



Bower Park Academy

Pupil Premium Plan 2014-2015

Pupil Premium report for Academic year 2014 to 2015

Breakdown of students who are identified as Pupil Premium funded

Curriculum Year	Total number of students	Pupil Premium funded students	% of Pupil Premium students
11	180	71	40%
10	153	63	41%
9	136	55	40%
8	116	50	43%
7	172	81	47%

Four year trends for Year 11

	Overall 2012	2012 Non PP	2012 PP	Overall 2013	2013 Non PP	2013 PP	Overall 2014	2014 Non PP	2014 PP	Overall 2015	2015 Non PP	2015 PP
5 A*-C	55%	59%	46%	42%	50%	23%	50%	55%	42%	66%	70%	60%
Making 3 levels of expected progress and above in English	55%	63%	42%	46%	55%	27%	82%	88%	70%	87%	89%	83%
Making 3 levels of expected progress and above in Maths	63%	67%	54%	67%	76%	51%	55%	55%	54%	76%	80%	70%
Making 3 levels of expected progress and above in Core Science							38%	52%	14%	55%	63%	47%

GCSE Ready

Criterion	Mar 2015 milestone Non PP	Mar 2015 milestone PP	June 2015 Milestone Non PP	June 2015 Milestone PP	End of Year 2016 Non PP	End of Year 2016 PP
Current Y10 % (Pupil Premium) achieving A*-C in English	44%	39%	55%	50%	81%	78%
Current Y10 % (Pupil Premium) achieving A*-C in Maths	41%	36%	53%	47%	79%	77%
Current Y10 % (Pupil Premium) achieving A*-C in Core Science	55%	35%	61%	45%	Core exam sat June 2015	

Year 9

Criterion	Feb 2015 milestone Non PP	Feb 2015 milestone PP	May 2015 Milestone Non PP	May 2015 Milestone PP	End of year milestone July 2015 Non PP	End of year milestone July 2015 Non PP
Current Y9 % (Pupil Premium) achieving 2 levels progress in Eng,	63%	55%	73%	65%	85%	79%
Current Y9 % (Pupil Premium) achieving 2 levels progress in Maths	58%	50%	68%	60%	82%	76%
Current Y9 % (Pupil Premium) achieving 2 levels progress in Science	53%	45%	63%	55%	80%	72%

Year 8

Criterion	Feb 2015 milestone Non PP	Feb 2015 milestone PP	April 2015 milestone Non PP	April 2015 milestone PP	June Milestone Non PP	June Milestone PP	End of year milestone July 2015 Non PP	End of year milestone July 2015 PP	End of Year 2016 Non PP	End of Year 2016 PP
Current Y8 % (Pupil Premium) on target to achieve 2 levels progress in Eng	87	82	87	82	82	87	82	87	82	87
Current Y8 % (Pupil Premium) on target to achieve 2 levels progress in Maths	85	81	85	81	85	81	85	81	85	81
Current Y8 % (Pupil Premium) on target to achieve 2 levels progress in Science	82	78	82	78	82	78	82	78	82	78

Year 7

Criterion	Feb 2015 milestone Non PP	Feb 2015 milestone PP	April 2015 milestone Non PP	April 2015 milestone PP	End of year milestone July 2015 Non PP	End of year milestone July 2015 PP	End of Year 2017 Non PP	End of Year 2017 PP
Current Y8 % (Pupil Premium) on target to achieve 2 levels progress in Eng	87	83	87	83	87	83	87	83
Current Y8 % (Pupil Premium) on target to achieve 2 levels progress in Maths	87	83	87	83	87	83	87	83
Current Y8 % (Pupil Premium) on target to achieve 2 levels progress in Science	87	83	87	83	87	83	87	83

- Current Student PP Numbers (Jan 15) are 320, which represents 42% of the school population.
- Students who are eligible for free school meals (39%) is higher than national (28.5 %).
- 2014 PP students gaining 5 or more A*-C grades at GCSE (42%) were above the national average (36%).
- Progress from KS2 to KS4 for PP students (43.3%), compared to nationally (14.1%), in 2014 closed the gap from 2013.

Progress from KS2 to KS4 differences in PP students and Non PP is too high and the gap needs to be significantly addressed.

Mathematics

- The Academy has employed a teacher to manage classes for three days a week in Mathematics, allowing for the Head of Department and Senior Staff to coach PP students.
- Further interventions with one to one and small group sessions with an experienced Mathematics Teaching Assistant, Mathematics Teacher and Instructor.

English

- The Academy has directed one of its highly experienced English Cover Teachers to work exclusively with PP students during the Spring and Summer terms 2015.
- Spring and Summer Term HLTA support in the English department, with individual and small group work.
- The Academy employs an Advanced Skills teacher for Literacy Interventions with a particular focus on KS3.
- In the Spring and Summer Terms 2015, the Academy employs a Literacy Teaching Assistant.
- 30 Laptops purchased for English which are identified for small group work and access to additional resources.

Science

- Low-level disruption has been identified as an inhibitor to learning in Science. We have engaged a highly qualified Science teacher with a TLR for dealing with low-level disruption across all aspects of Science.
- We have employed a Physics tutor for Science who is working with some of our more able PP students.

Climate for Learning

Incidents of PP students using the schools on-call system has reduced but is still too high. The Academy is continuing with the interventions it used in 2013/14.

- The Hub is used by PP students who are potentially facing fixed term exclusion.
- Access to services such as mentoring, counselling and family liaison is offered to PP students. Counselling and family liaison is offered to PP student families too.
- Alternative Academic Day is offered as an intervention.
- Teaching Assistant engaged to work in the Hub with PP students

Academy detailed plan 2014 - 2015

Focus	Barriers to Learning	Desired outcomes	Success Criteria	Actions	Lead	Cost £	Completion/Review Date	Monitoring/Reporting
Leadership of Pupil Premium is succinct and measurable	Line management must be succinct	All stakeholders are aware of the Academy's PP action plans	Line management is robust. SLT is aware of plans and monitoring. Staff are aware of PP Management structure	PP Champion & SLT Line Manager put in place	MM	6936	Sept 14	Line Management minutes Reporting to SLT
Leadership of Pupil Premium is succinct and measurable	Students cannot be monitored unless identified	PP students are known by HOD's and differentiated interventions are in place	PP student list is current and known by relevant stakeholders	PP Student Cohort is published to teaching staff and SLT	KH	0	Sept 14 January 15 April 15	Data Officer to update PPC, SLT and Teaching staff, termly
Attainment Maths: GCSE C+ grades & More Able	Students cannot progress unless the right interventions are in place	Improved results	Experienced high quality teachers to work with PP students. Gaps in attainment narrowed Reach National average for FSM	Supply Mathematics teacher appointed to cover HOD & DH x 3 days	DS	5265	Jan – March 2015	HOD to plan intervention programme to cover the three access days. Monitoring will be data drops DS/KP/SA
Attainment Maths: GCSE C+ grades	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	Maths Instructor 60% of costs to PP	DS	16582	Sept 14 to July 15	As above
Attainment GCSE Ready & KS3	Students cannot progress unless the right interventions	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	Maths teacher for KS3 60% of costs to PP	DS	26215	Sept 14 to July 15	As above

	are in place full potential							
Focus	Barriers to Learning	Desired outcomes	Success Criteria	Actions	Lead	Cost	Focus	Barriers to Learning
Attainment Maths: GCSE C+ grades GCSE Ready	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	Maths TA to work with individuals and small groups 60% of costs to PP	DS	7486	Sept 14 to July 15	As above
Attainment English: GCSE C+ grades & GCSE Ready	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	AST Literacy Coordinator to work with PP Students 80% of costs to PP	LS	31123	Sept 14 to July 15	Literacy coordinator to work across the curriculum but with a focus on students with L4 or below
Attainment English: GCSE C+ grades GCSE Ready	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	Literacy TA appointed to support the Coordinator 80% of costs to PP	LS	8743	Dec 14 to July 15	Supporting the coordinator
Attainment English: GCSE C+ grades & More Able	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	English teacher to work with PP Students from Feb to July 2015	CB	29456	Feb 15 to July 15	To work with PP students individually or in small groups
Attainment English: GCSE C+ grades KS3	Students cannot progress unless the right	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	HLTA to cover English HOD and for small group work from March 15 60% of costs to PP	CB	4792	March 15 to July 15	HOD to plan intervention programme to cover the three access days.

	interventions are in place							Monitoring will be data drops CB/KP/SA
Focus	Barriers to Learning	Desired outcomes	Success Criteria	Actions	Lead	Cost	Focus	Barriers to Learning
Attainment English: GCSE C+ grades	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	30 x laptops for English 50% of costs to PP	CB	4761	January 2015	HOD to plan use to ensure that PP students are given access to ICT for improvement in English Monitoring by KP/SA
Attainment Science: GCSE C+ grades	Students cannot progress unless the right interventions are in place	Improved results	Low level disruption in Science is eliminated	Lead teacher to deal with low level disruption 50% of TLR costs to PP	KG	3755	Nov 2014 to July 2015	RP to feed back to DA/AB/KP
Attainment Science: GCSE C+ Grades & More Able	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	Physics Tutor engaged to work with More Able and KS4 50% of costs to PP	KG	2100	January 2015 to May 2015	KG to feedback to MH/KP/SA
Fixed Term Exclusions	Cannot learn if not in school	Reduction in Fixed Term Exclusions	PP students fixed term exclusion numbers drop. Attainment for vulnerable PP students rise and gaps narrow <5%	Director of Inclusion working with students who are potentially at the point of fixed or permanent inclusion 60% of costs to PP	JS	26691	Sept 2014 to July 2015	JS to plan interventions and staff direction in the Hub – to liaise with outside agencies and services Termly monitoring reports to DA/KP/SA
Climate for Learning	Students cannot progress unless the right	Class environment is conducive to learning	Student on calls reduced	On Call Learning Mentor 80% of costs to PP	JS	19104	Sept 2014 to July 2015	Monitoring by JS and fed back to DA/KP/SA

	interventions are in place							
Focus	Barriers to Learning	Desired outcomes	Success Criteria	Actions	Lead	Cost	Focus	Barriers to Learning
Attendance	Cannot learn if not in school	Improved attendance	Reduction in PP student absence, disruptive behaviour and coordination with outside services such as Social Services>95%	Home School Liaison Officer 50% of costs to PP	JS	11892	Sept 2014 to July 2015	Monitoring by JS and fed back to DA/KP/SA
Persistent Absence	Cannot learn if not in school	Persistent absence minimised	Reduction in PP student absence, truancy and unauthorised absence<5%	Education Welfare Officer 60% of costs to PP	JS	18745	Sept 2014 to July 2015	Monitoring by JS and fed back to DA/KP/SA
Climate for Learning	Students cannot progress unless the right interventions are in place	Improved results	PP students are tutored in the HUB	Teaching Assistant 50% of costs to PP	JS	4620	Jan 2015 to July 2015	Monitoring by JS and fed back to DA/KP/SA
Fixed Term Exclusions	Cannot learn if not in school	Reduction in Fixed Term Exclusions	PP students fixed term exclusion numbers drop. Attainment for vulnerable PP students rise and gaps narrow<5%	Learning Mentor working in the Hub 60% of costs to PP	JS	10550	Sept 2014 to July 2015	Monitoring by JS and fed back to DA/KP/SA
Climate for Learning	Students cannot progress unless the right	Improved results	Identified students attainment rises	Counsellor working with Students/Staff & Families 25% of costs to PP	MM	5000	Sept 2014 to July 2015	Monitoring by LC feeding back to MM/SA

	interventions are in place							
Focus	Barriers to Learning	Desired outcomes	Success Criteria	Actions	Lead	Cost	Focus	Barriers to Learning
Climate for Learning	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	PP Curriculum costs for resources/Books/ICT	SA	14204	Sept 2014 to July 2015	HOD's to report to KP on use of resources to raise attainment for PP students
Attainment increase for More Able	Students cannot progress unless the right interventions are in place	Improved results	Data shows the gap narrowing between PP and non PP Reach National average for FSM	Trips to further education establishments and routes to higher education. Aspirational events	EA	2000	Sept 2014 to July 2015	AAH report to KP on the use of funding to support higher attainment for the more able PP students
Climate for Learning	Students cannot progress unless the right interventions are in place	Improved results	All PP students are able to access trips and events	Trips and events subsidy for PP students	SA	4000	Sept 2014 to July 2015	Scrutiny of trip lists
Climate for Learning	Students cannot progress unless the right interventions are in place	Improved results	Disruption in class is eliminated. PP student attainment rises	Rewards system for PP students	DA	6000	Sept 2014 to July 2015	Behaviour of PP students is scrutinised and tracked by DA/KP
Climate for Learning	Students cannot progress unless the right interventions are in place	Improved results	Student voice will consider the success of these initiatives	Extra-curricular activities 50% costs to PP	KP	3000	Sept 2014 to July 2015	Access to resources and additional help outside main school hours - attendance to be analysed

	interventions are in place							
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Income:

October 2014	£ 68228
January 2015	£ 72696
April 2015	£ 72696
June 2015	<u>£ 59400</u>
Total Income for Academic year September 2014 to August 2015:	£273020

Total Expenditure: £273020