

Pupil Premium Strategy: 2019 – 2020

E-ACT Academy: The Oldham Academy North

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Next Review: 8th January 2020



**THE OLDHAM
ACADEMY** NORTH

Academy Mission Statement:

*Through being a strong **TEAM**, made up of students, staff and all members of our community, we strive for academic excellence in all that we do. **TEAM TOAN** has extremely high expectations and demands only the very best performance from everyone, allowing our students to leave us ready to contribute to the challenging and competitive world around us.*

Core Values*:

***Trust:** We respect ourselves and others and always act with good intentions, having strong morals and we are always honest and fair.*

***Endurance:** We are hardworking and determined to never give up and are committed to motivating and challenging each other.*

***Autonomy:** We have the confidence to use our initiative and take ownership of our own futures, without relying on others to do it for us*

***Mastery:** We have high aspirations and the urge to get better, to become the best that we can be.*

*TOAN core values are directly integrated with the wider trusts values of: Thinking big- Doing the right thing – Showing team spirit

2018-2019

Financial year 2018 to 2019

for each child registered as eligible for free school meals at any point in the last 6 years:

- £1,320 for pupils in Reception to Year 6
- £935 for pupils in Year 7 to Year 11

Schools will also receive £1,900 for each pupil identified in the spring as having left local-authority care because of 1 of the following:

- adoption
- a special guardianship order
- a child arrangements order
- a residence order

If a pupil has been registered as eligible for free school meals and has also left local-authority care for any of the reasons above, they will attract the £1,900 rate.

Children who have been in local-authority care for 1 day or more also attract £1,900 of pupil premium funding.

Pupils in year groups Reception to Year 11 recorded as Ever 6 Service Child or in receipt of a child pension from the Ministry of Defense £300

Funding is for:

- raising the attainment of disadvantaged pupils of all abilities to reach their potential
- supporting children and young people with parents in the regular armed forces

The grant may be spent in the following ways:

- for the educational benefit of pupils registered at that school
- for the benefit of pupils registered at other maintained schools or academies
- on community facilities

The LAC premium must be managed by the designated virtual school head (VSH) and used without delay for the benefit of the looked-after child's educational needs as described in their personal education plan.

The VSH should ensure there are arrangements in place to discuss how the child will benefit from pupil premium funding with the designated teacher or another member of staff in the child's education setting who best understands their needs.

Evaluation of funding for 2018 – 2019

1. Review of expenditure				
2018 – 2019				
1) Students are not prepared for the day				
Desired outcome	Chosen action/approach	Impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
<p>Ensure students are educated about the importance of sleep and food to prepare them for the school day.</p>	Educate students & parents using research and health advice	Of the 497 students surveyed in September of 2019 we saw a fall in the number of students that don't eat breakfast every day and an increase in the number of students that eat cereal or toast that is provided at the breakfast club.	The free breakfast has supported our pupil premium students to eat a healthy breakfast and get to school on time.	£500
	Breakfast Club (Offer of free breakfast to those students who arrive to school early)	Attendance significantly above National Average. Provision of healthy food and water before school ensures students are prepared for the day, which has been proven to boost progress within lessons.	We will continue both of these approaches.	£10,000
	Free piece of fruit offered to all students on arrival	Nutrition lessons were provided to the Y11 students on the run up to their exams.	We have decided that rather than running independent health initiatives throughout the year, employing a school nurse would be a more consistent and cost effective way to support all students.	£2,000
	Educate and encourage students to relax in the evenings by: teaching mental well-being, relaxation techniques,	The literacy co-ordinator embeded a new strategy to reward and encourage students reading.		£5000
	encourage reading before bed instead of technology use and offering sleeping aids (Eye masks & Ear plugs)			£3000
Students to be educated on healthy diet and nutrition and the benefit of exercise/sport can have on performance.			Total: £27,500	
2) Student punctuality & attendance				
Desired outcome	Chosen action/approach	Impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost

<p>Improve student attendance and punctuality and remain above national average</p>	<p>Morning buses to ensure attendance of most deprived students</p> <p>In-house catering breakfast</p>	<p>The morning buses have been delivering students to school from certain wards around the locality. It was hard to establish a link between the attendance of the students that got the bus and a positive link for their attendance.</p>	<p>We will not be continuing to provide the school bus as it is very expensive and only serves students from one area. It wouldn't be viable to provide buses from all areas that our pupil premium students come from so instead we are providing free bus passes to our pupil premium students.</p> <p>The in-house breakfast has seen a big increase in attendance with many students using the facilities in the morning due to advertising within the Academy. This has also been pushed with Year 11 to ensure they are ready to learn each day. 07.30-08.15 (08.30 for year 11)</p>	<p>£80,000</p> <p>£5,000</p> <p>Total: £85,000</p>
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3) Low aspirations

Desired outcome	Chosen action/approach	Impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
<p>Improve aspirations and soft skills of students</p>	<p>E-ACT Passport. A bespoke programme of 60 activities linked to the world of work.</p> <p>Music Tuition</p> <p>Employ a gifted & talented co-ordinator to oversee all opportunities and raise aspirations of gifted and talented students. To cover the costs of any trips, extra curricular</p>	<p>All students have engaged with the E-Act Passport this academic year. Students across all year groups have completed a number of on-site activities including theatre workshops, Enterprise events delivered by Young Enterprise and First Aid Training delivered by St. John's Ambulance. Off-site events have formed part of the recent Drop Down Day such as a visit to Yorkshire Sculpture Park, Army Training Days led by the MU Foundation and Cadburys World.</p> <p>Student surveys found that 78% of our students have now visited the theatre, 92% have visited a library, 85% have visited a theme park. Showing the breadth of experiences we are able to offer.</p> <p>Students having Music Lessons: 20 x voice lessons, 8 x keys lessons, 1 x Brass lessons, 8 x woodwind lessons and 8 x strings lessons</p>	<p>The E-ACT Passport, is a unique selling point of the Academy. From the surveys completed, it is clear that students find these soft skills and life experiences beneficial. With an increase in students numbers, we will continue to fully support and fund the E-act passport programme. We wish to extend the opportunities offered by the Futures Programme to ensure our students are ready to contribute to the wider community once they leave the Academy.</p> <p>With a new music teacher appointed, the music tuition has been targeted and supported in-house as well to ensure music is offered to all students.</p>	<p>£45,160</p> <p>£22,000</p> <p>Total: £67,160</p>

	<p>opportunities or guest speakers.</p> <p>The Brilliant Club. Students work with universities to develop research skills and experience university life</p>			
4) Mental Health support				
Desired outcome	Chosen action/approach	Impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
Improve behaviour and reduce exclusions	<p>Train students to deliver wellbeing support to other students. Peer support can run social time clubs.</p> <p>Offer extra-curricular clubs (PE, Art, STEM & Drama) to boost confidence, build friendships and different methods of dealing with stress)</p> <p>Employ a school Nurse</p>	<p>87% of students say that the behaviour across the academy is fair – excellent showing the impact the supportive culture of the academy has.</p> <p>86% of students say they feel happy at school showing their well being is supported.</p> <p>A wide range of extra curricular clubs and activities have been on offer to all students, including science clubs, pet club, drone club and a range of sports clubs.</p> <p>A school nurse was appointed and Mind are working with the school 2 days a week and an anger management expert 1 day a week to support the needs of the students.</p>	<p>The students surveys show that our students feel happy and safe at the academy.</p> <p>We are confident with the provision in place along side some additional support for Y11s through their exams will ensure our students are well looked after throughout their time at the Academy and beyond.</p>	£38,119
Overall Total				£483,710

The Oldham Academy North's Pupil premium strategy for 2019 - 2020

Barriers to educational achievement

1) Students are not prepared for the day (Lack of Sleep: 27% get less than 8 hours of sleep on average. Lack of breakfast: 30% do not eat breakfast on an average school morning)

2) Improve student attendance, punctuality (2016/17: 95.8%, Nat Average: 94.9%, 32% use the school buses) and reduce behaviour incidents and exclusions

3) Students do not complete enough work at home (41% complete work once a week or less. 69% of students do not have a private bedroom to work in. 20% of students do not have regular access to a computer and internet connection. 39% do not own a smartphone)

4) Increase Aspirations (60% of students do not have a role model. 71% want to go on to further education but do not know what to study) and offer life experiences

5) Mental Health support (53% of students are worried about exams or leaving school in the future)

6) 6 months or more behind their chronological reading age

7) Literacy and Numeracy below age-related expectations

8) Majority of students arrive with lower than average prior attainment

Pupil premium strategy statement (2019-2020)

1. Summary information					
School	The Oldham Academy North				
Academic Year	2019-2020	Total PP budget	£568,013	Date of most recent PP Review	16/12/2019
Total number of pupils	1220	Number of pupils eligible for PP	617 (53%)	Date for next internal review of this strategy	09/01/2019

2. Current attainment (Class of 2019) to be updates at the end of the year.		
	Pupils eligible for PP (Your school)	Pupils not eligible for PP (national average)
% achieving Standard Basics	48% (61)	71.5%
% achieving Strong Basics	26.8% (34)	50.1%
Progress 8 score average	0.14	0.13
Attainment 8 score average	4.08	5.01

3 Desired outcomes		
Barrier	Desired outcomes	Success criteria
1)	<ul style="list-style-type: none"> Students and Parents & Carers are aware of the importance of sleep and eating correctly More students value the importance of sleep and ensure they get at least 8 hours sleep on a school night More students eat breakfast before school to ensure they are ready to learn 	<ul style="list-style-type: none"> Parent voice showing they actively encourage students to sleep regularly Student voice showing 80% of students get at least 8 hours of sleep per school night Student voice showing 80% of students eat breakfast before or in school
2)	<ul style="list-style-type: none"> Attendance to remain above national average Poor punctuality should not prevent learning in the classroom 	<ul style="list-style-type: none"> Attendance to remain above National Less than 10% of students to be late to lessons at any time

<p>3)</p>	<ul style="list-style-type: none"> • Students can have a safe and motivating place to complete revision and homework • Students can avail of internet resources and subscriptions to boost progress and deepen understanding • Workplace technology and matching skills to be introduced to students so they are not at a disadvantage in later life 	<ul style="list-style-type: none"> • Attendance at after school homework/revision club is at least 90% of capacity • All students can access internet resources and avail of their use either in school or at home • All students to be proficient in using Microsoft office and the basics of IT
<p>4)</p>	<ul style="list-style-type: none"> • All students to: develop soft skills to develop the individual, raise aspirations by attending a range of colleges & universities and to help students choose their interested careers and choose role models. 	<ul style="list-style-type: none"> • All students in year 10 to take part in a meaningful work experience placement • Every pupil will have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace • 70% of students to have an idea of which careers or subjects interest them and which further education route interests them most
<p>5)</p>	<ul style="list-style-type: none"> • A counsellor being employed by to ensure all students get quick access to mental health support they may need. • A school nurse being employed to support with health and hygiene concerns. • A programme of play therapy activities to support with ongoing mental health issues and teach coping strategies • Mentoring programmes in each year group to provide support pastoral and academic progress • Extra-curricular clubs after school in PE, Art, STEM and Drama to boost engagement, friendship groups and support measures. • Staff being trained in mental health to recognise mental health issues and refer to the counsellor if needed. 	<ul style="list-style-type: none"> • Staff run support sessions for exam techniques and stress management • At least 60% of students to attend at least one extra-curricular club
<p>6)</p>	<ul style="list-style-type: none"> • Reduce the amount of students with reading ages below their chronological ages • Literacy embedded into all curriculum areas • All students to have a book appropriate to their reading age • All students to engage in 30 minutes of extended reading a day 	<ul style="list-style-type: none"> • 70% of students who arrive at the Academy below expected reading age to make rapid progress
<p>7)</p>	<ul style="list-style-type: none"> • Students to be in line with their age-related expectations based on KS2, KS3 and GCSE results • Writing, Spelling and Numeracy elements to be embedded within all curriculum areas 	<ul style="list-style-type: none"> • Standard Basics GCSE results to be in line with national results • Progress 8 to remain positive across both English & Maths
<p>8)</p>	<ul style="list-style-type: none"> • Students to achieve in line with national for all subjects • Students to continue to make better than average progress 	<ul style="list-style-type: none"> • Pupil premium students to be in line with their peers within the Academy • Attainment 8 to be in line with national average • Progress 8 to be positive to show rapid progress

4 Planned expenditure					
Academic year	2019-2020				
Barrier					
1) Students are not prepared for the day (Lack of Sleep: 27% get less than 8 hours of sleep on average. Lack of breakfast: 30% do not eat breakfast on an average school morning)					
	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?
A	Breakfast Club (Offer of free breakfast to those students who arrive to school early)	Students learn better when well fed and well rested. Ensuring our most vulnerable students are well fed before lessons will ensure they are ready for the day.	Clearly advertised to all students with Progress Leaders speaking directly to those identified as not eating breakfast on a regular occasion	RMC	01/02/2020 £10,000
Total budgeted cost					£10,000
2) Improve student attendance and punctuality					
	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?
A	Offer free bus passes to Pupil Premium students to ensure they can get to school on time	Previously the school offered a free bus service to provide transport to those coming from the area surrounding the site of the old school. All the pupils that attended the old school have now left the academy so we wanted to offer something to support the travel of all pupil premium students	Increase in attendance and decrease in late marks for the students using the buses from these areas.	RAR	01/2/2020 £35,000
B	Attendance Improvement Strategies	Currently pupil premium student's attendance is below that of non-pupil premium students. The budget will allow progress leaders to put rewards and improvement strategies into place to bring pupil premium attendance in line with all other students.	Continually monitor pupil premium attendance	Progress Leaders / RMC	01/2/2029 £5,000

C	Uniform	So uniform is not a barrier to a student's attendance this budget will allow for us to have a stock of uniform for students to access if they don't have their own.	Reduction in lates and detentions for the incorrect uniform.	Progress Leaders / RMC	01/12/2019 £2,000
D	Rewards	A budget to allow us to buy rewards for students to reward them for making good decisions	Review the impact of rewards on students attendance.	Progress Leaders / RMC	01/12/2019 £1,000
Total budgeted cost					£43,000

3) Students do not complete enough work at home (41% complete work once a week or less. 69% of students do not have a private bedroom to work in. 20% of students do not have regular access to a computer and internet connection. 39% do not own a smartphone)

	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?
A	Offer a daily revision/homework club with computer access (Staffing, Resources & ICT required) and on Saturdays	69% of students are unable to complete work in a private bedroom with 41% completing work once a week or less.	Parent & Student voice Club attendance Staff feedback on completion of homework and revision.	RAR	01/11/2019 £30,000
C	Revision Guides	All year 11 students to be provided with revision guides for all the subjects they study so they have the materials they need to revise.	Staff feedback on completion of homework and revision.	RAR	01/11/2019 £5,000
Total budgeted cost					£35,000

4) Aspirations (60% of students do not have a role model. 71% want to go on to further education but do not know what to study)

	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?
A	Music Tuition & Singing lessons	To ensure students are afforded extra opportunities and skills they might otherwise miss. Complete a performance to students and staff to build confidence.	Increase in number and confidence of students performing at school events over the year. Outcomes from KS3 Music classes	SHO	01/2/2020 £25,000
B	Employ a gifted & talented co-ordinator to oversee all opportunities and raise aspirations of gifted and	Students who are gifted in a subject or skill and therefore making sufficient progress should still be identified as a need. These	Performance of G and T above national average for both progress and attainment.	G&T Co-ordinator	01/02/20 £5,249.15 TLR

	talented students. To cover the costs of any trips, extra curricular opportunities or guest speakers.	students need to still be stretched and provided opportunities to further expand their abilities.			
C	Languages trip to Spain	To raise aspirations amongst KS3 pupils and encouraging them to experience another culture and practice their Spanish skills.	Student feedback from the trip is positive and students who attend the trips attainment in the relevant subject above their peers and national averages.	CCO	01/06/20 £8,000
D	E-Act Passport	To raise aspirations of students by completing a number of trips and activities throughout the school year so all students can achieve the E-Act Passport awards	All students achieving the bronze passport for their year group and at least 40% achieving gold or silver across the school.	Progress Leaders	£60,000
E	Trips and visits	To raise aspirations through trips and experiences that our students wouldn't usually get to take part in. Including the trip to Poland, Madrid and London.	Student feedback from the trip is positive and students who attend the trips attainment in the relevant subject above their peers and national averages.	Middle leaders leading the trip	£20,000
F	IT licences and Equipment	To raise aspirations through motivational IT software such as GCSE pod for science and IT equipment used in industry such as Mac computers in music	Student voice	SHO	£3,000

Total budgeted cost £118,246.19

5) Mental Health support (53% of students are worried about exams or leaving school in the future)

	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?
A	Counselling	This budget is employing counsellors and anger management in the school. This will allow us to ensure that students in need of Counselling faster access to care. It will allow us to put preventative support into place before it becomes a full safe guarding issues.	Student voice showing increase in mental health support and students knowing how to deal with stress and anxiety	TKI	£30,000
B	School Nurse	This budget is for a full time health worker in school. They will be dealing with First Aid issues and health issues in school for students we are concerned about.	Termly reviews with the Nurse on their case load and impact. Case studies,	TKI	£22,259
C	Welfare Budget	This is a pot of money to support our most vulnerable students to access education. The budget will be used on an ad hock basis	Case studies dependant on what the budget has been spent on.	TKI /KQU	£3,000

		to apply for funding such as transport, clothing and food			
D	Progress leaders (30%)	The progress leaders are the pastoral link between school and home. They will be organising E-Act passport days, liaising with parents and students on all day to day issues in the academy	Reduction in number of behaviour points and lates for disadvantaged students.	KQU	£41,933
Total budgeted cost					£97,192
6) 6 months or more behind their chronological reading age					
	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?
A	Employ a literacy co-ordinator to promote literacy amongst students and staff. Assist in embedding literacy across all subjects.	Literacy focus across all subjects will help develop student's reading ages at an advanced rate. GCSEs are written at age 14 level so students cannot access GCSE test papers until they have at least this reading age.	Regular testing and data captures of student reading ages. Moderation of data and extended writing strategies shared in CPD	JGR/JGH	01/2/2020 £3,810.47 TLR
B	Employ a librarian to manage and look after the resources in the library and support students to select reading age appropriate reading materials.	Literacy focus across all subjects will help develop student's reading ages at an advanced rate. GCSEs are written at age 14 level so students cannot access GCSE test papers until they have at least this reading age.	Regular testing and data captures of student reading ages.	JGR/JGH	02/02/2020 £10,865.66
Total budgeted cost					£14,676.13
7) Literacy and Numeracy below age-related expectations					
	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?
A	Reading books supplied to all students.	This will help develop a love for reading and allow students to own their own library (as the build up their own collection)	All students being able to produce a reading book during DEAR in form time.	JGR/JGH	01/2/2020 £16,500
B	Maths teacher	An additional teacher will be employed to provide overstaffing in the Maths faculty. This is to reduced class sizes and provide additional intervention opportunities	Increase in outcomes for all students studying Maths	SFA	£34,875.84
Total budgeted cost					£51,375.84
8) Majority of students arrive with lower than average prior attainment					

	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?
A	Academic Targeted Intervention Small groups or 1:1 intervention support by tutors or outside agencies for all subjects	Students may need targeted intervention to make rapid progress to close the gap on their age-related expectations	Data captures	RMC/ DBA	01/12/2019 £148,848
C	In-School Initiatives	These school initiatives are based on achieving outstanding progress and attainment for our students e.g. offering rock climbing for GCSE PE students, arranging for additional IT resources for Woodlands etc)	Student & staff voice Data captures GCSE results	RMC	01/03/2019 £42,335
Total budgeted cost					£191,183
TOTAL EXPENDITURE					£568,013