

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.

Actions:		Success Criteria	Staff responsible	Timescale	Resources
<ul style="list-style-type: none"> Recruit additional teachers in English and Maths to reduce class sizes in the more able groups in KS4 on the Sleaford site; Run small-group intervention for students who need tailored support, in Mathematics and English, prioritising students who are eligible for the Pupil Premium; Ensure that all students who achieve a Level 5 at the end of KS2 and are eligible for the Pupil Premium sit their final GCSE examinations at the end of Year 11 (and not earlier) to provide every opportunity for them to achieve their full potential. 		Reduced gap in the progress of students eligible for the Pupil Premium with a Level 5 from KS2, when compared with other students.	AEB HoD En HoD Ma	Staff in place for Sept, support ongoing	LM salaries + on-costs: £40000 Other resources to support Maths and English: £20000
Total Proposed Spend: £130000		Proposal for 2015-2016			
This comprises:					
Sleaford Site	£65000	Additional teachers in Maths and English to reduce class sizes for most able - £30000 Learning Mentor for English – circa £15000 Learning Mentor for Maths – circa £15000 Revision guides / Accelerated Reader - £5000			
Ruskington Site	£65000	Additional teachers in Maths and English to reduce class sizes for most able - £30000 Learning Mentor for English – circa £15000 Learning Mentor for Maths – circa £15000 Revision guides / Accelerated Reader - £5000			
		Sleaford Site	Ruskington Site	Total	
Approx. Total Budget 2015-2016		£275,000	£150,000	£425,000	
Expenditure in plan		£160,000	£150,000	£310,000	

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"> 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; 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; Work to improve the transition of our students from Year 6 into Year 7, to ensure that any needs are identified early, and acted upon; To create a purpose built Learning Mentor Base on each site, to ensure ready access to support and resources within and outside of lessons. 		Improvement in progress and engagement of pupils eligible for the Pupil Premium.	AEB FJS KXV	All staff in place for September 2014, on one year temporary contracts	LM salaries + on-costs: Support for individual students:
Total Proposed Spend: £185000		Proposal for 2015-2016:			
This comprises:					
Sleaford Site	£85000	<i>Learning Mentor: Transition / Year 7 / Year 8 – circa £15000</i> <i>Learning Mentor: Year 9 / Year 10 / Year 11 – circa £15000</i> <i>Learning Mentor Coordinator – TLR £5000</i> <i>ASPSMs with focus on PP – TLR circa £15000</i> <i>Funding to support individual needs - £15000</i> Purpose built Learning Mentor Base - £20000			
Ruskington Site	£75000	<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 £15000</i> <i>Learning Mentor Coordinator – TLR £5000</i> <i>AKSMs for KS3 and KS4– TLR – circa £10000</i> <i>Funding to support individual needs - £15000</i> Purpose built Learning Mentor Base - £10000			

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<i>Actions:</i>	<i>Success Criteria</i>	<i>Staff responsible</i>	<i>Timescale</i>	<i>Resources</i>
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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.

<i>Actions:</i>	<i>Success Criteria</i>	<i>Staff responsible</i>	<i>Timescale</i>	<i>Resources</i>
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<ul style="list-style-type: none"> Continue to raise awareness amongst staff of the Pupil Premium, and current patterns of underperformance; Ensure that all identified barriers to learning are clearly communicated to staff so that we can all work together to best support each student; Build on the work of our Learning Communities across the Academy to improve practice across the sites and ensure that teaching meets the needs of individuals; 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; Encourage staff to engage in research projects that are designed to improve the engagement, motivation and progress of students eligible for the Pupil Premium, identifying clear impact of this work. 	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	LC meetings each term, PP research group in place for Nov 2013	Training and Research: £20000
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Total Proposed Spend: £20000	Proposal for 2014-2015:			
This comprises:				

Both Sites	£20000	<i>Training and Development - £20000</i>		
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