

Pupil premium strategy statement (secondary)

1. Summary information					
School	Hertswood Academy				
Academic Year	2018-19	Total PP budget	£359,040	Date of most recent PP Review	11/18
Total number of pupils	1252	Number of pupils eligible for PP	398	Date for next internal review of this strategy	1/19

2. Current attainment		
	Pupils eligible for PP (your school)	Pupils not eligible for PP (national average)
Progress 8 score average	-0.23	0.1
Attainment 8 score average	39	49

3. Barriers to future attainment (for pupils eligible for PP)

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

A.	Progress in years 7 to 10 for pupil premium students and high PA pupil premium students is behind that of other students
B.	Behaviour of some PP students prevents access to learning and good progress

External barriers *(issues which also require action outside school, such as low attendance rates)*

D.	Attendance of PP students is low which prevents them making good progress in lessons (See Ofsted action plan)
E.	Many PP students do not benefit from strong academic role models out of school and often have a poor learning environment at home.

4. Desired outcomes <i>(desired outcomes and how they will be measured)</i>		Success criteria
A.	PP students make progress in line with other students nationally	Year 11 progress 8 score
B.	PP students make progress in line with their peers	Year 11 progress 8 score
C.	Attendance of PP students is in line with their peers	Attendance data
D.	Attendance of PP students meets the school target of 96%	Attendance data

5. Planned expenditure**Academic year****2018-19**

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.

1. Attendance of pupil premium students

Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?			
PP students' attendance at school target (96%) (See Ofsted action plan)	Attendance officer employed	Attendance of PP students below rest of school and school target			
(See Ofsted action plan)	Key members of SLT focused on attendance supported by attendance officer and deputy heads of learning	Support to focus on key target students Increasing the attendance of all students and in particular pupil premium students is a key area of whole school improvement			
Total budgeted cost					£90,000

2. Raise aspirations

Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?			
All students have a clear career pathway	Year 7 – 11 careers plan	Students report low levels of aspiration leading to poor engagement			
	Students take part in Kudos and focused small group sessions	Identifying student interests and addressing them through relevant support			
	Work with UoH to increase number of careers activities in younger years	Lack of student awareness displayed in Kudos and other careers activities			

Total budgeted cost					£20,000
3. Study skills support					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?			
Student study skills and motivation improved leading to better outcomes	Employ academic mentor team to work with PP students	Year 11 students receiving support from academic mentor make better than average progress			
	Enable students to purchase revision resources	Year 11 students make better progress when equipped with the correct resources			
	Develop the role of the academic mentor in year 10	Develop better study skills and attitude in younger years			
Total budgeted cost					£100,000

6. Review of expenditure					
Previous Academic Year		2017- 2018			
i. Attendance of pupil premium students					
Desired outcome	Chosen action / approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost	
PP students' attendance at school target (96%) (See Ofsted action plan)	Attendance officer employed	Attendance of PP students improved	Continue to work to further improve attendance for this group. Increased range of strategies including home visits and home visits.	£90,000 approx	
	Members of SLT focus on 1 year group each and to be actively involved in the implementation of actions				
ii. Improved use of tutor time					
Desired outcome	Chosen action / approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost	
All students attend tutor periods Tutor periods are engaging and purposeful. Students value this learning .	Review and implement structured resources SLT, Heads of Learning and year team to evaluate current resources for their year group.	Quality of tutor periods significantly improved for all students - lesson observations. Students attend tutor periods.	Continue to improve quality of teaching and learning through learning walks. Focus on students who are regularly late for tutor periods	£40,000	

Punctuality and attendance of pp students improves in line with the Ofsted action plan	Recommendations made for improvement. AHT to lead the development of new resources for the year					
iii. Raise aspirations						
Desired outcome	Chosen action / approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost		
All students have a clear career pathway	Year 7 – 11 careers plan	All students took part in careers activities including Kudos and one off events.	Further develop to focus on individual students and increase number of careers activities.	£20,000		
	Students take part in Kudos and focused small group sessions					
iv. Improve outcomes in year 11						
Narrow gap between PP and other students	Academic mentors focused on PP students	Progress gap narrowed to 0.23 (from 0.38) Attainment gap narrowed to 4 (from 8)	Develop a clearer focus in year 10. Students given more specific targets and incentives to attend study zone etc. All students / parents met twice yearly by academic mentor	£60,000		

7. Additional detail

- All PP students have access to a £50 bursary to spend on educational resources and trips.
- £10,000 is available for faculties to apply for to support access to the curriculum.