

Pupil Premium: HR & Personnel

	Intervention	Cost	Cohort	Projected Impact	Monitoring
HR: Key appointments and personnel changes Focus: 3-4DP in English and Maths	Use of recruitment and retention monies to secure Maths and Science specialists	£10,000	All pupil premium students from Years 7-11.	The Progress 8 score of PP students is within 0.1 points of all students' rate of progress nationally. The typicality of teaching is at least Good or better	NG, NHO, DPA
	5 PDL Posts	£154,000	All pupil premium students from Years 7-11.	The Progress 8 score of PP students is within 0.1 points of all students' rate of progress nationally. Improved attendance, motivation, engagement and progress of all students in Y7-Y11	DPA, NHO, MBL, SHA, JB, AOS
	Termly external reviews commissioned to ensure high quality teaching, learning and assessment (led by a senior practicing ofsted inspector)	£5,000	All pupil premium students from Years 7-11.	The typicality of teaching is at least good or better	NG, VPI, DPA, NHO
	Appointment of a Level 3 Teaching Assistant with a focus of literacy development and English targeted intervention	£1,500	PP students underachieving in English or identified as having difficulties with literacy in Y7-11	The Progress 8 score of PP students in English is at least in line with all other students nationally. Increased reading ages.	NHO,VPI, LBI
	Appointment of a Level 3 Teaching Assistant with a focus of numeracy development and Maths targeted intervention	£24,500	PP students underachieving in Maths in Y7-11	The Progress 8 score of PP students in Maths is at least in line with all other students nationally	NHO, LAR
	Appointment of a Level 4 Teaching Assistant - KS4 targeted intervention	£1,500	PP students in Y10 & 11	Improved attendance, motivation, engagement and progress of target group of students. Attendance is at least 95%	NHO, DPA
	Total	£196,500			

Pupil Premium: Resources and Intervention

	Intervention	Cost	Cohort	Projected Impact	Monitoring
English and Maths Progress Key Resources/Materials & Intervention	English Residential (joint with Maths), Programme - Paper 1 Focus - how writers achieve effects sessions from TGA. Additional Resources focus on Paper 2 - imaginative writing. Staff costs, accommodation costs and resources including photocopying and stationery	£5,000	Target group of Year 11: Key PP students who are not securely reaching 3LOP target	Progress 8 score across all 8 subjects to achieve at least 0.15, with non PP students achieving at least 0.1	NG, NHO Weekly monitoring at SLT level
	Resources for English GCSE Target student (3LOP PP) Revision - Revision books, iPad/iPod/iPhone Apps, Android Apps, DVD resources	£3,000	Target group of Year 11: Key PP students who are not securely reaching 3LOP target		NG, NHO Weekly monitoring at SLT level
	Lexia Reading Programme - including staff costs and licence	£18,680	All PP students Y7-11 for 'official' assessment	Increase the reading of targeted students to be in line or above their reading age	VPI, LBI
	Additional funding for reprographics for English/Maths with a major focus on assessments	£2,000	All PP students Y7-11 for 'official' assessment	Increase the % of PP students who are on track to make at least a Progress 8 score of 0.2 above the 2016 results in English and Maths.	NHO
	Rewards for Target Students in English/Maths - based on learning and progress - rewards linked with English - Theatre Tickets, Cinema tickets, DVDs, DVD players, book tokens, Maths - Equipment, ICT software, games, vouchers	£2,000	PP students making good progress at all levels	Increase in attendance, engagement, and motivation. An increase in rewards points	HOS, LAR, JCR
	Holiday schools (October, Feb, Easter, May) for PP students targeted in both English and Maths	£3,000	Year 10 & 11 English and Maths PP target students	Progress 8 score across all 8 subjects to achieve at least 0.15, with non PP students achieving at least 0.1	MBL, DPA, JCR, LAR
	Resources for Maths to support the enhanced delivery in each school including iPads, text books, visualisers	£2,000	All PP students in Y7-Y11	Increase in the A* - C % of PP students in Maths. There is <5 percentage points between PP and Non-PP students	NHO, LAR
	Extended school day to facilitate breakfast clubs and after school revision sessions	£4,000	All PP students in all year groups After school sessions target KS4 PP students	Increased tuition time with a smaller ratio of students to staff.	NG, VPI
	Extended working hours for the site management team, technicians and support staff				
	PIXL membership to increase availability of online resources and examination support	£3,000	Targetted PP students in Y11	Targetted and specific support to improve standards in GCSE Maths for PP students	NHO, LAR, JCR
Targetted careers advice	£7,500	PP students in Years 9, 10 and 11	Group and individual careers advice to improve engagement, motivation and aspiration amongst target group	JTA, ALI	
	Total	£50,180			

Pupil Premium: Staff Training

	Intervention	Cost	Cohort	Projected Impact	Monitoring
Continuing Professional Development Focus: Improvements in Maths & overall increase in the Quality of Teaching	Outpost group - Northumbria University M.Ed	£2,500	4 members of staff	Increase in knowledge and enthusiasm for teaching AND support staff.	VPI
	HeadshipNow! course	£3,000	Vice Principal	PP students to have a Progress 8 score of at least 0.1	NG
	Whole Academy PP CPD	£200	Middle Leaders	Strategies for raising aspiration and achievement, monitoring and tracking	NHO, DPA
	Cognitive Therapy training	£1,950	PDL	Individualised approach to improving attendance, behaviour and self esteem	NHO, DPA, AC
	Key leaders to attend senior leadership training	£1,500	Key middle leaders	Increase strategic focus on improving achievement of PP students.	NG, VPI
	Total	£9,150			