

Pupil Premium 2014/15 [\(Financial year\)](#)

Leader: Angela Appleby

Evaluated: Governor's student committee.

WHAT IS PUPIL PREMIUM?

Pupil Premium funding began in 2011. From April 2012, pupil premium funding was extended to include:

1. All children eligible for free school meals at any point in the past 6 years.
 2. Children who have been looked after for 1 day or more.
 3. Children who are adopted.
 4. Children who leave care under a Special Guardianship Order or a Residence Order.
- Ofsted inspections report on how schools' use of the funding affects the attainment of disadvantaged pupils.
- They will hold us to account through performance tables, which include data on:
- The attainment of the pupils who attract the funding.
 - The progress made by these pupils.
 - The gap in attainment between disadvantaged pupils and their peers.

The government believes that the pupil premium, which is allocated to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and their peers by ensuring that the funding to tackle disadvantage reaches the pupils who need it the most.

The aim of the money is to try and close the attainment gap. The school have autonomy over how they spend the money but they are required to ensure that it is spent on projects and interventions that support students from low-income households to achieve equally as well as their peers.

OUTLINE OF THE FUNDING WE RECEIVE.

Haydon School received a total of £238,517.50 for the financial year 2014/15. This is broken down in the following way:

- 250 students at £935 = £233,750
- 1 student at 50% of £935 = £467.50
- 8 students Service at £300 = £2400
- 1 student adopted from care = £1900

We also receive Pupil Premium funding for our 7 Looked After children of up to £1900 to £2,200 each. The money has to be requested on a termly basis following discussions with the student's relevant borough.

WHY THIS IS A KEY PRIORITY FOR THE SCHOOL.

Gaining more good GCSEs is life changing for our students. The challenge is working out how we can close the gap. We need to address what the barriers are to unlocking the potential of more disadvantaged and low attaining children to ensure that all achieve. Children with 5 good GCSEs are likely to:

- Earn about 10% more than similar people with lower qualifications.
- Increase their lifetime productivity at this level by £100,000 for men and £85,000 for women.

- Be in full time employment or training at 18. Being unemployed at 18 can lower wages by 12-15% by the age of 42
- Be of lower risk of depression, risk taking behaviour and obesity in later life.
- Have children later. A third (32%) of young women who do not achieve at least 5 GCSE's have a child by 19, 10 times more than those who do.

PREVIOUS DATA:

	2012/13 5 A*-C Inc E &M		2013/14 5 A*-C Inc E &M
PP	44%	PP	36%
Non PP	74%	Non PP	77%

OUR KEY AIM FOR 2015/16:

To improve the outcomes of Pupil Premium students. To achieve this we are aiming to narrow the gap by addressing barriers to learning which create inequalities and also raise the attainment of those students in low income families. Specifically we aim to:

- Improve their levels of attainment and progress.
- Close attainment gaps relative to the school averages.
- Have full access to our curriculum.
- Improve levels of attendance.
- Support social and emotional development

HOW ARE WE AIMING TO ACHIEVE THIS?

- Honestly evaluate performance across the school.
- All PP students' intervention 'needs' mapped.
- Ensure good quality teaching for all and also wave 2 and 3 intervention for all PP
- Clearly monitored impact of intervention strategies in place for all PP students. All interventions are entered on SIMS to ensure that
- Raise the profile of the attainment and participation of all PP students.
- Teaching and learning focus on closing the gap and participation of all PP students.

EXPENDITURE 2014/15

After reviewing the expenditure plans for the previous years and the researching into current thinking in terms of Pupil Premium spending we decided to divide the funding in to two distinct categories or 'pots'. The first pot would be specifically allocated to staffing who had a specific responsibility for Pupil Premium. The second 'pot' would be available for all staff in the school to place intervention bids for. The rationale behind this was to all allow staff the autonomy to identify intervention needs in their areas of expertise and then identify strategies to tackle these area. Thus intervention would not be top down but rather bottom up.

All staff received training in how to develop bids and also staff were given the opportunity to attend training on intervention during teaching and learning CPD sessions. This change in the funding structure and focus of Pupil Premium funding was discussed as a leadership team and also presented to Governors.

Expenditure detail (to date)

POT ONE – STAFFING- £187,403.00

Role	% Salary	Cost	PP role
Assistant Head Teacher	33%	£ 21874	To oversee the closing the gap agenda. To monitor the effectiveness of spending and strategies to close the gap. To work with all staff in the school to ensure consistency in terms of meeting the schools aims.
Believe and Achieve unit staff	50%	£12261	To support students who have been identified as at risk of exclusion in re-engaging them in the learning process, develop strategies to promote positive behaviour and raise aspirations.
Believe and Achieve unit lead	25%	£9347	To lead strategies and support students who have been identified as at risk of exclusion in re-engaging them in the learning process, develop strategies to promote positive behaviour and raise aspirations.
Maths Learning Mentor x2	100%	£40470	To support students identified as needing additional support in maths to aid them in reaching their potential. Though a combination of mentoring, one to one support and support in lessons.
Pupil Premium Learning Mentors x3	100%	£63020	To support students identified as needing additional support to close the gap for example in attainment, behaviour, or attendance. Though a combination of mentoring, one to one support and support in lessons.
LINK lead	50%	£16993	To support students identified as needing additional support with specific social and emotional issues and to raise aspirations. Though a combination of mentoring, one to one support and support in lessons.
2 nd in faculty in core areas (Maths, English, Science)	TLR	£19605	To identify students within he faculty area who need additional intervention. To initiate intervention strategies. To monitor the impact of intervention strategies.
Pupil Premium Administration	1 day a week	£3833	To track and manage the intervention data for Pupil Premium students.

As the roles of these staff are very varied it is difficult to trace the impact of their intervention though simple quantitative measures. To monitor the impact the lead for Pupil Premium meets with them regularly to review their impact and priorities. Staff are also asked to produce impact statements. The Pupil Premium Learning mentors also complete interviews with students prior to and once intervention has ceased.

'POT' TWO – STAFF BIDS- £ 51,114.50

All staff have the opportunity to bid for money to support intervention from this 'pot'. A pro forma has been created to support staff bid for money. Staff are asked to Outline the focus of the intervention, outline the students involved in the intervention, identify the timescale of the intervention, identify and resources required for the intervention and costing. Once the impact is completed they then need to complete a review of the intervention and identify the impact. They are also asked to complete an evaluation of this intervention. The lead in charge of Pupil Premium meets with staff during or at the end of the intervention to discuss success.

All bids are centrally recorded in a spreadsheet and the intervention is mapped on the schools data monitoring system.

To date (18/05/2015) there have been 76 separate bids from staff which have ensured that all PP students have received a range of different individualised interventions. The following is a running breakdown of how the funning has been allocated:

Staffing	Trips	Curriculum	Sundries	Total
£8,628	£7,963	£2,869	5,271.97	£ 24,672.47