

## CASTLE HALL ACADEMY

### Pupil Premium Top 5 Recommendations – External Review

Total pupil premium allocation for 2017-18: £247,000

1. Ensure clarity over Pupil Premium funding:
  - How money is allocated;
  - Which staff are employed using PP funding, and therefore have clear responsibility for impact;
  - How the impact of spending is allocated;
2. Ensure best practice in the design and evaluation of intervention strategies:
  - Ensure clarity in the use of data
  - Use Sutton Trust/EEF toolkits for ideas and support;
  - Train staff in how to intervene;
3. Develop strategies to identify and remove barriers to learning;
4. Ensure governor involvement;
5. Train staff in best practice to ensure quality first teaching

**Objective 1:** Ensure clarity over Pupil Premium funding:

- How money is allocated
- Which staff are employed using PP funding, and therefore have clear responsibility for impact
- How the impact of spending is allocated

Actions	Success criteria	Timescales	Person responsible	
Appointment of second in English to support PP literacy progress	Improvement in progress of PP students in English	Throughout year	ALM	
Appointment of second in Maths to support PP literacy progress	Improvement in progress of PP students in Maths	Throughout year	Position advertised internally September 2017	
Appointment of Head of Pupil Premium	Work alongside HOY to improve progress of PP students across all subjects	Throughout year	Position advertised externally September 2017	
Increase the time for APSO working in school to focus on PP students	Work alongside HOY to improve attendance of PP students	Throughout year	With effect from September 2017	
Appoint two PP Learning Mentors	Work alongside staff to improve progress of PP students across all subjects	Throughout year	Positions advertised externally September 2017	
Allocate TLR allowances for a member of staff to focus on KS3 PP students	Work alongside staff to improve progress of PP students across all subjects	Throughout year	ANP	
Allocate TLR allowances for a member of staff to focus on KS4 PP students	Work alongside staff to improve progress of PP students across all subjects	Throughout year	Position advertised internally September 2017	
Explore the capacity to develop a Recovery Room within the Academy	Students have a "Safe Haven"	March 2018	MRN and BB	
Identify a range of support strategies and activities to support PP students	Improve progress of PP students across all subjects	Throughout year	All staff/ MRN	
Organise a governor training session on the Pupil Premium for BB T FROM OBJECTIVE 4	Training records of BB	Ongoing	BB	
Further develop the use of Context Folders (purple – data sheets, PP sheet, seating plans) FROM OBJECTIVE 5	Learning walk data showing that the files are being used and Pupil Premium students are highlighted	Ongoing every week	HOF/HOD/SLT	
Further develop the Academy's CPD offer for teaching staff to ensure that quality first teaching is understood by, and accessible to, all. FROM OBJECTIVE 5	All teachers are confident in planning appropriately for the different needs of all groups of students.	September 2017 ongoing	KBN MRN	

Objective 2: Ensure best practice in the design and evaluation of intervention strategies:

- Ensure clarity in the use of data
- Use Sutton Trust / EEF toolkits for ideas and support
- Train staff in how to intervene

Actions	Success criteria	Timescales	Person responsible
Introduce an analysis of Pupil Premium performance across all year groups after every grade collection	Key performance data analysed and summary report shared with all leaders.	See calendar After every grade collection	SCO/Data Manager
Identify Case Studies for Pupil Premium students	Booklet in place with photos for staff. 5 targeted students per year after each grade collection. 20 case studies to be completed by the end of the year	October half term PP booklet to be created	MRN to oversee
HOD/HOF to evaluate how successful intervention strategies are in improving the progress of Pupil Premium students.	Written report produced. KPI's for PP students should be improving at a faster rate.	After every grade collection	SCO to analyse
Explore Sutton Trust/EEF toolkit ideas	Minutes from Pupil Premium Working Party show evidence of investigation of toolkit ideas.	September 2017 onwards	MRN and Pupil Premium Champions
Create a research group to investigate ideas from outstanding providers.(Cross-section of staff)	Minutes shared by MRN Ideas discussed at SLT and governors' meetings.	Autumn Term	MRN and Pupil Premium Champions
Train staff in effective intervention	All staff understand their data and the need to intervene appropriately	Training in use of data – via Carousel sessions	SCO and MRN

Objective 3: Develop strategies to remove barriers to learning			
Actions	Success criteria	Timescales	Person responsible
Produce summary of planned Pupil Premium income and expenditure;  Share with governors and staff.	All governors and staff are aware of funding allocations.	September 2017	ADP + MRN
Ensure all teachers' Performance Management targets contain reference to key groups (incl PP progress)	Message to all teachers. Targets to be seen on PM documents in SIMs for 2017-18	September 2017	MRN
Introduce a subject report on Pupil Premium performance – compiled by HOF/HODs/SENCO after every grade collection. MRN/BB to collate and write overview report for SLT and governors	Written reports after every grade collection presented to SLT line manager. All subject teams to be aware of targeted students within each year group.	See calendar following grade collections	HOF/HOD and SLT Links
Deliver assemblies on the theme of countering barriers to learning	Calendar after January 2018 Deliver an assembly to Year 7	January 2018	MRN
Further develop use of a strategy to boost students' reading and literacy skills.	Strategy report to be produced and delivered to SLT Link	Autumn term	HOF English/SEN + MRN
Creation of Department PP Advocates	One member of staff in each department ensures PP students are effectively supported and that progress is monitored closely and that strategies are in place in the department to tackle underachievement and remove barriers to learning.	Throughout year	Staff asked to volunteer September 2017
Creation of HAP PP Pathways presentations to students	A series of informal discussions during registration.  The purpose of the sessions is to support students to develop a pathway to their aspirations.	Throughout year	Staff, trustees and stakeholders asked to volunteer
An ASL Teaching Leaders project supporting HAP PP students in year 7.	To support, track and improve progress throughout KS3.	Throughout year	RDD

**Objective 4: Ensure governor involvement**

<b>Actions</b>	<b>Success criteria</b>	<b>Timescales</b>	<b>Person responsible</b>
Establish half-termly meetings between BB & MRN	Minutes from meeting with clear actions	Calendared every half term	MRN and BB
Governor(s) to attend Y7 AfA launch to parents	AFA afternoon/evening session held. Positive parental feedback	Sept-Dec 2017	MRN + RDD
Governor(s) to attend Y7 HAP PP sessions	Registers for lunchtime sessions	Weekly sessions during lunchtime	MRN
Organise a governor training session on the Pupil Premium for BB	Training records of BB	Ongoing	BB

**Objective 5: Train staff in best practice to ensure quality first teaching**

<b>Actions</b>	<b>Success criteria</b>	<b>Timescales</b>	<b>Person responsible</b>
Further develop the use of Context Folders (purple – data sheets, PP sheet, seating plans)	Learning walk data showing that the files are being used and Pupil Premium students are highlighted	Ongoing every week	HOF/HOD/SLT
Further develop the Academy's CPD offer for teaching staff to ensure that quality first teaching is understood by, and accessible to, all.	All teachers are confident in planning appropriately for the different needs of all groups of students.	September 2017 ongoing	KBN MRN