

Pupil Premium Funding 2018-19

Proposed Expenditure Plan

The Academy has allocated £162,690 to support Pupil Premium students.

There are 174 Pupil Premium students on roll (October 2018).

Ormiston Endeavour Academy is guided by the principles of success for all students and the removal of all barriers for learning. Careful use of Pupil Premium funding ensures that students who may otherwise be unfairly restricted by personal circumstances, are given the opportunity and support they need to achieve their full potential.

We aim to:

- Improve the attendance of Pupil Premium students;
- Close gaps in attainment and progress between Pupil Premium students and their peers;
- Improve attitudes to learning, resilience, participation and confidence of Pupil Premium students;
- Secure successful outcomes for all students.

Our approach rests on quality teaching first, ensuring that the progress of all students is reviewed regularly by teachers, subject leaders, pastoral leaders and senior leaders. The progress of disadvantaged (including Pupil Premium) students is always reviewed first.

Interventions are also undertaken for disadvantaged (including Pupil Premium) students first and the academy allocates resources to ensure that personal intervention is effective and timely in order to enhance students' attendance, behaviour, participation and self-esteem.

Focus area	Strategy
Attendance	
Pupil Premium attendance improves and Academy Development Plan targets met.	Attendance processes maintained and led by Support for Learning team: <ul style="list-style-type: none"> • Attendance officer; • Assistant Heads of House; • Heads of House; • Form tutors.
	Department catch-up provision after school for missed lessons.
Behaviour	
Pupil Premium sanctions decline and Academy Development Plan targets met.	Interventions for higher level students led by Support for Learning team: <ul style="list-style-type: none"> • Assistant Heads of House and Raising Achievement Manager; • Heads of House / Year; • Form tutors; • Internal Exclusion Manager.
Year 11 Attainment & Progress	
Headline performance measure targets for Pupil Premium students achieved.	HLTA provision in Maths, English and Science, targeted support for PP students.
	Monitoring of PP students' progress and projected attainment. Impact driven intervention strategies applied by Heads of Department.
	Raising Achievement Manager supports provision of a tailored curriculum and intervention outside timetabled lessons.
	After school revision resources and provision in place.
	Subsidised revision guides in English, Maths and Science.
Year 7-10 Achievement & Progress	
Internal assessment data 70%+ of students achieve target grades in English, Maths and Science.	HLTA provision in Maths, English and Science, targeted support for PP students. Staffing - <i>see below</i>
Students' reading age is at or above students' own age.	Regular reading for students in Years 7 and 8.

Resilience, participation and confidence	
Pupil Premium students participate in a growing range of extra-curricular opportunities.	PP students participate in Duke of Edinburgh Award Scheme Continuing students achieve Bronze level award. New group of students begin scheme.
	Enrichment timetabled fortnightly.
	Debating group established.
	Funded 1:1 instrumental tuition.
Careers and progression	
An increased proportion of Pupil Premium students progress to higher education.	Collaboration with NEACO to increase participation in higher education progression.
Pupil Premium students leave the academy with necessary interview and work related skills for employability.	Increased industry contact through the curriculum for students in Years 7-11.
	Year 9 and 10 student participation with Higher Education through the Brilliant Club Scholars Programme.
	Year 10 Work Experience led by Raising Achievement Manager with responsibility for CEIAG.
	Year 11 Careers Day and interview preparation led by Raising Achievement Manager with responsibility for CEIAG.
Pupil Premium students access 1:1 Careers Information Advice and Guidance.	1:1 interviews with all Year 10-11 students undertaken by Raising Achievement Manager.
Access to education	
Equipment and uniform are provided or subsidised to ensure that all pupil premium students can access education.	Financial support for purchasing uniform.
	Overlays supplied for all Irlen Syndrome students in all year groups.
	Subsidised travel during the exam period for Pupil Premium students who live at a distance from the academy.

Staff	2018/19
Teaching Assistants <ul style="list-style-type: none"> • 3 teaching assistant posts • 4 Higher Level Teaching Assistant posts (Maths, English, Science, Create) 	£54,825
Pastoral and Achievement support <ul style="list-style-type: none"> • 3 Heads of Year • 2 Assistant Heads of Year • Raising Achievement Manager with responsibility for CEIAG • Attendance Officer • Internal Exclusion Coordinator 	£103,814
Total:	£158,640

Remaining after staff: £4,050

Resource	2018/19
Rewards	£350
Pupil Premium Educational resources	£3350
Enrichment (including musical tuition)	£350
Total:	£4050