



Pupil Premium Impact Report: Harborne Academy 2017/2018

1. Summary Information					
Academy	Harborne Academy				
Academic Year	2017/18	Total PP Budget	£336,690	Date of most recent PP review	Nov 2017
Total number of students	571	No. of students eligible for PP	357	Date of next internal review	Sept 2018
Amount of PPG per students	£935	Amount of PPG per LAC	£1900	Catch Up Funding (Approx.)	£15,000

2. Contextual Information														
Year Group	No. students	Males	Females	PP	NPP	NSEN	S/E	K	HAT	MAT	LAT	No KS2	SEND PP	LAC
Year 7	120	80	40	104	16	100	2	18	16	33	50	21	20	0
Year 8	116	73	43	63	53	95	4	17	15	30	49	21	15	0
Year 9	115	73	42	62	53	90	1	24	26	44	20	25	20	0
Year 10	115	66	49	65	50	103	1	11	25	38	8	44	10	2
Year 11	105	52	53	63	42	98	0	7	19	24	9	53	6	2
Whole Academy	571	344	227	357	214	486	8	77	101	169	136	164	71	4

3. Outcomes 2017/2018 – Targets and Results						
Headline Measures	2016/2017 National Results PP	Provisional Results PP 2017/2018	Harborne Academy Targets	2016/2017 National Results NPP	Provisional Results NPP 2017/2018	Harborne Academy Targets
% achieving Basics 9-5	25%	37% ↑	25%	49%	53% ↑	25%
% achieving Basics 9-4	44%	51% ↑	52%	71%	75% ↑	52%
Progress 8*	-0.4	0.07 ↑	+0.05	0.11	0.48 ↑	+0.05
Attainment 8	37.0	42.71 ↑	42.86	49.80	48.85 ↓	42.86
EBACC	25%	6% ↓	3%	43%	3% ↓	3%
% achieving English 9-4	71%**	63% ↓	58%	71%**	78% ↑	58%
% achieving English 9-5	54%**	54% =	33%	54%**	56% ↑	33%
% achieving Maths 9-4	71%**	57% ↓	67%	71%**	78% ↑	67%
% achieving Maths 9-5	50%**	40% ↓	45%	50%**	72% ↑	45%
English Progress 8*	-0.04**	0.31 ↑	-0.14	-0.04**	0.34 ↑	-0.14
Maths Progress 8*	-0.02**	0.23 ↑	+0.20	-0.02**	1.05 ↑	+0.20
EBACC Progress 8*	-0.03**	0.11 ↑	-0.30	-0.03**	0.68 ↑	-0.30
Open Progress 8*	-0.04**	-0.31 ↓	+0.05	-0.04**	-0.10 ↓	+0.05

*This is provisional data and official figures will not be validated until March 2019. Unvalidated data will be released in October 2018.

** These are national averages for all students, therefore on these sections we will be comparing them to all students nationally.

Note: Arrows are whether or not they are above or below the headline figures of 2016/2017.

Note: The expectation is that there is less than a 10% between the disadvantaged and non-disadvantaged students.

4. Y7 Catch Up 2017/2018 – Targets and Outcomes					
Group	Number of Students	English Secondary Ready		Maths Secondary Ready	
		Target	Outcomes	Targets	Outcomes
Catch up All	47 (English) 37 (Maths)	90%	66%	80%	88%
PP Catch up	44 (English) 43 (Maths)	90%	65%	80%	88%
NPP Catch up	3 (English) 3 (Maths)	90%	67%	80%	100%

*34% of students who did not achieve the secondary ready levels in English at the end of the academic year, were so below far secondary ready as a starting point that they would have been expected to make 3 whole grades by the end of the academic year.

5.1 Outcomes 2017/2018 – Targets and Outcomes English

Group	Expected Progress English Targets	Expected Progress English Outcomes	More than Expected Progress English Targets	More than Expected Progress English Outcomes
Year 7	70%	74%	35%	23%
PP Year 7	70%	74%	35%	24%
NPP Year 7	70%	75%	35%	13%
Year 11	75%	48%	40%	38%
PP Year 11	75%	51%	40%	43%
NPP Year 11	75%	43%	40%	29%

5.2 Outcomes 2017/2018 – Targets and Outcomes Maths

Group	Expected Progress Maths Targets	Expected Progress Maths Outcomes	More than Expected Progress Maths Targets	More than Expected Progress Maths Outcomes
Year 7	70%	60%	35%	49%
PP Year 7	70%	61%	35%	49%
NPP Year 7	70%	50%	35%	50%
Year 11	75%	43%	40%	36%
PP Year 11	75%	43%	40%	34%
NPP Year 11	75%	57%	40%	38%

6. Attendance 2017/2018 – Targets and Outcomes

Year Group	Academic Year 2016/2017			Academic Year 2017/2018 - Targets			Academic Year 2017/2018 – Outcomes		
	PP	NPP	Overall	PP	NPP	Overall	PP	NPP	Overall
Year 7	93.3%	95.3%	94.0%	95%	95%	95%	94.1%	95.6%	94.3%
Year 8	92.9%	94.8%	93.6%	95%	95%	95%	94.6%	95.8%	95.2%
Year 9	92.8%	95.5%	93.9%	95%	95%	95%	94.6%	94.4%	94.5%
Year 10	90.5%	94.7%	92.0%	95%	95%	95%	93.1%	93.9%	93.4%
Year 11	94.5%	97.2%	95.6%	95%	95%	95%	92.0%	95.3%	93.1%
Whole Academy	92.8%	95.4%	93.8%	95%	95%	95%	93.7%	94.9%	94.1%

7. Behaviour 2017/2018 – Targets and outcomes

Year Group	Fixed Term Exclusions 2016-2017			Fixed Term Exclusions 2017-2018 - Targets			Fixed Term Exclusions 2017-2018 - Outcomes		
	PP	NPP	Overall	PP	NPP	Overall	PP	NPP	Overall
Year 7	24	5	29	<12	<5	<17	19	1	20
Year 8	38	8	46	<18	<8	<26	23	8	31
Year 9	23	5	28	<12	<5	<17	18	13	31
Year 10	28	2	30	<14	<2	<16	26	6	32
Year 11	5	6	11	<3	<6	<9	6	0	6
Whole Academy	118	26	144	<59	<26	<85	92	28	120

9. Barriers to future attainment (for students eligible for PP including high ability)

In-academy barriers (issues to be addressed in academy, such as poor literacy skills)

A.	Literacy and numeracy skills entering Year 7 are lower for students eligible for PP than for other students, which prevent them from making good progress in Year 7.	The success criteria for literacy were met. However, the success criteria for numeracy were not met in 2016 – 2017. This year 90% are expected to be secondary ready in English and 80% in Maths. 2017/2018 outcome: The success criteria for literacy was not met with only 66% of students' now secondary ready. However, the remaining students were so far below expected standard that those students would have been expected to make 3 whole grades worth of progress by the end of the year. However, in Maths, the target was met. Please refer to table 4.
B.	Disadvantaged students' attainment in Basics: English and Mathematics.	The success criteria were not met for the Basic Measures 9 – 4, 9 – 5 or 9-7 and this remains. 2017/2018 outcome: 51% of disadvantaged students achieved a grade 4 or above in both English and Maths, which is just 1% below the academy target. However, the

		academy exceed the national average from 2016/2017 by 7%. 37% of disadvantaged students achieved the 9-5 basics measure, exceeding the target and the national average by 12%.
C.	Disadvantaged student's attainment and progress in Combined Science.	Results for 2017: Science P8 -0.82. This the lowest level of progress from KS2 starting points in the Academy 2017/2018 outcome: Science have increased their P8 score to 0.61. Disadvantaged students have a 0.54 P8 score, showing that they no longer have the lowest level of progress and are exceeding government expectations.
D.	Engagement and increased aspiration with support strategies and with assertive mentors.	The key groups will be Years 7 – 10 following the success with Year 11 in 2016 – 17.
E.	High Attaining PP students to obtain 3 grade 9-7s across the 8 subjects.	31% of high attaining students achieved this in 2016-2017 of which 50% were PP students 2017/2018 outcome: 13% of students achieved 3 or more grade 7's or above, of which 56% were disadvantaged students.
F.	For all PP students to go on to further education or apprenticeships.	100% of students in Year 11 in Summer 2017 went onto college. 2017/2018 outcome: 100% of Year 11 students have secured either a sixth form place, college place or an apprenticeship.
External barriers (issues which also require action outside academy, such as low attendance rates)		
G.	Attendance rates for students eligible for FSM is at 92.7% below the national average for all students at 95%	Attendance of PP students to be 95% or above. 2017/2018 outcome: This was not met this year, however the national average for disadvantaged students in 2016/17 was 91.2%. The Academy has exceed this by 2.5%.

10. Planned Expenditure – Academic Year 2017/18: Review

Item/ Project	Cost	Spend	Objective	Outcome	Staff Lead
A. Lexia	£8,369	£8,369 (From Catch Up funding)	Year 7 Catch-Up funding to be used to purchase reading software programme (LEXIA). This is in place to tackle students who enter secondary academy below the expected standard scaled score of 100 in English based upon KS2 national assessments. Students who join the academy with below age related expectations for literacy can often lead to disengagement in their learning as they find it difficult to access the curriculum. The use of (LEXIA) has proven to raise the students' literacy, by allowing them to work independently to develop critical reading and language skills through individualised learning paths.	EXPECTED OUTCOME: This will ensure that the students are engaged in their lessons by allowing them to access the curriculum. They are now achieving the expected progress by the end of Y7 in line with academy flightpath. 90% of students to be secondary ready at the end of the year. OUTCOME: <ul style="list-style-type: none"> 64% of students have a reading age of 11 and above. 20% have a reading age of above 15 years old. 65% of students who weren't secondary ready when arriving are now secondary ready. 34% of students who have not become secondary ready by the end of the year, had such low starting points that they would have had to have made 3 whole grades progress by the end of the academic year. 74% of students have made at least expected progress by the end of the year. 	AFL/RSH
A. Maths Whizz	£5,000	£5,000 (From Catch Up funding)	Year 7 Catch-Up funding to be used to purchase mathematical software programme (Maths Whizz). This is in place to tackle students who enter secondary academy below the expected standard scaled score of 100 in mathematics based upon KS2 national assessments. Students who join the academy with below age related expectations for mathematics can often lead to disengagement in their learning as they find it difficult to access the curriculum. The use of (Maths Whizz) has proven to raise students' mathematics age by allowing them to work independently to develop their mathematics through individualised learning	EXPECTED OUTCOME: This will ensure that the students are engaged in their lessons by allowing them to access the curriculum. They are now achieving the expected progress or, in some cases, better than expected progress by the end of Y7 in-line with the academy flightpath. 90% of students to be secondary ready at the end of the year. OUTCOME: <ul style="list-style-type: none"> 88% of students who arrived in Year 7 not secondary ready are now secondary ready in maths. Of this cohort is 88% of disadvantaged students are now secondary ready. 100% of non-disadvantaged students are now secondary ready. 60% of students in Year 7 have made expected progress in Maths. 61% of disadvantaged students are making expected progress. 	TSA/ERM/RSH

			paths and accelerate their mathematical age.	<ul style="list-style-type: none"> 49% of students in Year 7 have made more than expected progress in Maths. 49% of disadvantaged students are making expected progress. <p>Please refer to table 5.2 for more information.</p>	
A. Booklet	£1,000	£1,000 (From Catch-Up Funding)	A booklet to be distributed to Y7 students called 'Get Back on Target'.	<p>EXPECTED OUTCOME: This will provide the students with the appropriate resources to ensure that they are able to get to the secondary level that is required.</p> <p>OUTCOME: Targets have been met in Maths in all areas, however, they have not been met in English.</p> <ul style="list-style-type: none"> 64% of students have a reading age of 11 and above. 20% have a reading age of above 15 years old. 65% of students who weren't secondary ready when arriving are now secondary ready. 34% of students who have not become secondary ready by the end of the year, had such low starting points that they would have had to have made 3 whole grades progress by the end of the academic year. 74% of students have made at least expected progress by the end of the year. 88% of students who arrived in Year 7 not secondary ready are now secondary ready in maths. Of this cohort is 88% of disadvantaged students are now secondary ready. 100% of non-disadvantaged students are now secondary ready. 60% of students in Year 7 have made expected progress in Maths. 61% of disadvantaged students are making expected progress. 49% of students in Year 7 have made more than expected progress in Maths. 49% of disadvantaged students are making expected progress. <p>Please refer to tables 4.1 and 4.2 for more information.</p>	TSA/RSH
A. Nurture Teacher	£23,000	£23,000 (100%)	Dedicated Y7 Nurture Teacher to support a small group, who require individual support to access numeracy/literacy across the whole curriculum. This will be a KS2 learning environment for students who have very low or no KS2 data.	<p>EXPECTED OUTCOME: Students are prepared for KS3 secondary academy education in Y8. Their improved numeracy and literacy skills allowing them to access the curriculum.</p> <p>OUTCOME: 100% of students in the nurture group made expected progress by the end of the academic year.</p>	SSR/SSR
A & B. Literacy & Numeracy	£2,000	£1,260 (63%)	A whole academy Literacy and Numeracy strategy implemented during form time and PHSE to support disadvantaged students.	<p>EXPECTED OUTCOME: Disadvantaged students make expected and, in some cases, better than expected progress in attainment across the BASICS measures across the year groups.</p> <p>OUTCOME:</p> <p><u>Literacy</u></p> <ul style="list-style-type: none"> In Year 7, 75% of disadvantaged students are making expected progress in English. In Year 8, 49% of disadvantaged students made more than expected progress in English. In Year 9 30% of disadvantaged students have made more than expected progress in English. <p><u>Reading Ages June 2018:</u></p> <ul style="list-style-type: none"> Y7: 64% of students have a reading age of 11 and above. 20% have a reading age of above 15 years old. Y8: 63% of students have a reading age of 12 or above. 27% have a reading age of 15 or above. Y9: 51% have a reading age of 13 or above. 38% have a reading age of 15 and above. 	ERM/STR

				<p><u>Numeracy</u></p> <ul style="list-style-type: none"> In Year 7, 49% of disadvantaged students are making more than expected progress. This is 14% above the academy target. In Year 8, 33% of disadvantaged students are making more than expected progress in Maths. In Year 9, 72% of disadvantaged students are making expected progress, exceeding the academy targets. In Year 9, 40% of disadvantaged students are making more than expected progress in Maths. This is exceeding the academy target by 5%. 	
B. Weekend Classes	£5,000	£3,150 (63%)	Provide weekend classes for 45 Y11 year students with a high proportion from disadvantaged backgrounds. Thereby not impacting on the academy intervention programme after academy and allowing non – core subjects to provide subject specific intervention. The students are targeted based on the new 9 – 5 grade measure.	<p>EXPECTED OUTCOME: The gap between disadvantaged and non-disadvantaged closes for the Basic measures in English and mathematics. A greater number of students achieving the new 9 – 5 grade and in some cases the new 9 – 7 measures in line with HA targets.</p> <p>OUTCOME: Please refer to table 3 for more information.</p> <ul style="list-style-type: none"> English 9-7: PP 14%, NPP 17%, All 15%. English 9-5: PP 54%, NPP 56%, All 55%. English 9-4: PP 63%, NPP 78%, All 69%. Maths 9-7: PP 19%, NPP 31%, All 23%. Maths 9-5: PP 40%, NPP 72%, All 52%. Maths 9-4: PP 63%, NPP 78%, All 65% 	TSA/SKY/RSH
B. External Examiners	£6,500	£4,095 (63%)	Delivery of English, mathematics and Science by CTC external examiners consecutively for 10 weeks every Saturday prior to the May/June GCSE exams. It will be a bespoke intense targeted revision programme that will target 45 students with a higher proportion of the students from a disadvantaged background.	<p>EXPECTED OUTCOME: The gap between disadvantaged and non-disadvantaged closes for the Basic measures in English and mathematics. A greater number of students achieving the new 9 – 5 grade and, in some cases the new 9 – 7 measures in line with HA targets.</p> <p>OUTCOME:</p> <ul style="list-style-type: none"> 8 out of the 13 measures have either been secured or exceed last year’s national averages. English 9-7: PP 14%, NPP 17%, All 15%. English 9-5: PP 54%, NPP 56%, All 55%. English 9-4: PP 63%, NPP 78%, All 69%. Maths 9-7: PP 19%, NPP 31%, All 23%. Maths 9-5: PP 40%, NPP 72%, All 52%. Maths 9-4: PP 63%, NPP 78%, All 65% Science 9-7: PP 20%, NPP 17%, All 19%. Science 9-5: PP 36%, NPP 42%, All 38%. Science 9-4: PP 49%, NPP 67%, All 54%. 	SKY/TSA/RSH/NHN
B. Chief Examiner	£13,000	£8,190 (63%)	Employment of a Chief Examiner to deliver bespoke afterschool English language and English Literature intervention to Y11 students. With a particular focus on the disadvantaged students requiring accelerated progress to achieve grades 9 -5.	<p>EXPECTED OUTCOME: The gap between disadvantaged and non-disadvantaged closes for the Basic measures in English and mathematics. A greater number of students are now achieving the new 9 – 5 grade and, in some cases the new 9 – 7 measures in line with HA targets.</p> <p>OUTCOME: There may still be a significant gap between the disadvantaged students and the rest of the cohort but there has been a significant impact on the overall attainment of both groups, with English hitting or exceeding all their targets.</p> <ul style="list-style-type: none"> 8 out of the 13 measures have either been secured or exceed last year’s national averages. English 9-7: PP 14%, NPP 17%, All 15%. English 9-5: PP 54%, NPP 56%, All 55%. English 9-4: PP 63%, NPP 78%, All 69%. <p>Please see table 3 for further information.</p>	SKY/JEZ/RSH
A, B & C. Hardship Fund	£15,000	£15,000 (100%)	A ‘hardship fund’ is available for bids from staff or parents for initiatives for disadvantaged students who suffer from extreme hardship. This may include a contribution towards educational trips, visits and uniform. Bids to be reviewed at SLT meetings to ensure that	<p>EXPECTED OUTCOME: This will allow disadvantaged students to have access to educational trips at a reduced rate. This will also allow for a reduction in uniform costs for eligible students.</p> <p>OUTCOME: Students are able to participate in academy life, which has led to increased attendance and an increase in results.</p> <p>Students have been provided with:</p> <ul style="list-style-type: none"> Books 	SRS

			funding is being used fairly and equitably for eligible students.	<ul style="list-style-type: none"> • Revision guides • PE kits • Uniform • A breakfast club <p><u>Attendance:</u></p> <ul style="list-style-type: none"> • Disadvantaged students are exceeding the national average by 2.5% at 93.7% • National average is 91.2% <p><u>Results:</u></p> <ul style="list-style-type: none"> • 8 out of the 13 measures have either been secured or exceed last year's national averages. • English 9-7: PP 14%, NPP 17%, All 15%. • English 9-5: PP 54%, NPP 56%, All 55%. • English 9-4: PP 63%, NPP 78%, All 69%. • Maths 9-7: PP 19%, NPP 31%, All 23%. • Maths 9-5: PP 40%, NPP 72%, All 52%. • Maths 9-4: PP 63%, NPP 78%, All 65%. • Science 9-7: PP 20%, NPP 17%, All 19%. • Science 9-5: PP 36%, NPP 42%, All 38%. • Science 9-4: PP 49%, NPP 67%, All 54% <p>Please refer to tables 3 and 6 for more information.</p>	
B & C. Graduate Teaching Assistants	£77,000	£48,510 (63%)	Deployment of 3 Graduate Teaching Assistants for the core subjects in English, mathematics and science. They will be deployed to work with students across all year groups. With a particular focus on the disadvantaged students. They will also mentor underachieving Y11 students.	<p>EXPECTED OUTCOME: This will ensure that students make minimum expected progress as defined by the HA flight path, with the gap between PP and NPP closing in-line with national figures.</p> <p>OUTCOME: The impact can be seen in the provisional KS4 results for 2017/2018. For further information please see table 3.</p> <ul style="list-style-type: none"> • 8 out of the 13 measures have either been secured or exceed last year's national averages. • English 9-7: PP 14%, NPP 17%, All 15%. • English 9-5: PP 54%, NPP 56%, All 55%. • English 9-4: PP 63%, NPP 78%, All 69%. • Maths 9-7: PP 19%, NPP 31%, All 23%. • Maths 9-5: PP 40%, NPP 72%, All 52%. • Maths 9-4: PP 63%, NPP 78%, All 65%. • Science 9-7: PP 20%, NPP 17%, All 19%. • Science 9-5: PP 36%, NPP 42%, All 38%. • Science 9-4: PP 49%, NPP 67%, All 54% 	SKY/TSA/NAZ
B & C. Raising Standards	£20,000	£20,000 (100%)	Raising Standards intervention budget (Y11). This targeted for weekends/half terms & Easter break. Covering core and non – core subjects in supporting the GCSE specifications. This will include the extra sessions, resources and further incentives.	<p>EXPECTED OUTCOME: This will ensure that students make minimum expected progress as defined by the HA flight path, with the gap between PP and NPP closing in line with national figures. This will be specific towards all Y11 students and all groups' especially disadvantaged students achieve a positive progress 8 score for the academy.</p> <p>OUTCOME: There has been a positive impact from the intervention programme and it has seen a positive P8 for both disadvantaged and non-disadvantaged students.</p> <ul style="list-style-type: none"> • P8: PP 0.07, NPP 0.48, All 0.19. The national average for disadvantaged students P8 is - 0.4, therefore the academy has exceeded this by 0.71. <p>Refer to table 3 for more information.</p>	RSH/JEZ
B, C & D. Intervention Programme	£28,000	£17,640 (63%)	Afterschool intervention/clubs to be held across all year groups. Students will be taught in small groups in Y11 to support the Y11 intervention programme.	<p>EXPECTED OUTCOME: All groups catered for including the disadvantaged students. This will ensure that all students including disadvantaged students have access to quality first teaching for an extended period of time. This will also enable them to reach their and the academy targets.</p> <p>OUTCOME: Please see table 3 where you see that the disadvantaged students have exceeded 8 of the 13 measures nationally.</p> <ul style="list-style-type: none"> • P8: PP 0.07, NPP 0.48, All 0.19. The national average for disadvantaged students P8 is - 	RSH/SRS/ Pastoral team

				0.4, therefore the academy has exceeded this by 0.71. Refer to table 3 for more information.	
D. Learning Mentors	£126,000	£126,000 (100%)	Deployment of 4 learning mentors. The pastoral team will be supporting all students with an emphasis on disadvantaged students, throughout their time in academy to monitor the students' wellbeing and liaise with the families.	EXPECTED OUTCOME: The wellbeing of all students at HA is of paramount importance and often the disadvantaged students require extra support. All students feel safe and confident to learn in the academy environment to learn and progress. OUTCOME: Although the academy has not reached the targets when it comes to exclusions, there has been a significant drop in the number of fixed-term exclusions since the previous academic year. There have been 26 fewer fixed-term exclusions for disadvantaged students over this academic year in comparison to the previous one. Therefore there has been a positive impact. Also, due to the fewer number of exclusions, there has been an increase in attendance and therefore an impact on the academic progress, not just for disadvantaged students but, for all students across the academy. <ul style="list-style-type: none"> National average is 91.2% for disadvantaged students. Disadvantaged students are exceeding the national average by 2.5% at 93.7%. 	SRS/Pastoral team
E. Pastoral/ Attendance Manager	£34,000	£21,420 (63%)	A pastoral manager in charge of attendance who highlights concerns to both SLT and the EWO. As well as making CME referrals and, on occasions, making home visits. During exam season they ensure that all key students are in on time by assisting on the mini-bus.	EXPECTED OUTCOME: The attendance of all students will improve. Whole academy attendance to be 95% or above. PP attendance to be 95% or above. OUTCOME: The academy did not hit this target. Please see table 6 for more information. However the mini-bus was deemed a success due to the how well exams were run during the summer, enabling students who would have missed exams to gain qualifications. In turn this has had a positive effect on the overall figures. <ul style="list-style-type: none"> Disadvantaged students are exceeding the national average by 2.5% at 93.7%. National average is 91.2% for disadvantaged students. Disadvantaged students are exceeding the national average by 2.5% at 93.7%. Overall national average for attendance is 94.6%, therefore the academy is just below by 0.5%. Please refer to table 6 for more information.	SRS/MCN
E. EWO	£5,000	£5,000 (100%)	An Educational Welfare Officer will make home visits to engage with parents and improve the students' attendance. The EWO will also meet with students in academy to review their progress.	EXPECTED OUTCOME: Weekly meetings arranged for disadvantaged students increase attendance in-line with HA targets. OUTCOME: There has been some impact from the EWO; however, due to their availability, the impact made on attendance has been created from in-house. Therefore we will plan to use our in-house staff for the following academic year to assist to EWO. <ul style="list-style-type: none"> National average is 91.2% for disadvantaged students. Disadvantaged students are exceeding the national average by 2.5% at 93.7%. Overall national average for attendance is 94.6%, therefore the academy is just below by 0.5%. Please refer to table 6 for more information.	SRS/MCN
E. Travel Arrangements	£5,000	£5,000 (100%)	Provision for the support of travel arrangements for disadvantaged students.	EXPECTED OUTCOME: Provision of taxis/bus passes/minibus to ensure that students attend academy consistently and to remove this barrier to learning due to financial constraints. OUTCOME: <ul style="list-style-type: none"> The mini-bus has been extremely effective during the exam season which can be seen by our results in table 3. 	SRS/MCN

				<ul style="list-style-type: none"> • Bus passes have been distributed ensuring that key students make it into academy who otherwise would have decided to stay at home. • Taxis have also been provided for some students which has a positive impact on attendance. • National average is 91.2% for disadvantaged students. Disadvantaged students are exceeding the national average by 2.5% at 93.7%. • Overall national average for attendance is 94.6%, therefore the academy is just below by 0.5%. <p>Please refer to table 6.</p>	
A, B, C & D Faculty	£66,000	£41,500 (63%)	All faculty areas to spend percentage of their budget to support disadvantaged students, by providing Software licences, hardware, books and resources to deliver the new GCSEs for all subjects.	<p>EXPECTED OUTCOME: All disadvantaged students make expected progress in-line with HA flightpath. They are able to access all areas of the curriculum with the resources provided.</p> <p>OUTCOME: There has been a change in the flightpath as the original flightpath was setting completely unrealistic targets, therefore a new flightpath has been adopted. The faculty resources have had significant impact on whole academy results.</p> <ul style="list-style-type: none"> • P8: PP 0.07, NPP 0.48, All 0.19. • The national average for disadvantaged students P8 is -0.4, therefore the academy has exceeded this by 0.71. • 8 out of the 13 measures have either been secured or exceed last year's national averages. <ul style="list-style-type: none"> • English 9-7: PP 14%, NPP 17%, All 15%. • English 9-5: PP 54%, NPP 56%, All 55%. • English 9-4: PP 63%, NPP 78%, All 69%. • Maths 9-7: PP 19%, NPP 31%, All 23%. • Maths 9-5: PP 40%, NPP 72%, All 52%. • Maths 9-4: PP 63%, NPP 78%, All 65%. • Science 9-7: PP 20%, NPP 17%, All 19%. • Science 9-5: PP 36%, NPP 42%, All 38%. • Science 9-4: PP 49%, NPP 67%, All 54% <p>Please refer to tables 3 to 5.3 to see the impact.</p>	SLT/JEZ
A, B, C & D Software	£7,000	£4,410 (63%)	Software licenses for PIXL, GCSE POD, Firefly and SISRA, used for students resources and tracking all students	<p>EXPECTED OUTCOME: Resources used for students from PIXL, GCSEPOD and Firefly to enhance the learning of all students and increase the development of independent learning. Tracking of students and whole academy data.</p> <p>OUTCOME:</p> <ul style="list-style-type: none"> • These systems have allowed for staff to track students over the year and provided the correct intervention needed to ensure maximum impact on the outcomes. • An in-depth analysis after each data collection ensured that the right intervention was put in place. • P8: PP 0.07, NPP 0.48, All 0.19. • The national average for disadvantaged students P8 is -0.4, therefore the academy has exceeded this by 0.71. <p>Please see table 3 for a look at the disadvantaged pupil results.</p>	SLT/BWR/Staff
A, B, C, D & E SLT	£107,400	£32,220 (30%)	Senior leadership leads will have 30% of their time assigned to overseeing disadvantaged students and diminishing the gap between disadvantaged and non-disadvantaged students. The AHT will oversee interventions to ensure that maximum impact is achieved, by effectively evaluating the data	<p>EXPECTED OUTCOME: The gap between disadvantaged and non-disadvantaged closes for the Basic measures in English and mathematics. A greater number of students are now achieving the new 9 – 5 grade and, in some cases, the new 9 – 7 measures in line with HA targets. The progress 8 value for disadvantaged students in Y11 is positive and all other students are making expected or better than expected progress. Behaviour and attendance is in line with HA targets.</p>	RSH/SRS

			<p>from each assessment point for disadvantaged students with a focus on Y11. The DHT will oversee the engagement and pastoral strategies for the all year groups.</p>	<p>OUTCOME: Behaviour:</p> <ul style="list-style-type: none"> Fixed-term exclusions have not hit the target but have seen a significant decrease, as there are 24 fewer fixed-terms since 2016/2017. There has been a decrease of 26 fixed-term exclusions for the disadvantaged students. We only had 2 permanent exclusions for last academic year which has dropped significantly since the previous academic year. There had been 8 previously of which 7 were disadvantaged students. Both students last academic year were disadvantaged students but we can see that there has been a significant improvement. Strategies that the SLT have put in place are working and the academy is working towards hitting their targets. <p>Attendance:</p> <ul style="list-style-type: none"> Disadvantaged students are exceeding the national average by 2.5% at 93.7%. National average is 91.2%. For non-disadvantaged students the national average is 95.6%, therefore the academy is below by 0.7%. Overall national average for attendance is 94.6%, therefore the academy is just below by 0.5%. The academy has not hit the target of 95%, however, there is an increase by 0.3% upon last year for the overall attendance. There has been a 0.5% decrease in the attendance for the non-disadvantaged students, however, there has been an increase of 0.9%. The gap between the disadvantaged students and the rest of the academy has dropped from 2.6% to 1.2%, showing that the strategies used by the SLT have been effective. <p>Attainment:</p> <ul style="list-style-type: none"> 8 of the 13 measures were secured or exceeded against national averages for 2016/2017. English 9-7: PP 14%, NPP 17%, All 15%. English 9-5: PP 54%, NPP 56%, All 55%. English 9-4: PP 63%, NPP 78%, All 69%. Maths 9-7: PP 19%, NPP 31%, All 23%. Maths 9-5: PP 40%, NPP 72%, All 52%. Maths 9-4: PP 63%, NPP 78%, All 65%. Science 9-7: PP 20%, NPP 17%, All 19%. Science 9-5: PP 36%, NPP 42%, All 38%. Science 9-4: PP 49%, NPP 67%, All 54%. 	
Other approaches					
B. Alternative Provision	£16,000	£16,000 (100%)	Alternative provision for disadvantaged students where academic academy based setting is not suitable. By having an alternative provision in place can ensure students can maximise their potential on a more vocational course suitable to their needs.	<p>EXPECTED OUTCOME: All students are able to maximise their potential in both academic and vocational courses. Using the membership of the Oaks Collegiate.</p> <p>OUTCOME:</p> <ul style="list-style-type: none"> The provision has ensured that some of our students have avoided permanent exclusion and achieved qualifications which they would otherwise not have achieved. Initially two of our students would have been attending an alternative provision. The remaining money was spent on the Oaks Collegiate which has prevented a further 7 students from permanent exclusion. 	MFE/SRS/JEZ
C. Specialist projects	£4,000	£4,000 (100%)	Specialist Projects. The careers team, will target events for disadvantaged students across all year groups with an aim on increasing engagement and raising the aspirations of all these students.	<p>EXPECTED OUTCOME: Specialist events such as the NEC careers events, university visits targeting high attainers.</p> <p>OUTCOME:</p> <ul style="list-style-type: none"> All of our Year 11s have got a September place at either a Sixth form, college or an apprenticeship. 	ALS/EFS/AOY/ZMD

				<ul style="list-style-type: none"> • 13 of our Year 11s returned to study with us at our sixth form. • 93% of the sixth formers secured places at University. The final student is converting their single award to a triple award so that they can attend University next year. 	
D & E Parental Engagement	£3,000	£3,000 (100%)	Parental engagement, coffee morning, parents evening, Y7 settling in evening, Y11 expectations evening, Y12 settling in evening, Y6 academy open evening and parental events. Targeting disadvantaged students.	<p>EXPECTED OUTCOME: Parents feel more involved with the academy and understand ways in which they can support their child's progress. This leads to greater support for all students.</p> <p>OUTCOME:</p> <ul style="list-style-type: none"> • As an academy we have arranged a wide variety of events including showcase evenings, parents evenings, celebration evenings and coffee mornings, to engage parents. • 05/10/17 - Year 7 Settlers Evening 39%. • 12/10/17 – Year 11 Expectations Evening 56%. • 03/07/18 – Transition Evening for New Year 7 starters 81%. • 11/01/18 – Year 11 Parents Evening 61%. • 18/01/18 – Year 10 Parents Evening 50%. • 21/03/18 – Year 8 Parents Evening and Options Evening 72%. • 10/05/18 – Year 9 Parents Evening 50%. • 28/06/18 – Year 7 Parents Evening 59%. • The academy also keeps parents updated by sending out half termly newsletters, texts and postcards. • There was also the chance for a child to win a Kindle if they attended academy 100% of the time. 	SLT/MFE
Total expenditure of Pupil Premium Funding:			£399,395	Remaining funds in the Pupil Premium budget:	-£62,705