Pupil Premium Development

	Sleaford Campus	Ruskington Campus		Total
Approx. amount received 2020-2021	£280,000	£160,000		£440,000
Expenditure in plan	£280,000	£160,000		£440,000

Priority 1: Learning mentors working with individuals/small groups at KS3 to minimise barriers to learning

Actions:	Success Criteria	Staff responsible	Timescale	Resources
• Learning mentors support 'priority students' and light touch students across both sites to identify specific barriers to learning /barriers formed as a result of prolonged absence from school during lockdown and develop strategies to overcome these • Learning mentors to use all available data (pass, interims, student survey responses, SMID, SIMS teacher responses) to identify students where there is the greatest need for support • Learning mentors to meet with all disadvantaged students on their return to school, following lockdown, to identify areas which may have led to reduced progress • Learning mentors to run small group interventions with selected under achieving students designed to raise awareness of learning styles and independence in their learning • Learning mentor base to be used effectively for supporting students outside of lessons – breakfast, lunch and afterschool clubs to be used for providing homework support, a safe space and social interactions with peers/mentors/staff in line with COVID safe measures • Inspirational programmes to run to raise aspirations of disadvantaged students – Brilliant club, Jon Egging Trust Blue Skies inspire programme/enrichment activities • Learning mentors to distribute 'government laptop scheme' laptops allocated to disadvantaged students who do not have ICT facilities to ensure all students are able to access home learning if needed. • Develop systems to support students to access free school meals if self-isolating, so this is not a barrier to learning • Support students in receipt of free school meals with uniform cost where needed so all students feel part of a community and attendance is not affected by lack of uniform or other resources	Improvement in progress and engagement of pupils eligible for Pupil Premium	RXV	All staff in place for September	

	Total Proposed Spend:	Proposal for 2020-2021
This comprises:		
Sleaford Campus	**£160 000**	*Learning mentor: Transition / Year 7 / Year 8* *Family support worker* *LAC mentor* *Disadvantaged Outcomes Leader* *ASPMs with focus on PP* *Funding to support individual needs, including uniform* *Course costs for Brilliant Club*

Ruskington Campus	**£90 000**	*Learning mentor: Transition / Year 7 / Year 8*
		Family support worker
		Disadvantaged Outcomes Leader
		ASPMs with focus on PP
		Funding to support individual needs, including uniform
		Course costs for Brilliant Club

Priority 2: Raising attainment in core subjects to narrow the gap of upper prior attainment students				
Actions:	Success Criteria	Staff responsible	Timescale	Resources
- Work alongside HoF to develop strategic deployment of intervention teachers/HLTAs to support underachieving disadvantaged students - Work alongside HoF to identify priority students for support within departments and implement mentoring for these students - Work alongside SLT to ensure disadvantaged students are correctly placed in additional intervention and catch up programmes to ensure gaps as a result of lockdown are minimised - Work alongside The Brilliant Club in the National Tutoring programme to close gaps created as a result of lockdown - Development of whole school reading strategies alongside Academy Literacy lead to aid in vocabulary development of students - Monitor impact of interventions within department to ensure strategies are impactful via department evaluation and SMID data - Ensure disadvantaged students are receiving the most appropriate interventions based upon their progress needs within Friday morning Year 11 intervention sessions - Develop subject peer mentoring for Year 11 students who are underachieving in specific subjects, utilising the skill set of Year 12 students - Ensure high attendance at virtual 'How to help your Child succeed' evenings run by the Academy for disadvantaged students - Funding of revision guides to support disadvantaged students access to revision materials - Funding of transportation costs to allow disadvantaged students to attend revision sessions outside of normal school hours where students live out of Sleaford - Funding for additional opportunities for disadvantaged students to raise their cultural capital	Reduced gap in the progress of disadvantaged students	RXV HoFs	Staff in place for September On going	

	Total Proposed Spend:	Proposal for 2020-2021
This comprises:		
Sleaford Campus	**£115 000**	Intervention teachers for Maths, English and Science HLTAs for English & Humanities Revision guides / accelerated reader Funding to support individuals including transportation costs National Tutoring programme costs
Ruskington Campus	**£65 000**	Intervention teachers for Maths, English and Science HLTAs for English Revision guides / accelerated reader Funding to support individuals including transportation costs National Tutoring programme costs

Priority 3: Develop 'Quality First Teaching' across the Academy to ensure students are engaged and motivated and that their specific needs are being met				
Actions:	**Success Criteria**	**Staff responsible**	**Timescale**	**Resources**
• Use of SIMS staff survey/data collection to raise awareness of disadvantaged students and the specific needs of these students within their lessons • Address barriers for learning of disadvantaged students as a result of subject specific equipment • Work with pastoral leads and Learning Mentors to identify additional support needs for specific disadvantaged students and address these • Learning Mentor packages to support, engage and motivate disadvantaged students • Identification of staff training requirements to support the needs of disadvantaged students within the classroom • Address barriers that social distancing restrictions within the classroom create and develop strategies to minimise these • Ensure PASS data is available and used by all members of staff to identify specific barriers to learning with individual disadvantaged students • Identification of patterns and trends in PASS data for different disadvantaged groups to allow implementation of support strategies within department • Disadvantaged student profiles to be circulated to staff to ensure specific learning barriers are fully addressed within lessons • Providing students with reconditioned computers where needed to ensure lack of ICT is not a barrier for learning • Monitor the assessment and feedback for disadvantaged students to ensure a high quality of feedback that moves their learning forward • Implement the use of Lexia literacy programme into Key Skills to develop literacy skills of the least able	An overall improvement in the quality of teaching across the Academy where barriers for learning are reduced. Students receive a higher quality of marking and feedback	RXV SDS	Ongoing	

	Total Proposed Spend:	**Proposal for 2020-2021**
This comprises:		
Both Campuses	**£10 000**	*PASS data survey programme* *Reconditioned computers* *Lexia literacy program* *Purchase of resources to support in classrooms*