

Outcomes of Disadvantaged Students 2016

	Basics	3L Eng	4L Eng	3L Math	4L Math	P8 Overall	P8 Eng	P8 Maths	P8 EBacc	P8 Other
2016 PP	39% ↑	74% ↑	29% ↑	60% ↑	23% ↑↑	-0.05 ↑↑	-0.15 ↑	0.22 ↑↑	-0.10 ↑	-0.11 ↑
2016 Non-PP	65% ↑	85% ↑	38% ↑	80% ↑	35%	0.13 ↑	-0.02 ↑	0.30 ↑	0.34 ↑	-0.09
Gap	-26% ↑	-10% ↑	-9% =	-20% ↑	-12% ↑↑	-0.18 ↑	-0.13	-0.08 ↑↑	-0.44	-0.02 ↑
2015 PP	25%	51%	23%	45%	9%	-0.31	-0.49	-0.34	-0.27	-0.20
2015 Non-PP	58%	64%	32%	73%	33%	0.06	-0.12	0.09	0.14	0.07
Gap	-33%	-13%	-9%	-28%	-24%	-0.37	-0.37	-0.43	-0.41	-0.27

Pupil Premium Funding 2016/17: **£407,136**

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	Half way review (March 2017)	Impact of the Intervention (Summer 2017)
English Lead Practitioner	£5,946 TLR	£1,000 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 English teaching. This will increase the progress of PP students within English	Greater rates of progress in English KS3 to KS4. Improved lesson grades achieved. Both achievement and attainment of PP students to increase.	Lesson quality in English is strong following first 2 rounds of PM. Feedback from central CLF English team is positive. Y11 outcomes in new specification need continued focus, though confidence in team from external scrutiny that plans are well executed.	
Maths Lead Practitioner	£5,946 TLR	£1,000 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.	Lesson quality in Maths is strong following first 2 rounds of PM. Feedback from central CLF Maths team is positive. Use of external data comparison for new specification gives confidence in delivery.	
Science Lead Practitioner	£5,946 TLR	£1,000 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 science teaching. This will increase the progress of PP students within science.	Greater rates of progress in Science KS3 to KS4. Improved lesson grades achieved. Both achievement and attainment of PP students to increase.	Science team continues to strengthen. New central Science support in place which starts to mirror English and Maths. Outcomes in Science for Summer 2017 look further improved. Curriculum changes made to maximise performance.	

Support Groups	£5,000	£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.	Attendance of all students is improved, with attendance of pupil premium students improving at a faster rate.
Nurture Group Year 7 Nurture Group	£60,000	£17,000 around 25% of the staffing cost for this provision.	Nurture Group is 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.	Nurture Group students are currently being prepared for fully integrating into standard timetables.
Non-Teaching Pastoral Support	£170,000	£45,000 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.	Absence levels for PP students are much improved. Persistent Absence levels are reducing. Fixed Term Exclusion levels are much reduced on previous academic year.
Teaching Pastoral Support	£50,000	£18,000 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.	Absence levels for PP students are much improved. Persistent Absence levels are reducing. Fixed Term Exclusion levels are much reduced on previous academic year.
Careers Advisor	£26,600	£10,000 (40%) 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 realize 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 Year 11 students have had a personal careers meeting. Targeted students across other year groups have had personal meetings.
Attendance Officer	£22,500	£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 all students is improved, with PP more so. Levels of Persistent Absence have reduced.
Mathematics TA	£19,000	£6,000	Jointly funded by PP and Y7 Catch Up Funding. Supporting 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	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.	Almost all PP students in the Academy have had a round of intervention through 'The Hub' provision.
English TA	£19,000	£6,000	Jointly funded by PP and Y7 Catch Up Funding. Supporting students in English who need additional tuition to close the gap with their peers.	Enable PP students to close the gap in attainment between them and their	Progress of PP students will accelerate enabling gaps in attainment to	Almost all PP students in the Academy have had a round of intervention through 'The

			Sutton Trust: Teaching Assistants +1 month, Small group tuition +4 months and one to one tuition +5 months	peers.	close.	Hub' provision.	
SLT Extended Roles	c.100k	£15,000 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.	Two members of extended leadership are leading on whole school Literacy and Numeracy (focus on Reading). Foundation skill which we know underpins strong progress.	
Inclusion & Safeguarding Manager	£33,000	£16,000 (50%) Likely impact on PP. PP funding necessary for appointments.	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 with in the Academy so all have the right to teach and the right to learn.	Alternative provisions, revolving door interventions and negotiated transfers have all served to reduce fixed term exclusion instances. In addition, no permanent exclusions have happened in the academic year.	
'The Hub' – Maths Teacher	£28,000	£21,000 75% 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.	Almost all PP students in the Academy have had a round of intervention through 'The Hub' provision.	
'The Hub' – English Teacher	£28,000	£21,000 75% 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.	Almost all PP students in the Academy have had a round of intervention through 'The Hub' provision.	
'The Hub' – Primary Teacher	£28,000	£21,000 75% 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, Reading Comprehension Strategies +5 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.	Almost all PP students in the Academy have had a round of intervention through 'The Hub' provision.	
Student Counsellor	£28,000	£14,000 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.		

Summer School	£8,600 (£3000 Staffing)	£5,000 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	Hasn't yet happened. However, due to investment will still be able to happen despite funding withdrawal by government.	
Alternative Provision	£30,000	£20,000 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 provisions, revolving door interventions and negotiated transfers have all served to reduce fixed term exclusion instances. In addition, no permanent exclusions have happened in the academic year.	
Engage 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 support through the Studio to return to the Academy and achieve good qualifications.	Alternative provisions, revolving door interventions and negotiated transfers have all served to reduce fixed term exclusion instances. In addition, no permanent exclusions have happened in the academic year.	
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 work of the PLC has served to reduce instances of fixed term exclusion. In cases there is also an attributable link to improved attendance and outcomes.	
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.		
Breakfast Club	£34,000 (£1950 Staffing)	£17,000 (50%) 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.	Breakfast club continues to increase in popularity. Around a quarter of students now access it daily ensuring the best start to the day.	
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. Sutton Trust: Uniform 0 months	PP students who do not have full uniform are given item free of charge.	Number of students receiving free uniform.	Students with the highest need have items of uniform provided to ensure they are not different to their peers.	
Homework Planners	£400	£150 likely proportion	A number of homework planners are funded so that where these are required, any financial requirement is removed for our PP students.	PP students who do not have planners are re-issued without charge.	Number of students receiving free planner. Amount of HW		

		of PP	Sutton Trust: Homework +5 months,		completed.		
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.	A good range of classes were offered during February and April holidays. Uptake varied, something to be focused on during next break.	
ECDL Course Delivery	£15,000	£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.	ECDL has been delivered to 3 cohorts (around 55) Year 11 students. This ensures students are leaving with a varied suite of qualifications to enable college/apprenticeship entry.	
'The Hub' Resources	£20,000	£15,000	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	Ensure that 'The Hub' provision is well resourced and equipped to enable the staff to have maximum impact.	Start and end points of students assessed during their intervention time in 'The Hub'. Outcomes for PP students improve.	Almost all PP students in the Academy have had a round of intervention through 'The Hub' provision.	
Hardship Fund	£5,000	£3,000	This fund is used to provide additional resources, uniform, school trips, extra-curricular etc for students who are Pupil Premium. *Not evidenced by Sutton or Hattie	Ensure that no students, regardless of economic background, are left unable to access provision or extra-curricular.			
PP Rewards Fund	£5,000	£5,000	A specific fund of money to reward exceptional participation or encourage raising aspirations for pupil premium students.	Ensure that specific funding is available to reward students for exceptional performance or commitment to learning.		Rewards following literacy strategy initiatives has included Kindles and books along with some sport and exercise related prizes.	
Assistant SENCo Role	£19,000	£8,000	Aspects of this role include mentoring and support of Children in Care (Looked After Children). Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month	Support and provide mentoring for all Children in Care (Looked After Children) to ensure their full needs are met within the Academy.	Outcomes for CiC improve. In addition, all CiC have confirmed progression pathway.	A recent increase in the number of CiC students has seen a change in structure. All CiC get personalised input. Information available on the CiC Spending Document.	
TOTAL		£408,250					
Brunel Contribution		£1,114					