

Pupil Premium Plan

Pupil Premium Plan Academic Year 2018/19

Context of Academy

Manor Croft Academy is a comprehensive 11-16 school serving Earlsheaton and the surrounding community. In September 2013 we converted from a Local Authority School to an Academy sponsored by DELTA Academies, an educational charity that sponsors a chain of Academies across Yorkshire and the Humber. We have high aspirations and ambitions for our students and we believe that no individual should be left behind. We strongly believe that it is not about where you come from but your passion and thirst for knowledge, and your dedication and commitment to learning that makes the difference between success and failure, and we are determined to ensure that our students are given every chance to realise their full potential. We believe that one of the biggest barriers for students can be poverty of expectation and so are determined to create a climate that does not limit an individual's potential in any way. At Manor Croft Academy we have a sizeable percentage of students classified as disadvantaged (38%). This is significantly above the 2017 National Average and as the percentage of student classified in each year group as Pupil Premium continues to increase funding is targeted at their needs and with the aim of removing barriers to learning.

Objectives of Pupil Premium Spending

Our key objective in using the Pupil Premium Grant is to narrow the gap in attainment between pupil groups and we have been exceptionally successful in achieving this. Pupil Premium students now out perform non-pupil premium students at Manor Croft and out perform non-pupil premium students nationally. Many of our disadvantaged children start the Academy with lower than average attainment on entry and our aim is to ensure that they make accelerated progress in order to reach age related expectations as they move through the Academy.

The Sutton Trust Report (2011) summarises research evidence on improving learning and we have used this to make more informed choices about which interventions will be most effective. **The Sutton Trust-EEF Teaching and Learning Toolkit** has been used to underpin our decisions with educational research on the most effective strategies to improve the attainment of disadvantaged pupils. To enable this we have introduced a diagnostic approach in our assessment of which interventions should be delivered. At KS3 & 4 this is done through the use of a range of tests, for example, mocks, PASS, YARC and Boxall Profile. With this information we provide interventions which predominantly focus on developing literacy, numeracy and emotional literacy, examples of which are:

- The Lit Programme – L4/5 Students.
- Read Write Inc. – Literacy Programme.
- My Maths – Educational Resources.

At KS4 targeted Strategies have been put in that draw from the Sutton Trust Report (2011), examples of this are Mastery Learning in maths and small group tuition. The spending is reviewed annually and the impact of strategies are evaluated throughout the year.

A range of strategies have been put in place to improve the behaviour, engagement, resilience, attendance and punctuality of Pupil Premium Students, for example the employment of a Student Welfare Officer, Alternative Intervention Worker, Personalised Provision Coordinator and Behaviour Support worker. The focus of this team is to work with the Academy's, pastoral and curriculum staff in order to build personalised support plans that build resilience and accelerates progress.

Amount of Pupil Premium Grant (PPG) Received

Amount of PPG expected to be received 2018-19

Total number of pupils on roll	713
Total number of pupils eligible for pupil premium grant	245
Total amount of pupil premium grant expected to be received	£229,075

Amount of PPG received for Academic Year 2017/18

Total number of pupils on roll	637
Total number of pupils eligible for pupil premium grant	239
Total amount of pupil premium received 2017-18	£223,465

Plan of PPG Spending by item / project

Item / Project	Projected Cost	Objective	Projected Outcome
Feedback. <ul style="list-style-type: none"> Resources – Feedback sheets and display materials. Staff training and CPD. Admin support. 	£2,000	<p>Feedback training for staff so that staff can confidently deliver specific, accurate and clear feedback with the right balance of support and challenge.</p> <p>Feedback sheets and display materials to be used in all books and in all classrooms to support Pupil Premium Students.</p>	Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve even more.
Pupil Premium Champion. <ul style="list-style-type: none"> High Quality HLTA appointed into the whole school role of PP Champion. 	£7,100	<p>To ensure that PP students have access to regular mentoring slots focusing on academic work and barriers to learning.</p> <p>Support PP students in after school sessions to complete homework and prepare for controlled assessments.</p>	Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve even more.
DELTA Directors <ul style="list-style-type: none"> School Improvement leadership Teaching and Learning 	£5,000	<p>Develop middle leaders to ensure consistency across the curriculum with a direct focus on supporting disadvantaged students.</p> <p>Develop teaching to ensure consistent planning for progress to ensure that the gaps are closing for pupil premium students.</p>	The achievement and progress of Pupil Premium students improve as a result of more consistent middle leadership and improved teaching. Middle leaders now have regular progress (3 weekly) to discuss and focus on Y11 data with a particular focus on PP students. Targets are set through the directors to ensure at least 4 LOP for PP students on controlled assessments and ISA's.
Elland Academy <ul style="list-style-type: none"> Alternative Provision 	£18,000	Support PP students who are unable to adapt to the mainstream provision in the Academy due to significant behavioral, emotional, social difficulties. Elland have been contacted and we are working with Elland on the provision and ensuring that the	The attendance, progress and achievement of students who attend the alternative provision are improved. Elland will report to us via our Assistant Principal on daily basis RE attendance and more regularly on attainment and progress

		curriculum has changed to fall in line with the new P8 measures.	
<p>Provision of Targeted intervention for Y11 Pupil Premium Students in Maths.</p> <ul style="list-style-type: none"> • DELTA Maths Consultant to deliver and lead targeted interventions. • Resources to deliver Master classes and small group interventions. • Bespoke CPD to develop teaching and learning in Maths. 	£10,000	<p>Each year 11 student will have a personalised intervention plan.</p> <p>All more able disadvantaged students who are not currently hitting their target grade will receive 1:1 tuition from November onwards.</p>	<p>Progress gaps (2017) between Pupil Premium (PP) and Non-Pupil Premium students nationally (NPPN) in Maths are narrowing.</p> <p>The progress of our disadvantage more able cohort (11) is regularly checked once per week and intense 1:1 intervention is used to gap fill any of this cohort in both English and maths.</p>
<p>Academic Mentors/HLTA</p> <ul style="list-style-type: none"> • Maths and English Academic Mentor. • HLTA x3 	£30,000	<p>To build self-confidence and reliance in PP students.</p> <p>Support PP students in the completion of homework and CA/CW.</p>	<p>Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve further.</p>
<p>Provision of targeted English support across the KS3/4 curriculum.</p> <ul style="list-style-type: none"> • DELTA English consultant to support the progress of PP students. • New KS3/KS4 resources to support PP students. e.g. 	<p>£3,000</p> <p>£3,000</p>	<p>The achievement gap of Year 10 Pupil Premium students (class of 2018) in GCSE English is in line with the 2017 National Average.</p> <p>To narrow the gap by providing intensive Literacy and numeracy support to raise the attainment of students who did not achieve a level 4 in either English, Maths or both.</p>	<p>Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve further.</p> <p>The percentage of Year 6 students who on entry to the Academy are not 'school ready' in English and Maths, (Catch-Up Group) will significantly reduce by the end of Year 7.</p>

Differentiated graphic Shakespeare novels.			
Provision of Targeted intervention for Pupil Premium Students in KS3. • LiT Programme. • Lexia Literacy Programme.	£5,500	To reduce the 2017 Academy Achievement gap between Pupil Premium and Non-Pupil Premium Students in years 7-9. Pupil Premium Students in Years 7-9 make progress in line with the 2017 National Average.	Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve further. The progress of Pupil Premium Students in all subjects at the Academy is at least in line with national averages.
Breakfast Club	£3,000	A Breakfast Club is provided for Pupil Premium Students and other vulnerable students.	Breakfast club is regularly attended by Pupil Premium Students.
Music School Free tuition and instruments for Pupil Premium Students.	£7,000	The resilience of Pupil Premium Students who have an instrument (KS3 and KS4) improves. Pupil Premium Students in music make good progress. Pupil Premium Students take a proactive part in the wider Academy life.	The number of behaviour points achieved (summer 2017) by Pupil Premium Students who have been loaned an instrument and provided with free tuition, is less than the average for Non-Pupil Premium Students. Pupil Premium Students in music (2017) achieve progress (KS3 and KS4) in excess of the 2016 National Average. All Pupil Premium Students who have been loaned an instrument and provided with free tuition take part in at least two performances.
Improve the behaviour, engagement, attendance and Punctuality of Pupil Premium Students • Student Welfare Officer. • Alternative Intervention Worker.	£118,556	To reduce the number of fixed term exclusions To improve the resilience of Pupil Premium students, at Manor Croft Academy. To provide wellbeing and emotional support for Pupil Premium students.	Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve further. The attendance gap between Pupil Premium and National Non- Pupil Premium Students Academic year 2017-18 is narrowing.

<ul style="list-style-type: none"> • Personalised Provision Coordinator. • Behaviour Support Worker. 		To reduce the 2017 Academy gap (attendance) between Pupil Premium and Non-Pupil Premium Students.	Key students and cohorts are monitored closely and are the first students to be contact regarding attendance and the first students to have home visits every day, this is already proving positive
Provision of High Quality Careers guidance <ul style="list-style-type: none"> • Transport to careers conference. • Provision of careers seminars. 	£4,000	Pupil Premium Students in years 10-11 have access to high quality and frequent careers information and guidance.	The percentage of year 11 Pupil Premium Students classified as NEET (2017) is reducing.
Inspire: Learning to Aspire <ul style="list-style-type: none"> • Strategies to help PP students achieve their full potential. 	£3,000	<p>Help students develop a better understanding of themselves, learning about their habits, attitudes, aspirations and potential goals.</p> <p>Aimed at 50 PP students across 5 year groups. 10 in each year group.</p>	<p>The percentage of year 11 Pupil Premium Students classified as NEET (2017) is reducing.</p> <p>Students have improved attitudes to learning. Measured using PASS surveys.</p> <p>Improved and increased parental engagement</p>
Pupil Support (inc trips) <ul style="list-style-type: none"> • Money spent supporting pupils with purchasing uniform, equipment, textbooks and other essentials. 	£3,000	Ensure that the any educational barriers to learning are removed. Where students do not have the materials/resources to ensure that they are 'prepared' for learning then they are provided.	All PP students are fully prepared for learning and there are no differences between the materials /resources available to PP/NPP students.
PP development fund <ul style="list-style-type: none"> • Interventions • Trips • Enrichment 	£10,000	Ensure that there is financial capacity throughout the academic year to additionally support PP students. Departments can apply for PP funding to run additional intervention/trips/enrichment to specifically support PP students.	Progress already very strong for our disadvantaged students in 2018. Progress of Pupil Premium students to improve further.

Data Manager/Senior Leadership • Data analysis and tracking.	£3,000	Collect, analyse and track data across all year groups for PP students to ensure that gaps are clearly identified and intervention is in place.	The achievement and progress of Pupil Premium students improve as a result of more consistent use of data.
Total	£235,156		

Additional Interventions to support Pupil Premium Students

- A more focused deployment of intervention for students using the Intervention Tracking Database. The interventions recorded on the ITD will be evaluated to measure impact and will be focused upon ensuring the attendance of disadvantaged.
- Whole Academy focus on Disadvantaged Students using strategic seating plans (SSPs) to clearly identify students and differentiate work where appropriate.
- Increased frequency of Raising Achievement and Progress (RAP) meetings focusing on disadvantaged students.
- Weekly work scrutiny with a focus on disadvantaged students.
- Additional Parent Consultation event (for targeted disadvantaged students).
- Holiday/Weekend Booster Sessions – students attend holiday/weekend sessions delivered by subject teachers focussing on controlled assessment or revision
- Vice Principal with clear focus on improving pupil premium outcomes, specifically in maths.
- Staffing in maths and English increased for sustainably reduced class sizes and support from Delta to focus on primarily pupil premium students underachieving.