

Hemlington Hall Academy

Framework for the use of the Pupil Premium

Background

The government believes that the Pupil Premium, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and those Looked After and their wealthier peers, by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

It is for schools to decide how the Pupil Premium is spent, since they are best placed to assess what additional provision should be made for the individual pupils within their responsibility.

Principles Hemlington Hall Governors have agreed

- We ensure that teaching and learning opportunities meet the needs of all pupils.
- We ensure that appropriate provision is made for pupils who belong to vulnerable groups; this includes ensuring that the needs of disadvantaged pupils are adequately assessed and addressed.
- In making provision for disadvantaged pupils, we recognise that not all pupils who receive free school meals will be disadvantaged.
- We also recognise that not all pupils who are disadvantaged are registered or qualify for free school meals. We reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has legitimately identified as being disadvantaged.
- Pupil Premium funding will be allocated following a needs analysis which will identify priority groups or individuals. Limited funding and resources means that not all children receiving free school meals will be in receipt of pupil premium interventions

Provision

The range of provision the Governors may consider making for this group 2014-2015 includes:

- Improving standards in Reading across the school through investment in targeted support materials, reading books, library resources and specialist visitors
- Maintaining small class sizes thus improving opportunities for effective assessment and accelerating progress.
- Providing 1-1 support and / or small group work with an experienced teacher or teaching assistant, focused on overcoming gaps in learning, including The Nurture Room
- Additional teaching and learning opportunities provided through trained teaching assistants or external agencies, such as Educational Psychologist and EWO
- Subsidies to enrichment activities such as after school clubs, educational visits, specialist providers and residents and transport.
- Continue to source high quality training for teaching and / or support staff to ensure they are skilled in promoting and maximizing pupil progress, particular for those disadvantaged students
- Providing appropriate and targeted resources for effective teaching, learning and progress.
- Provision of a Family Liaison Officer, Mrs Harrison, to support parents in helping their children achieve their full potential in school and to liaise with Social Care and Well-being services
- To improve KS1 classroom environments and resources
- To develop a KS1 Food Technology Area
- To support Y6 students further in preparation for secondary school through transition, uniform support and quality first teaching
- A sports kit for Hemlington Hall Sports Teams / Events

Reporting

The Head teacher will report annually to the Governors' on the school's approaches to, and success in, narrowing the gap for disadvantaged pupils. Governors will monitor spending termly through attendance at termly Standards Meetings, FGB and Committee Meetings and will report back. An annual statement will be published on the school website.

The Governors of the school will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used to address the issue of 'narrowing the gap', for disadvantaged pupils. This task will be carried out within the requirements published by the Department for Education. Governors will also review and monitor spending throughout the year in all Governors Meeting.

The amounts to be delegated to Hemlington Hall Academy for 2014-15 is approximately £189,000 in (2013-14 allocation £111,876). This has increased from the previous year due to increasing numbers on role and increased allocation per pupil from Government to £1300 per child. Following discussion with staff, HT and Governors, the following aspects will become the focus of spending for the coming year, with a view to closing the attainment gap for disadvantaged students and raising attainment overall.

Evaluation of pupil premium 2014/15

Type of provision	Action	Costs	Milestone & Monitoring	Evaluation
Actions focused on learning in the curriculum directly affecting performance in the class <ul style="list-style-type: none"> Maintaining small class sizes thus improving opportunities for effective assessment and accelerating progress. Providing 1-1 support and / or small group work with an experienced teacher or teaching assistant, focused on overcoming gaps in 	Additional Teacher for Y5: cross-over prior to maternity leave	£2,000 contribution	Half-termly SSE monitoring	Effective transition made between JW and KO. KO assisted in planning and preparation working with the team to ensure no time is wasted.
	Additional Teacher to support Y2 mornings	£5,000 contribution	Autumn Term SSE Monitoring	Smaller groupings target work more specifically. Support given by KG to enhance progress of a group.
	Increased hours and grades of TA2 & 3 staff to support individual/small groups	£13,078 contribution for one Y5 TA	Half-termly SSE monitoring Half-termly Support Staff Meetings	Additional TA supports learning for a year group with particular learning challenges. One TA3 attended significant training for Nurture Room / SEBD support in school
	Cost of upgrading and training TA3 to HLTA role within the Nurture Room	£11000 contribution	Summer 2015	Nurture room set up ready for working groups. Children identified by staff. Letters sent to parents Timetable in place for Sept 15.
	Additional Play Leader to support lunchtimes every day	£1753	Half-termly Support Staff Meetings	Ensuring lunchtime behaviour is positive and children are well supervised and safeguarded at all times, particularly through building work KS1.
	Enrichment activities	£250 Living Eggs project 13 – 24 April	Science outcomes Photos Pupil Interviews	WEB CAM SET UP SO CHILDREN COULD OBSERVE CHANGES AND RECORD THEIR FINDINGS IN EVERY CLASS. Children demonstrating awe and wonder!
	Curriculum linked trips / visits / visitors / transport	£4,000 contribution	Half-termly SSE monitoring: Reach for the Stars Pupil Data & Assessment	Ongoing: wide range of visits and visitors enrich the curriculum to provide children with experiences to enhance their own learning.

<ul style="list-style-type: none"> Additional teaching and learning opportunities provided through trained teaching assistants or external agencies, such as Educational Psychologist and EWO 	<p>learning, including The Nurture Room</p>	<p>Residential visit: Carleton</p>	<p>£2260 contribution</p>	<p>6 – 10 July</p>	<p>All Pupil Premium children who wanted to attend were able to attend. Children engaged in a range of physical activities as well as developing team skills, independence and challenging themselves!</p>
	<p>KS1 materials and equipment</p>	<p>£7500</p>	<p>Governor Monitoring Spring Term</p>	<p>Resources purchased and organised in new area. Further resources will need to be purchased 2015-16. Resources are having an impact on learning because children can access independently and practically problem solve as part of the core and context curriculum.</p>	
	<p>HNB materials & equipment: Sensory Room</p>	<p>£16500 contribution</p>	<p>Governor Monitoring Summer Term</p>	<p>Children accessing Sensory Room in times of crisis as well as to support sensory needs and learning difficulties.</p>	
	<p>Nurture Room Furniture</p>	<p>£8000 contribution</p>	<p>Summer 2015</p>	<p>Children will access Nurture Room from Autumn 2015. 97% of the children identified for social, emotional and learning support are in receipt of pupil premium.</p>	
	<p>KS1 Food Technology Area</p>	<p>£9000 contribution NOT USED - REDISTRIBUTED</p>	<p>Summer 2015</p>	<p>Did not go ahead as a result of longer term planning for KS2. It will be developed but as part of a bigger project.</p>	
	<p>Improving Learning Environments for HNB and KS1</p>	<p>£18210 contribution</p>	<p>Oct – April 2015</p>	<p>100% OF HNB COHORT IS IN RECEIPT OF PUPIL Premium. They have a purpose built base in which they are safe, their individual medical needs are met and they have specific, targeted learning resources</p>	
	<p>New library resources & reading materials</p>	<p>£2500</p>	<p>Opening Jan 2015 Parental Questionnaires Pupil Reading Survey</p>	<p>Half-ternly assessment data and SSE monitoring shows progress for the majority of children in reading. Parents coming and choosing books with children several times per week.</p>	
	<p>Extended KS1 Oxford Reading Tree Materials</p>	<p>£3000</p>	<p>Parental Questionnaires Pupil Reading Survey Reading data analysis half-ternly</p>	<p>Half-ternly assessment data and SSE monitoring shows progress for the majority of children in reading.</p>	
	<p>Extended KS2 reading materials</p>	<p>£7000</p>	<p>Parental Questionnaires Pupil Reading Survey Reading data analysis half-ternly</p>	<p>Half-ternly assessment data and SSE monitoring shows progress for the majority of children in reading.</p>	
	<p>ORT Benchmarking Materials</p>	<p>£500</p>	<p>SSE English Monitoring Staff Monitoring through Pupil Progress Meetings</p>	<p>Materials in place to tackle underachievement particularly in vulnerable groups. Data st the end of 2014-15 demonstrates a narrowed gap for PP compared to non-PP by the end of KS2. Further work to do in KS1, as gap is still evident.</p>	
	<p>Upgraded I.T. equipment in new classroom areas</p>	<p>£6000 contribution</p>	<p>Termly review Observed usage through half-ternly SSE and monitoring Pupil Interviews</p>	<p>Whiteboards and projectors installed at correct child-height in new classrooms in order that the children can access interactive learning as part of everyday classroom curriculum.</p>	
	<p>New Assessment Materials</p>	<p>£1200 £800</p>	<p>Rising Stars Target Tracker DfE monitoring 16.12.14 L.A. School Categorisation</p>	<p>Teachers effectively use New Curriculum objectives and assess against them using Target Tracker in Y1,3,4,5. Teachers attended training and subsequent staff meetings have supported the implementation for English and Maths</p>	

			Visit 10.02.15	specifically. Children are showing progress.
	Daisy Chain Coaches including weekly P.E. curriculum support and Tai Chi	£5000 contribution	SSE Lesson Observations Pupil Questionnaire Timetable Review Staff Consultation	Early Years now receive specialist sports coaching for Physical Development weekly. Tai Chi Review underway (Feb 15).
	Sound Training Intervention (£144 pp)	£5110	Y5/6 individuals assessment data analysis Pupil Interviews	Children's skills improving as observed through assessment Measurable outcomes pre-post intervention
	Intervention Programmes / License subscription	£2000 contribution	Ongoing monitoring	Pupil Outcomes improving as a result of focussed intervention.
	GAT Masterclasses / Cross-alliance liaison	£6000 contribution towards GF consultant costs, transport and materials	GF Planning The King's Academy Planning for writing workshop Y6 assessment data analysis half-termly	Pupil Outcomes improving as a result of focussed and / or specialist support
	Training and Staff Development	KS Reader Training £199 Lend me your Literacy Y5/6 £1290 JW Grammar Training £150 JS Aiming for Excellence Training £699	4/5. 11.14 23.09.14 22.09.14	Staff attending training: Feedback given to whole staff (record in school) Pupil Outcomes improve as a result of staff training. Pupil Outcomes improving as a result of focussed curriculum visits. Personal development for Teachers strengthens capacity for school to improve. NPQSL trainee completed course and has had a significant impact across school in leading maths, gifted and talented and website development. She has supported individual teachers in adapting planning to meet the needs of all groups of children , including Pupil Premium
		NP NPQSL £2000 DS NPQML £2000 – DEFERRED FOR ONE YEAR 3x NQT Support £660 Nurture Room staff Training £2000	Various across year Various across year Various across year June / July 2015	NQTS HAVE ATTENDED SPECIFIC TRAINING ON MEETING THE NEEDS OF VULNERABLE GROUPS. They have been monitored in school to complete their NQT year, all of whom have passed and secured permanent contracts. Nurture Room will support 97% pupil premium children to manage their social, emotional and personal well-being so that they can implement the strategies in lessons (Aut 2015 start)
Actions focused on enrichment beyond the curriculum	Funding for staffing Breakfast Club	£1000 contribution	JH Monitoring & annual review	60 children attend Breakfast Clubs daily, have a settled start to the morning and are ready to learn.
	Multi-sports court	£15000 contribution (+£10k Awards for All Grant)	February 2015 construction Monitor usage	Children use this on a rota base and sports coach comes in to support targeted groups in team skills and specific games skills.

	After school clubs including sports /arts / other leisure activities Specialist Sports Teacher delivering PP targeted Holiday Clubs	£500 contribution £7841 contribution (Total cost of role £12,841)	Half-termly work with P.E. Coordinator / Middle Leader Sport Coach Appraisal & monitoring through SSE	Children given opportunities to attend a wide range of clubs and develop new skills, including teamwork and understanding how to keep healthy.
Actions focused on social, emotional and behavioural issues	Addressing barriers to learning * Behaviour Support	Contribution £2000 Release staff to attend support meetings at Rosewood CAMHs, with Educational Psychologist and other outside agencies £600	Termly Safeguarding review – HT Report Teachers record files Termly SENCo monitoring	Safeguarding policies and procedures implemented rigorously, ensuring the safety and well-being of all children Targeted groups and key staff work together to tackle sensitive issues and ensure equality across the curriculum
	The Bungalow Partnership	£3000 annual SLA	Annual Review	4 families continue to be supported with play therapy, counselling and family support. As a result, these children are making better progress in school and personal circumstances are stabilised. One PP child in Y5 referred on to Barnardos.
	*Improving Attendance through appointment of independent EWO and succession planning to FLO in school	£2400 contribution towards EWO SLA	Half-termly register checks Attendance monitoring Home Visits Record of correspondence to parents ACC Meetings as required Weekly assembly & rewards	Whole school Attendance at July 2015 94.9%. This needs to improve still further. FLO / HT to attend training Aut 2015 to ensure policy and procedure is implemented even more rigorously to address parents taking children out of school in term time. Good News Postcards celebrate 100% Attendance and punctuality for 50 children.
Actions focused on families and communities	Supporting parents * Family Liaison Officer	£18,000 contribution to FLO salary costs	Annual Staff Appraisal	Safeguarding policies and procedures implemented rigorously, ensuring the safety and well-being of all children Families receive personalised and targeted support when needed.
	*family learning	£1500	Annual Review Event reviews	Parent Academy implemented for 20 families from October 2014. Parent feedback & Data analysis due Autumn 2015.
	*parenting classes	£1500	Annual Review Event reviews	Parents tell us they feel supported in helping their child with learning and have learned new skills to help them with their personal career choices.

Total : £189000: All funds allocated or spent for 2014-15

Proposals for 2015 / 16 - £131,000 (final figure TBC)

- Providing Summer Schools initially targeting Pupil Premium children throughout the Summer 2016: Cost £5000
- Funding Sports Holiday Sessions provided by other agencies for Pupil Premium Children: Cost £1000
- Development of KS2 Learning Spaces: Cost £50,000 contribution
- Middle Leader Program: Teaching Leaders 2 staff Cost: £2000
- HLT A training programme 2 x £1000: £2000
- Daisy Chain Coach: £12000 contribution
- Learning Resource Packs for parents / children: £50 per pack x 100: £5000
- School Uniform: £3000
- Supporting School Visits: £80 per child Rec – Y3 / £150 per child Y4 – Y6 to take into account Residential visits