Bluecoat Meres Academy
Pupil Premium Strategy & Year 7 Catch-Up Programme Statement 2019/20

1. Summary information

Academic year	2019/20	Total Pupil Premium Funding (PP) Yr 7 Catch-Up Programme Funding	PP £ 169,235 Yr 7 Catch-Up £12,291
Total number of pupils	352	Number of pupils eligible for PP 188	Yr7 – 29 Yr8 – 34 Yr9 – 41 Yr10 – 39 Yr11 – 45 Total – 188 (53% of all pupils)

2. Current attainment

Year 11 students 2018-19 30: PP 41: non-PP	Pupils eligible for PP at BMA	Pupils not eligible for PP (national average-NA)	
% achieving 9-4 & 9-5 in E/M	9-4: 30% & 9-5: 13%	NA: 9-4 -72% & 9-5 -50%	BM 9-4: --- & 9-5: ---
Progress 8 score average	-0.63	NA: 0.13	BM –0.37
Attainment 8 score average	29.3	NA: 50.3	BM 2.96

3. Barriers to future progress and attainment (for pupils eligible for PP)

In-school barriers (issues to be addressed in school, such as poor literacy skills)

A	Teaching and Learning needs more active student engagement, greater stretch and challenge and to further develop 'a joy of learning.'
B	The gap between the progress and attainment of PP and Non-PP students
C	Weaker literacy skills across students in all year groups prevents some students from accessing the full curriculum.
D	Weaker numeracy skills across students in all year groups prevents some students from accessing the full curriculum.
E	Low self esteem and aspirations of some PP students
F	Completion of a Pupil Premium Review to develop best practice

External barriers (issues which also require action outside school, such as low attendance rates)

G	Absence and Persistent Absence levels of some PP students remains high

4. Outcomes				
A	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?**	**Success criteria, how will you ensure it is implemented well?**	**Finance / resources**
A	Improve the quality of Teaching & Learning for PP students across the Academy measured through quality assurance outcomes for teaching & learning.	• Wave 1 intervention training – quality first teaching. SLT led (CB oversight), with external support bought in as needed, see AIP. • CPD focusses on equitable access, for PP students (CB oversight) • Improved quality of teaching supported through deployment of specialist staff in English, Maths, Science and MfL in part funded by Pupil Premium, during terms 1 & 2. • TeachFirst appointments in Maths, Science, Geography, History helping to focus on latest professional development strategies & reduce class sizes - in part funded by Pupil Premium	• Increased number of good and outstanding lessons taught to PP students - in-line with AIP - ongoing from September 2020. • Improving quality of individual teacher skills evidenced through observations drop-ins, work trawls, student voice with evidence of term-on-term and then year-on-year improvement. • Focus QA on consistent use of SHINE, the Bluecoat Way, Starter activities, student progress and subject based knowledge. • Continued Professional Development for Teachers & Teaching Assistants offered through weekly programme of CPD. • Improvements of Teaching & Learning led by SLT & external providers with impact measured through QA process and whole school outcomes. • Implementation reviewed in Sept 2020	Cost of employing additional teachers. 0.5 cost of Archway staff in English, Maths, Science & MFL 0.5 cost of TeachFirst staff in Maths, Science, Geography, History. Teacher training costs & staff training. 0.5 cost of staff training budget. 0.5 cost of Senior Leader with oversight of Quality of Education at L6.
B	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?**	**Success criteria, how will you ensure it is implemented well?**	**Finance / resources**
B	Raise attainment and improve progress of pupil premium eligible students, especially in English and maths, so the Progress 8 gap between all and pupil	• Lesson seating Plans note PP students & reflect learning needs of PP students – (CTL's & subject teacher led) • Appoint PP Learning Mentor to support good progress by PP students (Appointment led by MF)	• Observations drop-ins, work trawls, student voice with evidence of term-on-term and then year-on-year improvement. • Internal & external data & Academy outcomes improve for PP students	Cost of PP Learning Mentor. Total cost of 1 hour of UPS 3 teacher over 4 evenings

	• Mock exam analysis of PP students and action including RAP. (SLT led) • After school P6 classes offered to students with attendance of PP students monitored with follow-up for non-attendance of PP students. (Led by CTLs) • Assessments will be used to indicate where students are falling behind and allow identification for intervention in subject areas. (CTL's & subject teacher led) • Holiday revision lessons offered to Year 11 students Easter 2020. (SLT & CTL led) • In-class TA support aware of PP students in class and provide additional support where possible. (SLT & SENCO led) • CAT tests undertaken by Year 7 students on entry so that we have baseline assessments for all staff to raise expectations of PP students. (GM led) • Students who enter the Academy without data also undergo CAT tests. (GM led) • Homework knowledge Organiser work checked weekly in form time with PP students monitored by Form Tutor & concerned passed to subject teacher.(HoH & FT led) • Year 11 countdown plans – in place from start of term 4 to ensure exam syllabus coverage & planned quality revision lessons. (CTL's & subject teacher led)	• Line Management Records demonstrate improvements in provision & progress for PP students • Performance Management targets and outcomes improve provision for PP students • Knowledge Organisers quality assured which demonstrate instances of incomplete, insufficient or poor-quality homework reduced. • Reliable and valid data on student progress available to share with students and parents. • Records of attendance at additional classes maintained demonstrating improving access for PP students to school provision • PP Learning Mentor able to demonstrate improved outcomes with targeted PP students	
premium students continues to reduce. Internal & external data analysis and QA measures indicate improving outcomes and progress towards reducing the gap between PP & non-PP students in all year groups.			providing P6 classes. 4 hours in total per week for 39 weeks. 0.5 cost of holiday revision classes. 0.5 costs of CAT tests
C	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?** (Green highlighting indicates Yr 7 catch-up programme)	**Success criteria, how will you ensure it is implemented well?**

	Desired outcomes & how they will be measured	Chosen action, approach and by whom?	Success criteria, how will you ensure it is implemented well?	Finance / resources
	premium students continues to reduce. Internal & external data analysis and QA measures indicate improving outcomes and progress towards reducing the gap between PP & non-PP students in all year groups.	• Mock exam analysis of PP students and action including RAP. (SLT led) • After school P6 classes offered to students with attendance of PP students monitored with follow-up for non-attendance of PP students. (Led by CTLs) • Assessments will be used to indicate where students are falling behind and allow identification for intervention in subject areas. (CTL's & subject teacher led) • Holiday revision lessons offered to Year 11 students Easter 2020. (SLT & CTL led) • In-class TA support aware of PP students in class and provide additional support where possible. (SLT & SENCO led) • CAT tests undertaken by Year 7 students on entry so that we have baseline assessments for all staff to raise expectations of PP students. (GM led) • Students who enter the Academy without data also undergo CAT tests. (GM led) • Homework knowledge Organiser work checked weekly in form time with PP students monitored by Form Tutor & concerned passed to subject teacher.(HoH & FT led) • Year 11 countdown plans – in place from start of term 4 to ensure exam syllabus coverage & planned quality revision lessons. (CTL's & subject teacher led)	• Line Management Records demonstrate improvements in provision & progress for PP students • Performance Management targets and outcomes improve provision for PP students • Knowledge Organisers quality assured which demonstrate instances of incomplete, insufficient or poor-quality homework reduced. • Reliable and valid data on student progress available to share with students and parents. • Records of attendance at additional classes maintained demonstrating improving access for PP students to school provision • PP Learning Mentor able to demonstrate improved outcomes with targeted PP students	providing P6 classes. 4 hours in total per week for 39 weeks. 0.5 cost of holiday revision classes. 0.5 costs of CAT tests
C	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?** (Green highlighting indicates Yr 7 catch-up programme)	**Success criteria, how will you ensure it is implemented well?**	**Finance / resources** (Green indicates Yr 7 catch-up costs)
C	Develop and introduce academy-wide strategies for raising achievement in student literacy, in order for	• Literacy improvements driven through membership of the National Literacy Project. (Led by NP)	• Improved literacy outcomes for PP students including reading ages & evidence of improved extended writing responses sampled from PP work scrutiny.	0.5 cost of National Literacy Project

Desired outcomes & how they will be measured	Chosen action, approach and by whom? **(Green highlighting indicates Yr 7 catch-up programme)**	Success criteria, how will you ensure it is implemented well?	Finance / resources
it to have a positive impact on outcomes. Demonstrated through improvements in reading ages and Quality Assurance outcomes. Specific PP work trawl & student voice undertaken by SLT.	• Reading ages of PP students measured & monitored (SENCO). • Class readers and accelerated reader successfully embedded resulting in improved reading ages for PP students. (Led by SENCO) • Extended writing tasks identified within Mid/Long term subject plans which evidence improved written answers by PP students (CTLs & SLT Line Management Record) • Librarian appointed to manage the library and promote reading across the Academy. (SLT) • New library and work area opened for students with opportunities to read at break & lunchtimes & to take books home to read. PP student uptake monitored & PP students actively encouraged to engage in library use. (SLT & SD) • Reading in form time programme implemented with PP students monitored and encouraged by FTs.(SLT) • Develop Peer Mentoring programme for Yr 7 PP students in form time. (PP Learning Mentor) • Communication with parents to promote the importance of supporting literacy in the home. (Led by NP & SD) • PP performance in English – attainment and progress improving (Led by NP & MF) • 2 hours of additional literacy lessons for students in Yr 7 & 8.	• All PP students will complete the Catch-up Programme and will improve reading ages to enable them to access the secondary curriculum over time. • Peer reading scheme to encourage the love of reading for pleasure and to improve levels of confidence. Outcomes monitored by Learning Mentor. • Quality Assurances procedures for PP students to demonstrate improving outcomes. • Library loan records & use during break & lunch times showing increasing use by PP students. • Monitoring of Form time reading by SLT. • Evidence of parental communication & resulting increases in uptake by PP students. • Review of effectiveness of implementation of literacy strategies September 2020. • PP student voice evidences reading for pleasure and access to reading materials • Improvements in presentation and quality of written work of PP students across the curriculum evidenced through work trawls • Improving use of subject specific pedagogy and subject specific key terms/words by PP Students evidenced through QA procedures • Embedded Literacy strategies across all subjects including approaches to marking and feedback and development of independent, extended writing evidenced through subject QA.	0.5 cost of reading age assessments 0.5 cost of accelerated reader programme 0.5 cost of Librarian post 0.5 cost of new library shelving & decoration 0.5 costs of new library books 0.5 cost of 4 hours per week for 39 weeks of UPS3 teacher. Cost of Peer Mentoring training & oversight. Costed at 40 hours of Learning Mentor Salary Cost of QA process by senior leaders. 39 hours at L6

D	Improve numeracy skills across students in all year groups to enable students to be able to access the full curriculum. Measured through QA in Maths, Science, Geography with PP students PP students will increase the speed and accuracy with times tables. Measured through assessments completed in Maths at mid-year & year end.	• Students will practice times tables during form time through a 'number rolling' programme (FTs, monitored by HoH & SLT) • Introduce PP baseline numeracy skills tests with students tested in Year 7 & supported where significant weakness are indicated. Baseline tests managed by RD & supported through Maths TA) • Intervention lessons in Yr 7 with Maths TA • Improvements in quality of numeric work of PP students. Led by CTL's in Maths Science, Humanities) with consistent application in the use of addition, subtraction, multiplication & division techniques by PP students.	• Improvements in PP baseline numeracy data which demonstrate significant improvement by end of 2019-20 school year. • PP Students demonstrate improved multiplication skills from baseline assessments. • Quality assurance procedures note improvement in quality of numeric work of PP students across Science & Geography • Maths PP external outcomes continue to demonstrate an improving trend in 19-20.	0.5 cost of Maths TA Cost of Baseline Numeracy tests
E	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?**	**Success criteria, how will you ensure it is implemented well?**	**Finance / resources**
E	To raise aspirations of PP students & provide opportunities which will encourage PP students to be more aspirational. Measured through: • improved whole school PP outcomes across internal and external data • record of individual PP student engagement in school activities including the careers programme • post-16 destination data of PP students.	• All KS4 PP students have interview with careers advisor with follow up interviews where required. (Led by WM) • PP student visits to businesses & work placements arranged as required. (Led by WM) • University trips/visits for PP students in KS4. (Led by WM) • Careers guidance across KS 3 to make students aware of different Career paths with support & guidance available for students in Year 9 as they make option choices. • Provision of additional learning resources for PP students as required. • Provision & assistance with costs for PP students to engage in extra-curricular activities & school visits.	• Whole school PP external outcomes demonstrate an improving trend in 2018-19 and significant improvement from 2018 outcomes by 2020 • Enrichment and careers provision fully in place by January 2020 that demonstrates increasing levels of engagement year on year • Destination data shows decreasing percentage of NEET PP students and increasing percentage studying further/ higher education courses,or work related training. • Careers coordinator to produce an internal record of intended destinations for Year 11 as they leave school in June of each year.	0.5 cost of Careers adviser. 0.5 cost of work placements & work experience programme. 0.5 cost of higher education visits. Resources budget for PP students.
F	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?**	**Success criteria, how will you ensure it is implemented well?**	**Finance / resources**

F	• Complete full Pupil Preview Review • Implement the recommendations from the review. • Minutes of Directors and SLT meetings	• Arrange for full Pupil Premium Review in term 4. (MF to lead) • Produce plan for the day and ensure that staff, students and school leaders are available to meet. (MF to lead) • Respond to recommendations and incorporate into PP Plan. (MF to lead)	• PP Plan becomes more effective and outcomes for PP students improve across the academy. • Implementation of recommendations monitored by SLT and Academy Directors.	Cost of external review £900
G	**Desired outcomes & how they will be measured**	**Chosen action, approach and by whom?**	**Success criteria, how will you ensure it is implemented well?**	**Finance / resources**
G	To improve the rates of attendance of PP students and to reduce the levels of Persistent Absence of PP students. Measured through whole attendance school data and actions evidenced in Attendance reports and Director minutes.	• Form Tutor to monitor individual students & target groups of students with attendance 85-90%. (HoH Led & FTs) • Weekly low-level rewards for students with high level attendance & most improved. (HoH • Assemblies have a weekly focus on attendance & the impact of good attendance on student progress. Weekly low-level rewards for Form Groups & a termly draw for attendance at 96% & over. (HoH Led) • Monitoring of students in danger of remaining/becoming PA in 88-92% attendance range with planned interventions & regular checks with parental involvement. (Attendance Officer & KK led) • Home-visits by attendance officer for students causing concern. (Attendance Officer & KK) • Attendance panels for students causing concern. (Attendance Officer & KK led) • Prosecutions pursued for persistent non-attenders and those taking holidays in term time. (Attendance Officer & KK led) • Leaning Mentor to target students where attendance is impacting on progress in the Academy. (KK led)	• Reductions in the gap between PP & non-PP student levels of absence. • PA absence for PP students reduces with overall figures moving closer to national averages with the gap between PP & non-PP students closing and moving towards zero. • Termly reports & data analysis shared with Attendance officer, HoH, SLT & Directors. • Evaluation of data & updated actions put in place as required & noted on Attendance Data report.	0.5 cost of attendance officer 0.5 cost of student rewards budget
Estimated expenditure for PP students: **Estimated Expenditure for Year 7 Catch-Up Programme:**				