sutton or Hattie</i>	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.	ECDL allowed some students who had become disengaged to feel early success and re-engage for the final months of study. ECDL outcomes were high.
Action Tutoring	£1000	£1000 reflecting selection of disadvantaged students	Action tutoring work with individuals or 2-1 to deliver English and Maths revision sessions. <i>Sutton Trust: Small Group +4 months, One-to-One +5 months</i>	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.	In the end Action Tutoring was not used in Summer 2016
Show My Homework	£3,200	£1,000	New system to raise awareness, completion and understanding of homework activities. Allow parents to engage in homework. <i>Sutton Trust: Homework +5 months,</i>	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	Movement of homework to SMHW enabled better tracking of completion by students, parents and staff.
TOTAL		£395,000				
Brunel Contribution		£1,750				