

JOSEPH LECKIE ACADEMY

Pupil Premium – Improvement Plan (2019-20)

Finance

Funding available	2019-20
Percentage of FSM pupils	52% (2018-19)
Number of FSM pupils eligible for the Pupil Premium	593 pupils (FSMs) x £935 = £560,657.50
Number of looked after pupils eligible for the Pupil Premium	8
Number of service children eligible for the Pupil Premium	0
Total	£560,657.50

Pupil Premium Plan-Allocated Funding 2019/2020: Ensure Pupil Premium students are able to access additional support to assist with their learning and progress, in order to achieve 3 levels of progress and their target grades in the subjects they undertake
Success Criteria: Pupil Premium students achieve at least 3 levels of progress in line with national standards Pupil Premium students' levels of exclusion are in line or better than school standards Pupil Premium students' levels of attendance are in line with or better than school standards Pupil Premium students' effort grades are in line with other groups of students in the school Pupil Premium students' destination data is in line with other students within the school.
Areas of Focus:
A. Getting ready to Learn
B. Academic attainment, achievement & progress
C. Enrichment

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Area of focus & strategy	Student target group	Led by	Resources	Monitoring
<p>Getting ready to learn</p> <p>1. Attendance</p> <ul style="list-style-type: none"> The Attendance Team & Heads of Years have dedicated responsibility for attendance standards and improvement. There is close monitoring of students 'causing concern', highlighted via SIMs and the Attendance Team. All low attenders are referred to the Attendance Team for regular review meetings alongside parents where necessary. 	Any students whose attendance falls below 90-95%	LT Link Attendance Team Heads of Year	Attendance Staffing x 2 £42,497.07	Reports produced half termly on attendance of pupil premium students.
<p>Getting ready to learn</p> <p>2. Isolation & Exclusions</p> <ul style="list-style-type: none"> Discussion with or about students placed in isolation, followed by monitoring, report, mentoring and plan of action for individual students. Contact with parents. Report to Heads of Year (Progress Report). Support from in-house programs delivered by the IEU. Support from outside agencies as appropriate. 	Any students placed into isolation or who receive a fixed-term exclusion.	LT IEU Staff Heads of Year SENCO	IEU Staffing x 5 £90,393.03	Isolation Log Report from EP services with recommendations PSS report and testing service. CAT – reports and recommendations for specialist support. Interventions logged on SIMS.
<p>Getting ready to learn</p> <p>3. EMAC</p> <ul style="list-style-type: none"> The EMAC Team have dedicated responsibility for English language acquisition standards and improvement. In class support, small group or individual extraction. Provision of a Language and Social curriculum. Lexia Programme EMAC Review 	Any student who is EAL and below a B on the Bell Scale.	LT Link EMAC Co-ordinator	EMAC Staffing x 6 £77,106.51 2 x HLTA's 4 x TA's EMAC Laptops x10 = £4,490.00	Pupil Passports Intervention Logs on SharePoint. Teaching Assistant Folders of Evidence Data on SIMS Schemes of Learning Drop-ins

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<ul style="list-style-type: none"> • Mid-Term admissions support programme (No in 2018-19) 				
<p>Getting ready to learn</p> <p>4. <u>Pastoral support</u></p> <ul style="list-style-type: none"> • FSM students entitled to help with uniform – a key factor in ensuring that all students feel equal and part of school. • Medical resources • Implementation of Restorative Practice & Justice. • Transition • Nurture Groups • Translation 	PP students who need assistance.	LT Links Heads of Year Attendance Team SENCo Safeguarding Officer	£3,393.05	Through Academy Finance & Admin Team. SIMS – Intervention Box 7
<p>Getting ready to learn</p> <p>5. <u>Educational support resources</u></p> <p>The following things are smaller itemised items, that have been used for supporting PP to learn and take part.</p> <ul style="list-style-type: none"> • Support with bus passes and emergency essentials. • Breakfast Club Food 	PP & EAL students	LT Heads of Year Attendance Team SENCo Safeguarding Officer	Bus Passes £54.00 Breakfast Club £357.50	Through Academy Finance & Admin Team.
<p>Academic attainment, achievement & progress</p> <p>1. <u>Academic Success programme</u></p> <ul style="list-style-type: none"> • Regular reflection after the publishing of key milestone data. (3 times per year) • Mentoring meetings. • Contact with parents. • Extra revision sessions allocated after school. • Personalised curriculum. • Disadvantaged high achievers take part in G&T programme. • Music lessons. • Provision of Revision Guides for all subjects. • Breakfast & Lunch Time Club (Room 12). 	Year 11 PP & Underachieving.	LT Academic Mentors Teachers Heads of Year SENCo EAL Co-ordinator	Revision Guides £40 x 93 = £3709.66	Tracking through progress checks & data collection points. Attainment for PP and non PP show no gaps. Attainment for underachieving is closing the gap. Link Leader meetings. Intervention logs Drop-ins
<p>Academic attainment, achievement & progress</p> <p>2. <u>Academic Success programme:</u></p>	Years 7-10 PP & Underachieving.	LT Teachers Head of Year	West Bromwich Foundation £900	Tracking through progress checks & data collection points.

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<ul style="list-style-type: none"> Regular reflection after the publishing of key milestone data. (3 times per year) West Bromwich Albion Foundation Premier League Enterprise Programme Years 7- 10. West Bromwich Albion Foundation Up Front & Well-Being Programme Years 7-9. Mosaic Project Year 8. Walsall FC Inspire Programme (Years 7 & 8) Walsall FC Reading Stars Programme (Years 7 & 8) Cyril Regis Programme Lexia Literacy Programme Years 7-10 Ruth Miskin (Read, Write Ink Programme) Year 7. Extra revision sessions allocated after school Year 10 in MFL & Humanities. Provision of Revision Guides for all students Disadvantaged high achievers take part in G&T opportunities. Music lessons. Breakfast & Lunch Time Club (Room 12). Speech and Language groups. 		SENCo EAL Co-ordinator		Attainment for PP and non PP show no gaps. Attainment for underachieving is closing the gap. Link Leader meetings. Drop-ins
<p>Getting ready to learn</p> <p>3. <u>TA & IEU Support & Increased Staffing</u></p> <ul style="list-style-type: none"> All faculties and departments have TA's so as offer TA interventions such as additional small group or 1:2:1. English, Math's and French staffing increased by 1 member to reduce class sizes. Science appointed a Raising Standards Lead at KS3. Humanities and Health & Social Care have TA's to help support internal assessment and marking. TEEP L1 training for new staff or staff or were unable to undertake training previously. A team of four Study Support staff will now work alongside Heads of Years to support the social, emotional and behavioral (SEB) elements of learning, thus maximizing progress in the classroom. These staff members are not teachers and work in and out of 	Years 7 -11 PP & Underachieving.	LT Link Head of Faculty/ Department	<p>New appointment of teachers English & Math's £50,000</p> <p>Science x1 = £4,442.00</p> <p>Departmental TA's x 25 = £274,241.21</p> <p>HLTA's x 2 = £29,664.16</p>	Intervention Logs on SharePoint. Teaching Assistant Folders of Evidence Data on SIMS Drop-ins Intervention Programmes Attainment for PP and non PP show no gaps.

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<p>classrooms supporting all students where necessary. This team is led by a Study Support Manager to monitor the SEB, plan interventions and enable the delivery of intervention programmes from inside the Academy and from outside agencies to support the Heads of Year. They will focus on vulnerable groups and Pupil Premium students.</p> <ul style="list-style-type: none"> • Additional Lexia support during tutor time. • SEND Review 			<p>Internal assessment and marking TA's x 3 = £17,106.23</p>	
<p>Academic attainment, achievement & progress</p> <p>4. <u>Teaching & Learning</u></p> <ul style="list-style-type: none"> • Collation of interventions strategies used across the Academy as part of the data collection process (3 times a year). • RAG of intervention strategies used across the Academy as part of the data collection process (3 times per year). • Focus on Pupil Premium progress during drop-ins. • Regular planned opportunities to scrutinize the work of groups of Pupil Premium students with a clear focus on marking and assessment (particularity feedback to students and student response) • Appropriate intervention to follow on from work scrutiny. • Additional staff training days for TEEP Level 2 (2 days) put aside. • Lightwood Project focusing on PDP for targeted teachers. • Performance management elements linked to Pupil Premium progress. • Underachieving students first strategy when questioning and marking. • Targeted support plans and additional outside support for MFL, Geography, Science & ICT. 	<p>Years 7 -11 PP & Underachieving.</p>	<p>LT Head of Faculty/ Department</p>		<p>Interventions on SIMS Attainment for PP and non PP show no gaps. Attainment for underachieving is closing the gap. Link Leader meetings. Drop-ins Work scrutiny of each year group across the Academy. Evaluation of staff training sessions.</p>

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<p>Academic attainment, achievement & progress</p> <p>5. <u>Raising the profile of Parental Engagement</u></p> <ul style="list-style-type: none"> • Parent Call text messaging service • MyED, ParentMail and Ruler apps. • Parental contact prior to Parent Consultation Evenings. • Prizes for attendance to Parent Consultation Evenings. • Monitor attendance at Parent Consultation Evenings. • New Academy Website & promotion of events on the website. • Invitation to coffee mornings and afternoons for parents/careers of students taking part in programmes (West Bromwich Foundation) • Home school liaison intervention for vulnerable students. 	<p>Years 7 -11 PP & Underachieving</p>	<p>LT Link Head of Year Finance & Admin Manager</p>	<p>ParentMail = £6,320.67</p>	<p>Increased attendance to Events & Parent Consultation evenings. Evaluation of prize incentives. Evaluation of engagement with apps.</p>
<p>Academic attainment, achievement & progress</p> <p>5. <u>Raising the profile of PP students with staff</u></p> <ul style="list-style-type: none"> • Provide relevant staff training opportunities (including role of the HOF/HOD/supporting PP students using intervention and RAG data) • PP register on SIMS • PP students all identified on the PIMs (seating plan). • All meetings include Pupil Premium as a standing agenda item. • Curriculum Pupil Premium action plans. 	<p>Years 7 -11 PP & Underachieving.</p>	<p>LT Head of Faculty/ Department</p>		<p>Evaluation of staff training sessions. PIMS Agenda Notes Action Plans</p>
<p>Enrichment</p> <p>1. <u>Subsidised trips, residentials and activities</u></p> <ul style="list-style-type: none"> • Provide a range of support to enable Pupil Premium to access a wide range of extra-curricular opportunities, in line with all other students. • Activities Week • Mini buses for sports matches. 	<p>All Pupil Premium Students.</p>		<p>Trips = £4,316.00</p>	<p>Tracking of participation in trips and activities Promote participation in trips and activities to Pupil Premium students</p>
<p>Enrichment</p> <p>2. <u>Aspirational opportunities</u></p>	<p>All Pupil Premium Students.</p>			<p>Tracking of participation.</p>

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<ul style="list-style-type: none"> • Provide a range of opportunities which aim to raise aspirations and increase students’ cultural capital • Career /education information opportunities • Careers advisor supports students with choices throughout school and works not only with Year 11 leavers but with students in KS5 who are finding choices for the future difficult. Expert IAG means that students are better able to set their own goals and plan for the future, understanding how to make their education work for them. Trips are also organised to Russell Group Universities, such as Oxford and Cambridge. 				<p>Programme of activities and opportunities.</p>
<p>Enrichment</p> <p>3. <u>Aspirational opportunities</u></p> <ul style="list-style-type: none"> • Taking part in House, Year and Tutor competitions. • Enrichment programme at lunch time and after school. • Careers development to support mentoring from KS4 through to KS5 with NCHSR. • Duke of Edinburgh 	<p>All Pupil Premium Students.</p>		<p>£861.68</p>	<p>Tracking of participation. Programme of activities and opportunities. Gaining and passing of qualification.</p>
<p>Total relevant expenditure</p>				
<p>Other areas for investigation/development:</p> <ul style="list-style-type: none"> Develop links with local schools to meet with other staff with responsibility for PP Continue to develop a wide range of effective strategies by looking at other similar schools nationally Continue to develop links with outside agencies to offer additional mentoring and coaching for G&T and Underachieving PP students To develop the ‘Achievement for All’ strategy to further support Parental Engagement of PP students. 				