

Pupil Premium Strategies and Costs 2014 to 2015

Redby Primary Academy undertook a detailed analysis of Pupil Premium methodology and interventions based upon the Sutton trust and the Ofsted document 'The Pupils Premium - How schools are spending the funding successfully to maximise achievement'. Below is a record and analysis of the action taken to date. The Pupil Premium Pupils are based on the January 14 Census.

The school year 2014 to 2015 sees 86 pupils out of 375 (23%) in receipt of Pupil Premium. This equates to £111 800.

Target / Strategy	Time scale	Action Taken	Cost	Impact	Future Actions
Identify all PP children / Non PP in every cohort	Sept 14	<ul style="list-style-type: none"> SLT sought guidance from Karen Atkins (LA Finance Officer) to gain advice on how to find out a definitive list of PP pupils. She recommended interrogating the January 14 Census. All PP pupils labelled on year group data spreadsheets. Teachers shown how to apply a filter so that they can look more closely at the group. 	Nil	<p>List of PP children gathered from SIMS Jan 14 Census</p> <p>Teachers able to apply filter to data spreadsheet to access PP children individually and as a group.</p>	<p>Keep list up to date.</p> <p>Keep spreadsheets updated.</p>
Analyse PP / Non PP gaps in Reading, Writing and Maths	Oct 14	<ul style="list-style-type: none"> SLT completed a gap analysis between PP and Non PP pupils on entry into current year groups Sept 2014. SLT looked closely to identify areas of greatest concern. 	Nil	RAISEonline Oct 15 demonstrated that PP pupils made outstanding progress between KS1 and KS2	Continued and appropriate intervention according to need.
Compare PP / non PP progress between March 14 and Sept 14	Oct 14	<ul style="list-style-type: none"> STL completed analysis of March 2014 and September 2014 data. March 2014 was deemed to be the reliable starting point. Share this information with teachers and middle Leaders. 	Nil	SLT observed where gaps are closing / opening.	To monitor the gaps in December

Interventions put in place and costed out across school	Sept 14	<ul style="list-style-type: none"> • SLT devised rigorous intervention groups with specific thrusts across the school from Year 1 upwards. Children have been grouped according to need and current level of attainment. • Intervention groups costed out on Excel spreadsheet. 	£49,500 Costed by TA hourly on PP Register	Interventions in Y2, Y4 and Y6 have been most effective with the gaps beginning to close. Interventions have been reviewed in light of pupil progress and TA hours have been altered to allow for greater support outside of Maths and Literacy teaching	Monitor through pupil progress meetings / assessments Nov/Dec 2014
Middle Leaders to co-ordinate extra provision within year groups / teams.	Oct 14 on-going	<ul style="list-style-type: none"> • Staff Meeting Oct 20th 2014, analysis shared with staff • Teams worked together, lead by Middle Leaders, to map out extra provision for PP pupils. 	Nil	Shared accountability Realisation of the need to focus on this group	ML's to review actions.
Review progress and analyse gaps between PP / Non PP	Dec 14	<ul style="list-style-type: none"> • SLT completed a gap analysis between PP and Non PP pupils into current year groups from 	Nil	Gaps identified and evidenced	Staff to be made aware of gaps and which chn need boosting further in R, W & M Intervention groups to support further learning of PP pupils in Reading, Writing and Maths
Pupils receive clear, accurate and useful feedback. Update Marking Policy	Oct 14	<ul style="list-style-type: none"> • SLT and English subject leader updated the marking policy to reflect Effective Marking and the additions made over the past year. • Policy shared with staff for comments and additions • Policy updated 	Nil	Marking improving across whole school but not yet consistently good.	SLT planned Marking training with DEDS ML Training 25.11.14 and Staff Training in partners on 16.12.14

Trips and visits	All Year	<ul style="list-style-type: none"> • PP children access all trips and visits offered. • Year 6 pupils attend Derwent Hill Outdoor Education Centre. 	8 x £260 for Derwent Hill £2080 Total £500 for additional trips	PP pupils provided with additional enriching experiences. Equality of opportunity for all.	
Appointment of a Student Safeguarding and Wellbeing Officer across the Trust.	Sept 14	<ul style="list-style-type: none"> • WLT employed officer to work across the organisation to work closely with families and/or pupils experiencing difficulties of a social nature. 		Officer has established a good relationship with school staff. She is beginning to attend Core Group Meetings and attend conferences on behalf of Redby SLT	Targeted families and children to link with Carol Stafford.
Quality First Teaching input	Sept 14 Oct 14 Nov 14	<ul style="list-style-type: none"> • Time taken at staff meeting (Sept, Oct , Nov 14) to share and discuss the attributes of Quality First Teaching and how it can support learning of all groups of learners from SEN to More Able. 	Nil	Documentation given to staff to support QFT within the 4 areas of SEN Teachers and TA's made aware of the many aspects of QFT.	SLT to monitor through lesson observations / book scrutinies.
Transport to School	All Year	<ul style="list-style-type: none"> • A travel plan is in place for three PP pupils, from two families, to eradicate lateness and absence. 	£2945 Per Year	All 3 pupils have 100% attendance since the transport started.	Travel Plan to continue for both families
Additional part time Teacher employed in Year 2 & 4	All Year	<ul style="list-style-type: none"> • Current Year 4 had an additional teacher (Rachel Charlton) every morning to teach Maths and English last year. This had a dramatic improvement in the behaviour of a very challenging group of boys. The PP / Non PP gaps have been seen to reduce in all areas. This has been continued into Year 4. 	£36000 Per Year	The gaps between PP and non PP pupils have decreased in Reading, Writing and Maths.	Employ RC again this year with a view to possibly teaching two afternoons to the same group of pupils.

Performance Appraisal Objective	All Year	<ul style="list-style-type: none"> All teachers to have a performance appraisal objective which includes raising attainment and improving progress of Pupil Premium pupils 	Nil	<p>Equal entitlement and focus across school. Pupil Premium data in the forefront of teachers' minds with more regular monitoring. PP pupils highlighted on planning. Gaps between PP pupils and their peers have closed in the vast majority of instances.</p>	Achievement Objective to be monitored at Pupil Performance meetings and in PM reviews.
Music Tuition	All Year	<ul style="list-style-type: none"> Three PP pupils access music tuition from a visiting teacher. 	£450 Per Year	Enrichment of experiences and equality of opportunity.	Any PP children provided with this opportunity.
Extended Schools	All Year	<ul style="list-style-type: none"> All PP children are entitled to attend after school activities as part of the Extended Schools provision. 30 Pupils are currently attending after school activities. HLTA with Extended Provision responsibility sets groups up and is always present in school whilst courses are running. This is also to cover any first aid needs. Additional member of staff in attendance when outside providers are leading sessions. 	<p>£2280 Per Year for Pupil fees</p> <p>£2024 HLTA cover</p> <p>£1632 TA cover</p>	Enrichment of experiences and equality of opportunity. After school activities are well supported by PP pupils. This in turn has an impact on school attendance figures.	Any PP children provided with this opportunity.
Lexia Site License	All Year	<ul style="list-style-type: none"> Lexia ICT software is used for phonics intervention. 		With the introduction of Renaissance Reading the use of Lexia has not been promoted this term.	Lexia to to be used daily with identified chn for 15 mins a session
Photocopying / Consumable	All Year	<ul style="list-style-type: none"> Paper and ink etc used to prepare appropriate Resources for intervention groups. 	£2000	All intervention groups well resourced, thus	

Resources				showing value to the pupils' work.	
Attendance Rewards	All Year	<ul style="list-style-type: none"> • Badges have been purchased as an incentive for 100% attendance. • End of term treat for classes with 100% attendance. • End of year awards for 100% for the whole year. 	£1200 Per Year	<ul style="list-style-type: none"> • Reduction in absence and an improvement in attendance figures across the school. 	<ul style="list-style-type: none"> • Office manager to monitor attendance weekly and to send out a text informing parents of weekly attendance percentage.