

This document includes:

- Holyrood Academy's PPG allocation amount
- A summary of the main barriers to achievement faced by PP students at Holyrood Academy
- How Holyrood Academy will spend the PPG to overcome those barriers and the reasons for that approach
- How Holyrood Academy will measure the effect of the PPG
- The date of the next review of the Academy's PP strategy
- How Holyrood Academy is spending this year's PPG
- The effect of this expenditure on PP and other students

1. Current attainment (18/19 GCSE Results)			
	Whole Cohort	PP	Non-PP
% English and Maths 4+ (2019)	59.4%	38.8%	65.5%
Attainment 8 score average (2019)	45.6	37.8	48
Progress 8 score average (2019)	-0.1	-0.62	0.01
2. Barriers to future attainment (for pupils eligible for PP)			
In-school barriers			
A.	Passivity in lessons, including incomplete classwork and/or homework of some PP students		
B.	Lack of resilience and independent study skills of some PP students		
C.	Low levels of aspiration and study skills which lead to low confidence.		
External barriers			
D.	Attendance of PP students		
E.	Social mobility		
F.	Anti-social behaviour in the community		
G.	Some lack of parental support for students, the Academy or both.		
3. Desired outcomes		Success criteria	

A.	To improve the outcomes of Y11 PP students so gap is narrowed	P8 Gap of <0.2
B.	To improve the quality of the curriculum and teaching for all students, including PP	P8 Gap of <0.2 Lesson observation, work scrutiny and student voice data show improvement
C.	To create personalised programmes for all PP students identified as underachieving.	Analysis of all PP students predicted outcomes and subsequent alteration to their personal programmes to address underachievement.
D.	To improve independence and study skills of all PP students through study support and targeted intervention.	Evidence of revision gathered by mentors shows improvement Attendance at support sessions/interventions improves
E.	To improve attendance of all PP students.	Improved attendance of PP students especially those considered to be persistently absent.
F.	To improve long term resilience for all PP students through the Holyrood Way and so address independent learning skills.	Long term initiative to develop self quizzing skills for a knowledge based curriculum and to improve knowledge retention

Performance Analysis 2018/19

<u>Disadvantaged Students</u>	2018	2019	<u>Difference</u>
Progress 8	-0.33	-0.62	-0.29
Attainment 8	37.40	37.8	0.4
% achieving 9-5 in English & Maths	16.7%	28.6%	11.9
% achieving 9-4 in English & Maths	47.2%	38.8%	-8.4

Gender Analysis

<u>Disadvantaged Students</u>	2019 Girls (17)	2019 Boys (28)	<u>Difference</u>
Progress 8	-0.11	-0.92	-0.81
Attainment 8	41.9	34.8	-7.1

% achieving 9-5 in English & Maths	30%	27.6%	-2.4
% achieving 9-4 in English & Maths	45%	34.5%	-10.5

Key Points

- There has been an improvement on the % of PP students achieving 9-5 in English and Maths compared to 2018.
- The attainment of disadvantaged students in 2019 has increased slightly.
- PP girls outperformed boys in 2019.
- The introduction of Ready to Learn in September 2018 had a negative impact on our PP boys. This behaviour system has been modified and improved to reduce the number of FTEs and to ensure that students are in lessons wherever possible.
- The progress of PP HAP remains an area of focus.

4. Summary information					
School	Holyrood Academy				
Academic Year	18-19	Total PP budget	£243,619	Date of most recent PP Review	Jan 19
Total number of pupils	1263	Number of pupils eligible for PP	311	Date for next internal review of this strategy	Sept 19

Projected expenditure 2018/19							
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	Review	Budgeted cost	Impact
To improve the outcomes of Y11 PP students so gap is narrowed	Academic Mentoring	Academic mentoring has been widely shown to have a positive impact on students'	Mentoring programme to be led by the Year Leader and Deputy Headteacher	PL and DMC	June 2019	45 students split between Leadership team/YL	

		academic achievement and narrowing of the gap.				45 students x 1 hrs per week average x 32 weeks x £60ph £86400	
	Allocation of PP accountability to member of SLT for year 11 PP progress	Having a member of the SLT with responsibility for progress of PP students will allow for strong leadership and regular discussion of this key area	Plans and impact to be regularly discussed in Line Management and SLT meetings.	PL and DMC	Aug 2019	3 hrs a week (SLT) on average x 38 weeks @ £50 ph £5700	
	Secondment of Head of Year 11 to SLT to advise on all aspects of year 11 outcomes	Comprehensive and detailed understanding of individuals in the cohort will lead to better decision making for these students.	Discussed at all data points and as a daily expectation	PL and SLT	May 2019	2 hrs a week (YL) on average x 38 weeks @ £40 £3080	
	Revision of students' programmes of study, including provision of English and Maths intervention sessions	By providing additional support through extra-curricular interventions, extra English and Maths support and other Hub-based support, student progress has been shown to improve outcomes and confidence	Students selected by Eng, Maths and Sci CTLs in joint progress meeting.	All CTLs with special focus on English and Maths	June 2019	Additional maths and English staff to allow intervention including additional teaching groups 1 x FTE £55000 (incl on costs) £7000 – contribuion to small group intervention costs	
	Provision of revision resource, coursework	By providing additional support through extracurricular interventions,	Through specific communication with CTLs	CTLs and A.Hossian	June 2019	Resources £38458	

	resources and equipment and Homework club	extra English and Maths support and other Hub-based support, student progress has been shown to improve.				Specialist Pastoral Leader with PP responsibility (50% salary) £12736	
To improve the quality of teaching for all students, including	Allocation of PP accountability to member of SLT	Having a member of the SLT with responsibility for progress of PP students will allow for strong leadership and regular discussion of this key area		SDA	May 2019	2 hrs per week x 38 weeks x £50ph £3800	
To improve the attendance of PP students	Develop enhanced attendance protocols, increase communication with parents, increase frequency of legal meetings, increase frequency and quantity of prosecutions (if required), improve outreach work.	Targeted attendance intervention leads to improved attendance.	Regular attendance meetings with SDA, NL and DKH	SDA NL and DKH	July 2019	Proportion of attendance officer salary (30%) £8400 2 hrs a fortnight of senior staff time @£100 £3800 Additional staffing for Lunch club 1hrs a day x 38 weeks x £20 per hours £3800	
	Continued provision of breakfast club	Breakfast clubs have been shown to improve readiness for learning' and provide a daily pastoral opportunity with staff on duty.	Half termly data scrutiny		July 2019	Breakfast Club 30 mins per day x 38 weeks x £20 per hour £1900	
	Introduction of daily nurture intervention		Half termly exclusion and RTL data analysis.		July 2019	Nurture group 1 hr per day x £20 per hour	

						£3800	
	Targeted attendance parents meetings at year 10 and 11	From experience last year these provided us with valuable conversations with parents to help remove barriers to learning.	Use of data to identify key students. Subsequent tracking of attendance data.	All key staff for years 10 and 11	Feb 2019	2 hrs per fortnight on average for 30 weeks x 2 senior staff @ £100 per hour £3000	
	Targeted PP/PA tutor group	Having run these tutor groups for a number of years where we have capacity, we have seen considerable improvement in PP attendance.	Data tracking	NL and DKH	Jan 2019	2.5 hrs per week x 2 staff @ average cost £60 per hour £5700	
	Creation of Assistant Year Leader post to target PP attendance in each year group	Succession planning for pastoral staff, providing opportunities for key staff to develop pastoral skills in a key area of need.	Fortnightly meetings to evaluate and monitor data.	SDA and DKH	June 2019	2.5hr meetings per fortnight with member of SLT @£100 per hour £4750 Additional cost of TLR re Assistant TL £7000	
To improve independence and study skills of PP students	Second year of 'The Holyrood Way'	Research based whole school initiative	Homework tracking data		Ongoing and May 2019	Whole school cost	
	Creation of Ms Hossain's biscuit club	To address issues arising in Homework data	Homework tracking data		March 2019	1 hr per week x 38 weeks £760	
Provision of PP pastoral leader to oversee pastoral needs of PP students	PP pastoral leader to treat PP cohort as a year group, to work with parents to improve partnership		Improved attendance to parent's evenings		May 2019	Costed in already	
To improve aspirations of PP students	Targeted university visits				June 2019	25% of Career advisor	

	Targeted careers appointments Targeted use of Next steps South west					£3405	
	Boys conferences		Year 11 exam result data analysis		Aug 2019	DH time arranging and incidental costs £1000	
	Targeted support for cultural trips.				July 2019	Included with resource provision cost of £38k	
	Provision of music lesson, gym membership and sports club membership.				July 2019	Included with resource provision cost of £38k	

1. Summary information

School	Holyrood Academy				
Academic Year	19-20	Total PP budget	£243,619	Date of most recent PP Review	Sept 19
Total number of pupils	1254	Number of pupils eligible for PP	307	Date for next internal review of this strategy	Sept 20

Planned expenditure						
Academic year 19/20						
The three heading below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.						
i. Quality of teaching for all						
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted cost
To ensure excellent teaching and learning for all.	To ensure that all lessons meet the requirements for pace, productivity, purpose and presentation.	Research has shown that quality teaching and learning improves outcomes for students.	New teaching for excellence model led by Assistant Head teacher and will be quality assured by all senior and middle leaders. Learning walks Work scrutinies Student voice RTL data Assessment data	JJ	June 2020	SLT Oversight £7500
To ensure that the curriculum has depth and breadth.	To review the current curriculum and ensure that it gives all learners the knowledge and cultural capital to succeed in life.	Research has shown that adding breadth and depth to the curriculum will improve the outcomes for our more disadvantaged students.	Plans and impact to be regularly discussed in Line Management and SLT meetings. All new schemes of learning to be submitted by July 2020.	CB	July 2020	SLT oversight £10000
	Moving towards a 3-year key stage 3.	Research has shown that by having a broad curriculum for as long as possible will benefit our most disadvantaged students.	Deputy Head will lead on this and ensure that the curriculum is fit for purpose. New KS3 schemes of learning to be completed by March 2020.	CB	July 2020	DH Oversight £8000
	Vocational qualifications researched to identify	By offering a range of courses studied at GCSE, this will strengthen the	Deputy Head will lead on this and ensure that the curriculum is fit for purpose.	CB/SLs	July 2020	SLT oversight £3000

	opportunities to strengthen the curriculum offer.	curriculum and allow greater success with some students.	All courses researched and a decision made by July 2020.			
High levels of progress in literacy and numeracy for all pupils eligible for PP and equality of progression with all pupils.	Smaller class sizes in English and maths, which are set across all year groups.	Smaller class sizes allow more intervention in class for all pupils not making progress who are often PP students.	Progress data Learning walks Student voice Assessment data	KL, KW, DMK	June 2020	Additional staffing cost in Maths and English £100000
To improve independence and study skills of PP students	'The Holyrood Way' ensures that students in years 7-9 read a novel together every tutor time.	Reading has a positive impact on outcomes.	The literacy leader will coordinate the reading programme and ensure that starter activities test comprehension of novel, by focusing on tier 2 vocabulary. Learning walks Student voice Assessment data.	PDW/CB	June 2019	SLT/Middle Leader oversight £8000
To ensure that students receive effective feedback and areas for development.	Teachers all mark pupil premium books first and ensure that they have identified who they are on all seating plans.	Ensures PP students get strongest feedback from teachers and more bespoke feedback on how to improve.	Regular work scrutinies to check quality of feedback. Learning walks and QA of seating plans in teachers' folders.	JJ/CB	June 2020	SLT oversight £5000
	Work scrutinies at SLT level to compare PP students with non-PP students with exactly the same starting point.	By quality assuring this, it ensures that PP students are getting effective feedback from all teachers.	Regular work scrutinies. Areas for development fed back to teachers with support on how to improve the quality of feedback.	CB/JJ	Ongoing	SLT overview £5000
	All PP students are given a fully	Ensures that PP students have all the equipment they need. This should support	Students equipped for learning. Work scrutinies show better presentation and	LH	Regular checks at each cycle	£2000

	equipped pencil case.	with improved presentation, supports students in being equipped to work at home.	more work completed, outcomes improve.			
	Continued provision of breakfast club.	Breakfast clubs have been shown to improve readiness for learning.	Analysis of data every half term.	CB/LH	July 2020	Additional staff support cost £2000
ii. Targeted support						
Greater tracking and identification of PP pupils not making expected progress.	To ensure that literacy and numeracy intervention is effective at KS3 and has impact with our disadvantaged students.	Early intervention leads to greater overall progress.	Following an analysis of CATs and SATs data in September, students with low literacy and numeracy skills are highlighted and taken for targeted intervention. The impact and improvement is then analysed. SENCO to ensure that sessions are good quality and fit for purpose.	LG/SW/ CB	July 2020	Targeted intervention support £20000
	Tracking and identification of PP	Early intervention leads to greater overall progress.	Half termly data scrutiny	DMK/CB	July 2020	SLT oversight £5000

	students not making expected progress.					Specialist Pastoral Leader £13000
	Revision of students' programmes of study, including provision of English and maths intervention sessions.	By providing additional support through extra-curricular interventions, extra English and maths support and other Hub- based support; student progress has been shown to improve.	To work with Subject Leaders to ensure that sessions are purposeful and to measure impact after every data drop.	DMK/K W /KL	July 2020	Additional staffing costs To accommodate revised programmes of study £10000
	Targeted attendance of parents meetings at years 10 and 11.	From experience last year these provided us with valuable conversations with parents to help remove barriers to learning.	Use of data to identify key students. Subsequent tracking of attendance data.	All key staff for years 10 and 11	Feb 2020	Cost of key staff to attend £3000
	Provision of revision resource, coursework resources, equipment and homework club.	We want all PP students to feel valued, well equipped and have support to complete homework outside of lessons.	Data tracking Student voice	DMK/ PLs	June 2020	Resources costs £10000

	Extra curricular enrichment.	All subject areas must offer at least one extra curricular club. Evidence shows that where PP students have joined a club it has had a positive impact on their progress and well-being by boosting their sense of belonging.	We encourage all students to attend an extra curricular club and PP students contacted and invited directly. Analysis of attendance Progress data QA number of postcards.	Subject Leads/ GI	Every cycle.	£20000
To improve the attendance of PP students.	Develop enhanced protocols, and increase communication with parents. Ensure that the attendance officer works closely with PFSA, YL, PL and tutor so that necessary support can be put in place for students with poor attendance	Targeted attendance intervention leads to improved attendance.	Regular item on year leaders' meeting agenda and is monitored by senior deputy head. Intervention if needed.	SDA	Ongoing	Attendance Officer salary (30%) £14000 SLT cost of monitoring £5000
iiii. Other Approaches						
To improve aspirations of PP students	Targeted university visits	All pupils receive careers guidance through PSHE. Year 10 students have the	Evidence of interviews taken place.	KLM/ PR/ EH	July 2020	Careers advisor cost (25%) £4500

	<p>Targeted careers appointments</p> <p>Futures interviews</p> <p>Targeted use of Next Steps South west</p> <p>Assemblies</p> <p>PSHE</p>	<p>opportunity to carry out a work experience placement. PP pupils will also receive a 1 to 1 interview with a careers advisor in year 10.</p>	<p>QA work experience placements.</p> <p>Monitor attendance of PP students on university trips.</p>			<p>Futures interviews for PP student £2000</p>
	<p>Targeted support for cultural trips</p>	<p>PP students will have funding to ensure that they have the opportunity to take part in all extra curricular trips.</p>	<p>Student voice Evidence of PP students attending cultural trips.</p>	DMK/PG	July 2020	£5000
	<p>Provision of music lessons</p>	<p>Evidence shows that where PP students have joined a club it has had a positive impact on their progress and well being by boosting their sense of belonging.</p>	<p>Participation in music lessons.</p>	GI	July 2020	£3000
	<p>Parental engagement</p>	<p>Evidence shows that improving communication between home and school will result in better outcomes for students.</p>	<p>Fewer students in homework support sessions. Good attendance at parental meetings. Positive parental voice Progress data</p>	GI/ LH	July 2020	£2000