

	Sleaford Campus	Ruskington Campus	Total
Approx. amount received 2018-2019			£440,000
Expenditure in plan	£280,000	£160,000	£440,000

**Priority 1: We need to tailor support to meet the needs of each individual eligible for the Pupil Premium, working together to minimise any barriers to their learning.**

Actions:		Success Criteria	Staff responsible	Timescale	Resources
<ul style="list-style-type: none"> <li>Learning Mentors to continue to support students across both sites, to work with the Pupil Premium students and their families to identify specific barriers to learning for each individual and work to overcome these, using funding where appropriate;</li> <li>Pupil Premium Coordinator on each site make sure that the impact of all work is tracked carefully, and that all students get the support that they need, supporting the ASPMs / SPMs to do this effectively;</li> <li>Behaviour Mentor for KS3 to work with key priority students to ensure barriers to learning linked to behaviour are overcome;</li> <li>To make effective use of the Learning Mentor Base on each site, to ensure ready access to support and resources within and outside of lessons, including breakfast, lunch and after-school clubs;</li> <li>Continue to fund the support from Family support team, with particular emphasis on LAC and other eligible students with high priority needs;</li> <li>Ensure LM work closely with ASPMs / ASKMs to monitor and support needs of all eligible students.</li> </ul>		Improvement in progress and engagement of pupils eligible for the Pupil Premium.	AEB FJS KXV	All staff in place for September.	See below
<b>Total Proposed Spend: £310000</b>		<b>Proposal for 2018-2019:</b>			
This comprises:					
Sleaford Campus	<b>£185000</b>	<i>Learning Mentor: Transition / Year 7 / Year 8 – circa £20000</i> <i>Learning Mentor: Year 9 / Year 10 / Year 11 – circa £20000</i> <i>Family Support worker (Sleaford) – circa £25000</i> <i>Behaviour Mentor KS3 – circa £20000</i> <i>Learning Mentor Coordinator – TLR £5000</i> <i>ASPSMs with focus on PP – TLR circa £15000</i> <i>Funding to support individual needs, including uniform: £80000</i>			
Ruskington Campus	<b>£125000</b>	<i>Learning Mentor / Family support worker KS3: Transition / Year 7 / Year 8 – circa £20000</i> <i>Family Support worker (Ruskington KS4 / post 16) – circa £20000</i> <i>Learning Mentor: Year 9 / Year 10 / Year 11 – circa £20000</i> <i>Learning Mentor Coordinator – TLR £5000</i> <i>AKSMs for KS3 and KS4– TLR – circa £10000</i> <i>Funding to support individual needs, including uniform: £50000</i>			

**Priority 2: We need to work together within the Mathematics and English Departments to ‘narrow the gap’ in progress of our highest attaining pupils who are eligible for the Pupil Premium.**

<b>Actions:</b>	<b>Success Criteria</b>	<b>Staff responsible</b>	<b>Timescale</b>	<b>Resources</b>
<ul style="list-style-type: none"> <li>• Intervention teachers for English, Maths and Science to support smaller groups for underperforming students who are more able and disadvantaged;</li> <li>• Run small-group intervention for students who need tailored support, in Mathematics and English, prioritising students who are eligible for the Pupil Premium;</li> <li>• Widen the Intervention strategy to also incorporate Science and Humanities Learning Mentors, in order to provide additional intervention support for eligible students where needed;</li> <li>• Invite students to request intervention in the Autumn term of Year 11 outside of school time, to accommodate a wider range of students, with no impact on lesson time;</li> <li>• More closely coordinate the selection of students, and evaluation of impact from the intervention across all subjects involved, ensuring one person is responsible for the coordination of this within each subject area;</li> <li>• Provide revision guides and workbooks for eligible students across Maths, English, Science, and Humanities.</li> </ul>	Reduced gap in the progress of students eligible for the Pupil Premium.	AEB HoFs	Staff in place for Sept, support ongoing	See below
<p><b>Total Proposed Spend: £130000</b></p> <p>This comprises:</p>		<p><b>Proposal for 2018-2019</b></p>		
Sleaford Campus	<p><b>£95000</b></p>	Intervention Teachers for English Maths and Science - £60000 (split campus role) Learning Mentor for English – circa £20000 Learning Mentor for Humanities – circa £10000(split campus role) Revision guides / Accelerated Reader - £5000		
Ruskington Site	<p><b>£35000</b></p>	Learning Mentor for Maths – circa £20000 Learning Mentor for Humanities – circa £10000(split campus role) Revision guides / Accelerated Reader - £5000		

**Priority 3: We need to Improve the 'Quality First Teaching' across the Academy to make sure that all students are engaged and motivated to make good progress, with an emphasis on narrowing the gap for those who are eligible for the Pupil Premium.**

<b>Actions:</b>	<b>Success Criteria</b>	<b>Staff responsible</b>	<b>Timescale</b>	<b>Resources</b>
<ul style="list-style-type: none"> <li>Continue to raise awareness amongst staff of the Pupil Premium, and current patterns of underperformance;</li> <li>Ensure that all identified barriers to learning are clearly communicated to staff so that we can all work together to best support each student;</li> <li>Design and implement a training day for all staff focused on PP, MAGT and Boys – to consider strategies to improve Quality First Teaching;</li> <li>Ensure Teaching and Learning target within appraisal structure focused on PP, MAGT or Boys for all staff in 2017-2018;</li> <li>Regularly monitor the assessment and feedback of the students eligible for the Pupil Premium to ensure a high quality of feedback that moves their learning forward.</li> </ul>	The expected impact of this work will be an overall improvement in the quality of teaching across the Academy, with students receiving a higher quality of marking	AEB	Training day Oct 2017, Appraisal process ongoing.	See below
<b>Total Proposed Spend: £20000</b>	<b>Proposal for 2018-2019:</b>			
This comprises: Both Campuses	<b>£20000</b>	<i>Training and Development, including training day - £20000</i>		