

**One In A Million Free School: Pupil premium strategy statement (secondary).**  
**Evaluation of Pupil Premium spend for 2017-8 and Strategy for 2018-2019**



(please note, data is unvalidated. Pupil Premium funding is estimated because the student census and financial year are different)

1. Summary information					
School	One In A Million Free School				
Academic Year	2018/19	Total PP budget	£157,512	Date of most recent PP Review	Sept 18
Total number of pupils	363	Number of pupils eligible for PP	(48%) 174	Date for next internal review of this strategy	Mar 19
2. Current attainment					
			Pupils eligible for PP	Pupils not eligible for PP	
% achieving Grade 5 English and Maths 2018			9.4%	18.5%	
% achieving Grade 4 in English / Maths			21.9%	29.6%	
Attainment 8 score average			28.23	29.6	
Performance 8 Score (to be added in November)					
3. Barriers to future attainment (for pupils eligible for PP)					
In-school barriers <i>(issues to be addressed in school, such as poor literacy skills)</i>					
A.	Poor behaviour				
B.	Poor literacy skills				
C.	Poor attitudes to self and school				
External barriers <i>(issues which also require action outside school, such as low attendance rates)</i>					
D.	Poor Attendance – 88.14% compared to non-PP students who have 92.48% attendance Poor parental engagement				
4. Desired outcomes <i>(desired outcomes and how they will be measured)</i>				Success criteria	

<b>A.</b>	Improved Behaviour – reduction in Behaviour Reviews and Fixed Term Exclusions and Permanent Exclusions.	Reduced number of incidents compared to the previous year.
<b>B.</b>	Improved reading age.	In line with Non-PP students and closer to their actual reading age.
<b>C.</b>	Growing self confidence and self esteem (measured via PASS – Pupil Attitude to Self and School)	In line with Non-PP students and showing an improvement in the number of positive points they have achieved.
<b>D.</b>	Improved attendance – comparable with other students	92%

<b>5. Planned expenditure</b>					
<b>Academic year</b>		<b>2018/19</b>			
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.					
<b>i. Quality of teaching for all</b>					
<b>Desired outcome</b>	<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>
Improved Teaching	Focus in on T & L (£66,665) Possible new post, possible new contract	New VP to lead on T & L  4 New Director roles with an overview of Dept T and L  3 new Assistant Directors to support learner engagement  Larger pastoral Team	Monitored through regular review of SDP	PAG	Mar 19

	Invest in quality CPD (£15,600)	If teachers improve the quality of experience for students does	CPD needs only agreed if part of a teacher's Professional Development Plan	JQ	Mar 19
<b>Total budgeted cost</b>					£82,265
<b>ii. Targeted support</b>					
<b>Desired outcome</b>	<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>
Improved Behaviour	Pastoral Support increased under new staffing structure	There is a clear link between behaviour for learning and good academic outcomes	Reduction in Behaviour reviews	KW/HO/LJ	March 19
Improved Reading	Reciprocal and Accelerated Reading	Evidence that students on entry are below their peers in other schools	Use data to ensure that students are making good gains	AH	March 19
Improved Attendance	Pastoral Team now leads on attendance	There is clear evidence that poor attenders underachieve	Monitor weekly attendance figures and carefully map the trends	PG	March 19
Support mid and high attaining PP students	Ensure all Teaching and Learning is appropriately	To close the gap between the PP and Non – PP Students Of the same ability.	Quality Assuring through Student voice Book scrutiny lesson observations	JQ	December 18

	differentiated to ensure students are being challenged and supported				
Support SEN PP students. Effective use of Provision Map and Student data.	New SEN curriculum	Curriculum to engage students and one that they can access	Assigning new Assistant SENCo to support lesson planning. SENCo to complete qualification. Recruit Life Skills Leader	PG	Ongoing throughout the academic year of 2018/19. SENCo Qualification 12 Month course
<b>Total budgeted cost</b>					£19,500
<b>iii. Other approaches</b>					
<b>Desired outcome</b>	<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>
Neuro NDD Programme - £3000	Use Paul Dolby to access and oversee the NDD	Growing evidence to suggest that underachievement can be addressed by addressing STNRs	Establish baseline and retest – cross check it against gains in academic achievement	PG	Mar 19
Careers Events - £12,500	Plan a number of careers event throughout the year, for all year groups. Create and use	Our students need to look to the future to realise the importance of today. Employability skills will be tracked with an audit developed with corporate	Monitor external involvement and student voice	AH	Mar 19

	skills tracking audit	partners			
Initiative to maximise the relationship with OIAM Charity corporate Partner Experiences	Establish a programme of employer experiences to support student aspiration and motivation	Better outcomes and work ethic observed and reported.  Improved acquisition of employability skills.	Framework for charity and school working together to be developed.  Employability skills audit to be used in all years.  A range of events planned throughout the year.	AH	Mar 19
Corporate Partners Mentoring Programme for Disadvantaged Girls in Year 11	Set up mentoring programme. Secure DBS for all involved. Development of electronic communication with mentor as well as face to face.	Better outcomes for students	VP and Charity Lead to establish working partnership	AH	Mar 19
Rewards and enrichment - £15,500	Students attend enrichments and rewards trips	Students who are rewarded and enriched perform better. All students to access at least 20 hours of enrichment in Year 7 to 10.	Monitor the number of PP students attending rewards trips and enrichments	AH	Mar 19
Additional pastoral		There is a clear link between	Reduction in Behaviour	PG	Mar 19

support – additional LSA posts £17,970		behaviour for learning and good academic outcomes. Capacity of Pastoral leaders will be developed to facilitate efficient use of data to target intervention	reviews		
Additional resources - £4,230	Purchase of resources to aid progress. e.g. IXL, addition to library, IT, MyMaths.	Pilot programmes have proven to support attainment. Strategies that have been less successful, no longer in place	Monitor outcomes	JQ	Mar 19
Mental Health Strategy £2500	Train staff and purchase resources. Secure staff time to be trained in Mental Health First Aid	Create a programme with the ambition of being the best in the city	Improved exam performance. More positive PASS scores. Improve scores o mental health audits.	HO/AH	NOV 18
GL Assessment. Classcharts, provision map	Whole school management tools that allow improved tracking of PP students. Used to target intervention to secure improved outcomes	Improved attainment and behaviour profiles of PP students	Attainment and behaviour outcome measures	AH	Improved triangulation by Mar 2019

Bespoke Enrichment and Intervention targeting vulnerable PP students	Track PP outcomes and target support through enrichment and intervention programmes.	Improved attainment, behaviour and attainment outcomes for PP Students	Relevant data measures for the year plus emerging trends.	JM	NOV18
New Assistant Senco posts x part time	Appointment of 2 assistant SENCo to work with SENCo for a day each	Due to the large percentage of students that are SEN more support is required for the SENCo	Performance Management	PG	July 2019
New Life Skills Leader £17970	Appointment of a part time Life Skills Leader	Due to the large percentage of students that are SEN more support is required for the SENCo	Performance Management	PG	July 2019
New KS2 teacher	Appointment of a KS2 Teacher	Due to the large percentage of students that are SEN more support is required for the SENCo	Performance Management	PG	July 2019
Develop the use of ICT to support EAL Students	EAL	Due to the growing percentage of students that are EAL more support is required for these students	Monitor outcomes	AH	Mar 19
Develop	Staffing required to	Due to the growing percentage	Improved attainment and	AH	JAN 19



Intervention for EAL at KS4	support EAL students who are not accessing curriculum Options subjects.	of students that are EAL more support is required for these students	acquisition of functional skills		
				<b>Total budgeted cost</b>	<b>£ 157,465</b>
				<b>Total Allocated</b>	<b>£157,465</b>
				<b>To be allocated</b>	<b>£0</b>

<b>6. Review of expenditure</b>				
<b>Previous Academic Year</b>		<b>2017_2018</b>		
<b>i. Quality of teaching for all</b>				
<b>Desired outcome</b>	<b>Chosen action / approach</b>	<b>Estimated impact:</b> Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	<b>Lessons learned</b> Criteria met with improved reading ages and attainment in all years. Year 11 attainment was hampered by significant factors outside school's control. However, additional structures for targeted support focussing on Year 11 will be in place this year.	<b>Cost</b> <b>£89,765</b>
<b>ii. Targeted support</b>				
<b>Desired outcome</b>	<b>Chosen action / approach</b>	<b>Estimated impact:</b> Did you meet the success criteria? Include impact on pupils	<b>Lessons learned</b> (Closely linked to T&L criteria) Consistent	<b>Cost</b>

		not eligible for PP, if appropriate.	improvements in attainment and practice have been achieved this year. Future attainment will see the attainment gap close, with particular support to be given to disadvantaged students to develop exam resilience and build their strong mental health.	<b>£10,700</b>
<b>iii. Other approaches</b>				
<b>Desired outcome</b>	<b>Chosen action / approach</b>	<b>Estimated impact:</b> Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	<b>Lessons learned</b> Careers events have been developed in to a programme that all students have had access to. All Year 11 had secured a place at college before September.  NDD programme has been inconclusive in regards to it's impact, despite significant time and staff investment.  Rewards and Enrichment – these opportunities were not fully maximised this year. A new structured approach to Enrichment for Years 7 to 10 next year will ensure that all students are involved in a minimum of 20 Enrichment hours per year.  Improved Pastoral support has successfully managed the barriers to success for most	<b>Cost</b>  <b>£39,500</b>

			<p>younger students. Legacy issues with Year 11 and outside factors could have had an even greater negative impact without the improved Pastoral support.</p> <p>IXL Maths provision initially indicated had been successful in supporting a number of PP students, however a range of factors including mental health issues had an effect on their actual performance in the summer exams.</p> <p>Consequently a greater structured approach to intervention, mentoring, careers, exam resilience and mental health will be in place for the next academic year.</p>	
			Total Cost	<b>£140,000</b>

