

1. Profile of the Pupil Premium Cohort at Manor Community Academy

At Manor Community Academy there are 541 students who are in receipt of Pupil Premium; this represents 49% of the student cohort. The academy will receive £483,024 between April 2016 and April 2017.

Year 7	116 students (52% of cohort)
Year 8	128 students (60% of cohort)
Year 9	223 students (47% of cohort)
Year 10	104 students (47% of cohort)
Year 11	88 students (41% of cohort)

2. 2015/16 Outcomes for the Pupil Premium Cohort (111 students from a cohort of 246)

P8 core	-0.83
Basics	32%
Expected Progress English	63%
Expected Progress Maths	32%
Attainment A*-C English	51%
Attainment A*-C Maths	35%

3. Pupil Premium Priorities 2016/17

The academy has identified a number of priorities in relation to the achievement and wellbeing of those students in receipt of the pupil premium during 2016/17. Some of these are a continuation of strategies which were in operation last year

- Continue to improve academic attainment and progression for the cohort with a continued focus upon maths and English. The gap between the attainment and progress of PP students as compared to the national average rose in 2015/16 and outcomes for the cohort were not as good as those returned in 2014/15.
- Improve attendance for the cohort and significantly narrow the attendance gap.
- Continue to reduce the number of FTE for the PP cohort and ensure that when external alternative provision is utilised, it is effective in promoting positive NEET outcomes.
- Continue to reduce NEET figures for the PP cohort.
- Increase the number of PP students accessing post 16 courses, which will allow access to Higher Education courses.
- Increase support for the emotional and mental health of vulnerable students within the PP cohort

4. Academy wide strategies 2016/17

A culture and ethos of attainment and progress for all students – No Cost **Lead Principal Anne Malcolm**

- A positive culture of attainment and progress is promoted throughout the academy and delivered via assemblies and the Aspire programme
- There is a culture of praise and recognition of student achievement
- Rewards are utilised to celebrate attendance and achievement

Whole School Leadership of the attainment and progress of the PP cohort – No Cost Lead VP Alison Smart and Achievement Leaders

- The performance of the PP cohort is the responsibility of all Achievement Leaders who work alongside Curriculum and Subject Leaders to ensure that all barriers to achievement are removed
- Strategic oversight of the attainment and progress of the PP cohort is the responsibility of the Vice Principal Achievement and Progress
- Guidance is given to students to ensure that they have the necessary support to allow for positive attitudes to learning
- All staff are held to account for the performance of the PP cohort within their teaching groups
- There is a 'no limitations' culture embedded across the academy and a belief that ALL students can achieve
- Governors receive feedback on the performance of the PP cohort and there is a named governor with oversight of PP

Quality First Teaching £100 000 Lead VP Lesley Welsh

- Increased capacity has been added to the teaching staff to allow for additional classes for PP students. This has been focused upon maths and English
- Teach First has been utilised as a strategy to further enhance the support available to students
- Marking and feedback explicitly identifies areas for improvement
- All staff know who the PP students are and they receive the appropriate differentiated support to help them to achieve
- Teachers have high expectations and challenge students to attain and progress at the highest levels

Academic Support £5000 Lead VP Alison Smart

- Additional revision classes are in place and financial support is given towards any revision costs SAM learning is widely utilised and is promoted to the PP cohort
- Maths and English Lower School Leads have implemented additional intervention for the PP cohort
- Additional funding is made available to support academic extra-curricular visits and opportunities
- More Able PP cohort are exposed to further and higher education opportunities

Tracking and monitoring £4000 Lead VP Alison Smart

- SISRA is widely utilised by all staff to track the progress and attainment of all students, the PP cohort is rigorously tracked by all staff
- FFT Aspire has been purchased to

Student welfare and support £300000 (could increase to meet student needs) Lead Head of Academy Tony Armstrong

- A full time intervention co-ordinator works with students and their families to provide support in terms of welfare and guidance

Pupil Premium Expenditure 2016/17

- Pastoral Leaders are employed in each year group to support the social, emotional and mental health of identified students, this includes social wellbeing and counselling
- Additional time has been purchased from the Ed Psych team to provide additional support and challenge to the academy with the SEND PP cohort
- Alternative Education opportunities are provided for those students who are vulnerable due to their SEMH and Inclusion needs
- Alternative qualification pathways are in place for those students with high level SEMH needs
- Additional staff have been employed to support LINK and HUB
- Two members of staff have been trained in 'Mindfulness' to support the

Attendance £28000 Lead Head of Academy Tony Armstrong

- Additional staffing and resources have been provided to the attendance team to focus upon the PP cohort
- Attendance monitoring and tracking is strategically focused upon vulnerable PP groups

Careers advice and guidance for Y9, 10, 11 £12000 Lead VP Claire Rand

- PP cohort pupils are targeted by the CEIAG co-ordinator and continue to receive enhanced guidance and support. Additional mentoring is implemented for the PP cohort and post 16 follow up takes place.

Enrichment and specialist support - £15000 Lead VP Claire Rand

- PP cohort have additional and targeted intervention and raising aspiration opportunities
- Staff have attended training and CPD in relation to supporting the PP cohort
- Good practice has been evaluated and shared across curriculum areas
- NCS will be targeted with identified cohorts prior to the end of Y11
- Duke of Edinburgh

Key Stage 3 Literacy and Numeracy Intervention - £6000 Lead AVP Ashleigh Clark

- A programme of intervention continues in year 7 and 8 for pupils who are below national average in terms of their literacy and numeracy skills or who are making progress which is less than that expected
- We have purchased the Lexia literacy intervention programme for a five year period
- Reading tests and intervention packages have been purchased to allow for up to date and accurate literacy assessment.
- A member of staff has attended enhanced training to deliver and support literacy strategies for PP students taking exams
- Literacy and Numeracy leaders utilises one to one peer assessment to support pupil progress

School Uniform and School Equipment - £12000 Lead Head of Academy Tony Armstrong

- A supplement is given to pupils in receipt of the Pupil Premium towards the cost of uniform.
- Essential school equipment is purchased to support identified students
- Food and other essentials are provided for identified students

Pupil Premium Expenditure 2016/17

Total Expenditure: £482000 (could rise in relation to student welfare and support)