

Background and School Context

There are 432 pupils at Stratford School Academy (SSA) who attract the Pupil Premium (PP)¹. This represents just under 50 per cent of the school population. Broadly speaking the PP pupils (those who attract the Pupil Premium) are distributed evenly throughout the year groups with a slight bulge in Year 7.

On admission in Year 7, there is already a gap between the performance of PP and non-PP pupils but there are no striking differences between the gaps in Mathematics KS2 scores and English KS2 scores.

Review of Research

We have carried out a review of the research into how best to spend the Pupil Premium and in particular *The Pupil Premium: How schools are spending the funding successfully to maximise achievement*. This report lists 16 characteristics that are largely shared by schools judged to be spending their funding successfully. They can be grouped as follows:

	Number
Collection of and analysis of data on PP pupils progress	3
Deployment and management of staff	4
Ensuring day-to-day teaching was of the highest possible standards ²	3
Evaluating the impact of the school's strategies	2
Promoting good attendance	1
Governance and Policy	3

In a nutshell the research shows that whilst all pupils benefit from high quality teaching pupils who attract the Pupil Premium seem to rely on it more than those who do not.

Therefore it follows that whilst, catch up programmes and interventions will have their place the main focus of the school's efforts to ensure that PP and non-PP pupils make the same progress and reach the same standards must be on progressively improving the day-to-day teaching that pupils experience. The plan below is based on this thinking

Plans

Category	Action	Estimated Cost
Collection of and analysis of data on PP pupils.	Employment of extra administrative staff to collect and process the relevant baseline data and on-going progress tracking data for PP pupils so that the school can assess the impact of its work and check that the performance gap is closing.	£30,000

¹ The Pupil Premium is allocated to schools for pupils who have been recorded as eligible for FSM at any point in the last six years, known as 'Ever6 Free School Meals' and pupils who have been looked after continuously for more than six months by the Local Authority.

² In a mainstream school it will always be the case that the greatest majority of all pupils' time in school will be spent in regular classes and therefore improving teacher expertise should be a major priority.

Using the Pupil Premium 2013-14

Category	Action	Estimated Cost
Deployment and management of staff (D)	Contribution to the staffing costs of the senior leadership team to provide the capacity required to ensure that the work listed here is seen through.	£40,000
Ensuring day-to-day teaching was of the highest possible standards (T)	External recruitment of two leading practitioners of language based subjects (that is English, Humanities or Modern Foreign Languages) who will lead the introduction of a programme to teach of spelling, punctuation and grammar and who will work more widely to increase the proportion of outstanding teaching across the school and thus help to create the 'critical mass' of such teaching required to become an outstanding school.	£120,000
	Contribution to the costs of participation in training programmes to improve the teaching expertise of teachers at key points in their careers.	£8,000
	Design and implement a whole school programme to develop pupil's meta-cognitive and self-regulatory strategies for implementation 2014-17.	£45, 000 ³
	Design and implement a peer-to-peer tutoring programme in either Mathematics or English for 50 Key Stage 3 pupils	£11,000 ⁴
Evaluating impact	We will enter into a contract with a suitable higher education institution with a good track record of educational research to who will help us design and evaluate the programmes detailed here. s	£20,000
Promoting good attendance	At present overall attendance is very good and there is no significant gap between the attendance rates of PP and non PP pupils. So, although we will keep attendance under review, at the moment we do not think that we need to spend any of our PP budget in this area.	£0
Governance and Policy	A contribution to the running costs of the Board of Governor who now have a role in deciding on and monitoring how the Pupil Premium budget is spent.	£2,000 ⁵

³ This figure is based on the estimated costs of such programme provide by the Education Endowment Foundation at <http://educationendowmentfoundation.org.uk/toolkit/>

⁴ As above

⁵ This has been calculated by applying the percentage of the school budget spent on the running of the Board of Governors as set out in the Academy's (school's) statutory annual accounts to 31st August 2013.

Using the Pupil Premium 2013-14

Category	Action	Estimated Cost
Catch up interventions	We will recruit an extra English teacher and a Higher Level Teaching Assistant (HLTA) to give us the capacity to ensure that all pupils in Key Stage 3 who have a current English NC level of 3 are put on an appropriate reading (or grammar) programme to help them reach NC Level 5 by the end of Year 9.	£75,000
	We will recruit a Mathematics HLTA to deliver catch up programmes to Key Stage 3 pupils	£25,000
	Contingency/Headroom	£50,000
		£381,000

Other actions that we will be taking to close the gap between the achievement of PP and non-PP pupils that do not need extra funding

We will keep under review the allocation of teachers to classes to ensure that PP pupils are not disadvantaged relative to non PP pupils and that our teaching resource is shared equitably.

We will make sure that our PP pupils do not inadvertently make choices at 14 that might disadvantage them in later life.

We will make sure that our PP pupils do not set their aspirations too low as this can become a self-fulfilling prophecy.