

Pupil premium strategy statement Henlow Church of England Academy

1. Summary information					
School	Henlow Academy				
Academic Year	5-8	Total PP budget	£88,675	Date of most recent PP Review	June 2018
Total number of pupils	596	Number of pupils eligible for PP	136	Date for next internal review of this strategy	July 2018

2. Current attainment		
	All pupils	Disadvantaged pupils
% achieving in reading, writing and maths	56%	50%
% achieving in reading	78%	81.25%
% achieving in writing	78%	62.5%
% achieving in maths	72%	56.25%
progress in reading	-0.7	-2.4
progress in writing	-1.9	-2.1
progress in maths	-2.2	-5.5

3. Barriers to future attainment (for pupils eligible for PP, including high ability)	
In-school barriers (<i>issues to be addressed in school, such as poor oral language skills</i>)	
A.	Some disadvantaged pupils join the school with lower attainment levels than Non-PP pupils in Maths on entry in year 5. In general progress and attainment for disadvantaged pupils is below school and National Average throughout year 5 and 6.
B.	Some disadvantaged pupils join the school with lower attainment levels than Non-PP pupils in Literacy and Phonics on entry in year 5
C.	Social, Emotional, Mental Health of pupils – increased number of pupils needing additional support in this area
D.	Transition of pupils from y4 to y5 and pupil's transition to upper school - often see a dip in attainment and SEMH concerns
External barriers (<i>issues which also require action outside school, such as low attendance rates</i>)	
E.	Mobility of pupils – particularly disadvantaged pupils coming from out of catchment schools in year. In recent years this has affected particularly the Year 6 group. Imminent closure of RAF Henlow – effect on Forces pupils

4. Desired outcomes		
	<i>Desired outcomes and how they will be measured</i>	<i>Success criteria</i>
A.	Improved progress rates in Maths of disadvantaged pupils Progress and attainment in Maths through in house testing and GL testing	Make progress in-line with peers of a similar starting point. They are at risk of continuing to make less progress each year and falling further behind.
B.	Improved progress and attainment of Phonics/Reading and English of disadvantaged pupils – using Read, Write Inc Phonics programme. Progress and attainment in Reading and English through in house testing and GL testing	Pupils make accelerated progress
C.	Increase pupil's resilience and SEMH Pupil's resilience and coping strategies developed to deal with the world around them. Tested through the PASS test	Increased positivity towards school and learning
D.	Continuing to strengthen transition points for the school for Disadvantaged pupils Staff to be fully aware of Disadvantaged Pupils as they join Henlow Academy. Communication with parents.	Successful transition Increased liaison, working together events
E.	Pupils to integrate into Henlow Academy school life successfully. Heads of Year and Staff to be informed of new pupils with disadvantaged status. Close liaison with RAF Henlow re closure. Use of Pastoral Support officer and Purple Club to support pupils.	Lessen the impact of transition so that it does not have a negative or it reduces the impact of transition for pupils particularly in year 6. Programme to be put in place if appropriate of late joiners. Pupils support through transition to and from Henlow Academy.

5. Planned expenditure

Academic year

2017/18

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.

i. Quality of teaching for all

Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Improved progress in Maths and English for disadvantaged pupils	CPD Internally and externally	Continue to develop and improve Quality First Teaching for all (EEF Toolkit +8) Strategies of how to target and support PP pupils in class shared including focus on feedback	Designated member of staff for CPD	CPD Lead	At end of the year – with SATs and GL Data
Increase progress	Specialist Maths teachers in specific Maths groups in Year 6 and targeted in y7 and year 8 Additional Maths set in Year 5	Experienced members of staff with proven data track record for targeting these pupils and pupils at risk of not achieving the expected standard.	Tracked through data -2 rounds of mock SATs throughout year Tracked through GL data for KS3 and GCSE style tests in liaison with Upper School	Heads of KS2/3 Maths	July
Increase progress and awareness of pupils for SEMH	Use of SIMs registers and pupil list of disadvantaged pupils available for all staff. Increase staff awareness and increase progress	Continue to develop and improve Quality First Teaching for all	Through Lesson observations and seating plans. Awareness of staff of these pupils at meetings.	PP Lead	July
Provision Maps for Pupil Premium Pupils – improve staff awareness and increase progress	All PP pupils to have a document tracking needs and support. Updated at regular intervals	To raise profile and awareness of Pupil Premium pupils to support Quality First Teaching and support of these pupils	Through Lesson observations and seating plans. Awareness of staff of these pupils at meetings.	PP Lead	April

improve staff awareness and increase progress and SEMH support	Updated Prov. Map from review Intervention Tracking sheet and PP meetings. Development of Pastoral Meetings with Heads of Year, Deputy Head, SENDCo and Pastoral Officer	Targets well-being and understanding of pupils SEMH.(EEF Toolkit SEMH +4)	Successful programmes and interventions	PP Lead/ DH/SENDCo /Pastoral Lead/ HoY	July
Increase progress and attainment	Access to online homework Maths and English programme	Allow differentiated homework to be set for pupils that responds to the needs of the individual. National Curriculum focused. Ability to set work from different years as appropriate	Tracking of usage Progress through programme and through end of year results – SATs and GL.	PP Lead	July
Tracking and monitoring of pupils through KS2- KS3 Progress	GL Testing	Allow for an accurate nationally measured progress measure to take place between y5 and y8.	Use of data to inform Teaching and Planning	PP Lead/Head Teacher	July
Increase progress and attainment	Pupil Premium Lead and Head of Teaching and Learning (including CPD)	To focus on these key areas as school priorities	Performance Review	Head Teacher	November 2018
Total budgeted cost					£40,000

ii. Targeted support					
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Improve and accelerate Phonics/Reading Skills	Read Write Inc Programme intervention	Previous success with the scheme and recognised phonics programme	Tracking of data and progress of pupils	RWI TA supported by SENDCo	July
Increase pupil's motivation for reading for enjoyment	Subscriptions to library Christmas Books	For many disadvantaged pupils there is a literacy gap even by the age of 4. Evidence to support that success is linked to reading age.	Feedback from pupils and librarian	PP Lead/Librarian	January and July
Increased progress and attainment academically and development SEMH	Personalised Learning Programme	Individualised and tailored to the needs of the pupils	Through tracking and data from groups	Heads of Maths, English, PPLead, KS2 Lead, Writing Across Curriculum Lead	July
Improve and accelerate Maths and English	One to one and small group intervention	Target individual needs and support appropriately After-school for y6 and y7. Additional sessions all year for y6's leading up to SATs	Tracking and data – GL measured against Non-PP pupils and progress of PP group	PP Lead	July
Support SEMH	Pastoral Officer	Support and help pupils develop resilience and ability to cope with life around them. Promote Good Mental Health and Resilience	PASS test – SEMH Referrals SEMH	PP Lead/Deputy Head	July

Support SEMH	School Counsellor	Support and help pupils develop resilience and ability to cope with life around them. Promote Good Mental Health and Resilience	PASS test – SEMH Referrals SEMH	PP Lead/Deputy Head	July
Support for Forces Pupils	Purple Club/Designated member of staff for Forces pupils	To give additional support to pupils whose parent/s are in the armed forces (SEMH)	Referrals – SEND Pastoral Meetings	PP Lead	July
Total budgeted cost					£41,000
iii. Other approaches					
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Access to learning and support	Breakfast Club, Homework Club and 4:45pm club	Additional access to support and allow for more flexible times for pick up for parents.	Data on pupil's take up of offered clubs	PP Lead/ Assistant Head	July
Access to curriculum and extra-curricular	Trips, music lessons, sports club subsidies	Access for all pupils to education.	Data on pupil's take up of offered clubs	PP Lead	July
From review April - Improved attendance for disadvantaged pupils	ESLT focus, review of whole school approach	Through data tracking of disadvantaged pupils particularly in y5, 7 and 8 attendance was in some cases significantly below non-PP pupils. Work with Deputy Head and Attendance officer. ESLT meeting on strategies moving forward. Discussed at Pastoral morning meetings and strategies implemented.	Improved attendance for pupils.	PP Lead	July – with a focus for strategies for next year.
Total budgeted cost					£8,000

6. Review of expenditure				
Previous Academic Year		2016-17		
i. Quality of teaching for all				
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
Increase progress and attainment	<p>Pupil Premium Lead and Head of Teaching and Learning (including CPD)</p> <p>CPD for staff – internal and external – focus on Quality First Teaching (in-house collect points towards a day off in lieu as an incentive) and also a Cover Supervisor part time to cover staff while on CPD</p>	<p>Raised awareness and improved Quality First Teaching – lesson plans, Seating plans included up to date information on pupils showing clear differentiation for pupils and understanding of their needs</p> <p>Good attendance at additional CPD sessions. A number of staff accrued sessions to have a day off in lieu.</p>	<p>Continue approach and whole school focus on PP and Teaching and Learning (Quality First Teaching)</p> <p>Similar staff attended training sessions. Incentive of a day-off in lieu did not necessarily attract all staff to attend sessions. A version of this will run the following year.</p>	£21,600
Raise attainment and progress	Additional Maths and English Sets in KS2	<p>Year 5 see GL data link</p> <p>Year 6 see DfE performance tables and GL data link.</p>	<p>Successful on in-house data (nationally comparable)</p> <p>Consider additional sets for next year.</p>	£25,840
Raise Reading and Spelling progress and attainment	Spellodrome and Reading Eggs online programme for year 6	<p>Increase progress and attainment in KS2. Successful. See Key Stage 2 Reading and SPaG results.</p>	<p>Very successful for disadvantaged pupils for Reading (KS2 SATs results) in Year 6.</p> <p>Very expensive resource for one year group. Consider other programmes – eg. IXL online homework for next year.</p>	£2,500
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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

Increased progress and attainment in phonics and reading	Phonics programme – Comp Box	GL English data across year groups - progress	No designated TA to run this programme throughout whole year. Varied success. Look at other phonics programmes for next year with a designated TA.	£16,600
Increase engagement in school and progress	One to one tuition and small group	Across year groups. Some after school and some during school time particularly leading up to SATs. Impact seen through GL data progress.	Varied success. Great success with Reading in SATs. More targeted next year. Driven by KS2 Lead and Heads of Department.	£2,500
Increase pupil's motivation for reading for enjoyment	Subscriptions to library Christmas Books	Pupil's very grateful and pleased to receive books. Good feedback from staff on pupil's reading the books	Continue. Good opportunity to raise profile of pupils and for pupils to meet Head Teacher. Great to raise profile and importance of reading	£1,000
Support SEMH	Pastoral Officer	Promote Good Mental Health and Resilience Increased number of pupils accessing this resource and assessed and signed-off	Continue. Make sure pupils are sent via Head of Year to Deputy Head	£12,000
Support SEMH	School Counsellor	Promote Good Mental Health and Resilience Increased number of pupils accessing this resource and assessed and signed-off	Continue. Make sure pupils are sent via Head of Year to Deputy Head	£5,200
Support SEMH	Art Therapy	Promote Good Mental Health and Resilience Used to support selected pupils to help through difficult situations in their life. Did not improve attendance. Difficult to measure success	Difficult to measure success.	£3000

Support Armed Forces Pupils	Purple Club and Pastoral support	Social and emotional support. Good number of pupils accessing support. Developed strong links with RAF Henlow	Continue. Vital resource for Armed Forces pupils	£3000
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iii. Other approaches

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
Access to learning and support (wrap around care)	Homework club and Breakfast club	Gave opportunity to pupils. Limited take up by pupils.	Develop to be 5 days a week and 4:45 club.	£800
Access to education	Trips, Music lessons, sport clubs	Good take up of pupils of opportunities.	Develop pro-forma for all trips	£4000

7. Additional detail

Please see links on Pupil Premium Tab for Data Impact