



Pupil Premium Strategy Statement

Thistle Hill Academy 2019-2020



1. Summary information					
School	Thistle Hill Academy				
Academic Year	2019-2020	Total PP budget	£136845	Date of most recent PP Review	July 2019
Total number of pupils	306	Number of pupils eligible for PP	95	Date for next internal review of this	April 2020

2. Attainment End of Year 2017-2018		
	<i>Pupils eligible for</i>	<i>Pupils not eligible for PP (national average)</i>
% KS2 pupils achieving expected or above in reading, writing & maths		
Reading Expected +	54.5%	73%
Writing Expected +	63.6%	78%
GPS Expected +	54.5%	78%
Maths Expected +	63.6%	79%
Combined R/W/M	54.5%	65%
% KS1 pupils achieving expected or above		
Reading +	84.6%	76%
Writing +	76.9%	
Maths +	84.6%	77%
% EYFS pupils achieving GLD	66.7%	
% Year 1 pupils passing the Phonics Screening	78.6%	

3. Barriers to future attainment (for pupils eligible for PP)		
In-school barriers		
A	On entry to Reception (Autumn 2018) the Prime Areas of Speaking, Managing Feelings and Behaviours and Making Relationships were the lowest areas. On entry, to Reception, pupil's Literacy skills were 10% lower than their Maths skills. Non- PP pupil's attainment was higher on entry.	
B	In KS2 the gap in writing attainment is diminishing and pupils need to make accelerated progress again this year. The barrier to accelerated progress continues to be spelling and a broad vocabulary. In Maths the gap needs to be diminished further by improving number fluency and mastery of the curriculum.	
C	Year 6 cohort has a high proportion (27%) of Pupil Premium Pupils and 45% of the pupils have SEND provision. Six of these pupils have complex needs which result in challenging behaviours. They benefit from the Nurture and SRP provision to support their SEMH development.	
D	There are 67 pupils on the SEND register and 40% of these pupils are in receipt of Pupil Premium funding. 60% of KS2 pupils, who are below age appropriate in reading, writing and maths, also have additional needs. There are 8 pupils in the school that have EHCPs and 50% of them are Pupil Premium. Teachers ownership of SEND provision needs to be embedded so that provision is consistently high across the school and children make accelerated progress from their starting points.	
External barriers		
E	Mobility is a barrier to future attainment with causal admissions throughout the school year, from mostly local schools. Pupils are mostly in receipt of Pupil Premium funding, have high SEN needs, safeguarding concerns, are school refusers or low attainment. This will continue to be a barrier as year groups, throughout the school, are not at full capacity (with the exception of Year 5)	
F	61% of the vulnerable families, open to multi agencies, are receiving Pupil Premium funding. There are 28 identified Young Carers in the school and 71 % of them are Pupil Premium pupils.	
G	Low attendance reduces pupils school hours and causes them to fall behind on average. The whole school gap in attendance is diminishing and it now stands at 1.7%. The whole school attendance for 2018-2019 was 95.3%	
4. Desired outcomes	Success criteria	
A	That the Prime Areas are a focus in the Autumn terms, to improve oral language skills and remove speech and language barriers, so that accelerated progress is evident in T1 and 2 data. That Talk for Writing is implemented and the 5 a day reading diet so that pupil's oral story telling skills are developed.	That the gap is diminished by the end of the Reception year and attainment of PP pupils is at least in line with national average for GLD
B	That the structured approach to teaching vocabulary (key priority of the ADP) across the curriculum will accelerate pupil's progress in writing to age appropriate and exposure to a wide range of texts in English.	The gap is diminished in writing across Key Stage 2. A focus on closing it in year 3

C	That the year 6 cohort is split into two smaller classes. Two experienced teachers and support staff provide high quality SEN provision so that pupils can engage in learning and make accelerated progress (5 focus pupils to reach age expected)	That the year 6 cohort reach floor targets. SRP and Nurture provision impact on SEMH development is tracked through Boxall Profiles.
D	The SENCO and SLT support staff to deliver high quality SEND provision through the 9-3 approach and focus pupils across the school make accelerated progress. To identify pupils for targeted reading interventions if just below age appropriate	Teachers' ownership of SEND provision needs to be embedded so that provision is consistently high across the school
E	That the well-being team supports casual admissions and works closely with families to quickly remove barriers to learning and engagement with school. Pupils settle quickly and their needs are met .	Pupil's regularly attend school and make at least expected progress. Any gaps in learning are identified and addressed rapidly.
F	That the well-being team works closely with the vulnerable families to quickly remove barriers to learning and engagement with school. Improve the social and emotional skills of pupils across the school.	SEMH development is tracked through Boxall profiles. The Safeguarding log monitors progress of families referred by the school to multi agencies.
G	Whole school attendance is in line with National and increased attendance of Pupil Premium pupils.	The attendance gap continues to diminish between pupil premium and other pupils

Allocation of Pupil Premium Funding for 2019-2020

Use of the Pupil Premium Grant

The DFE have given schools freedom to decide how to use this funding, based upon their knowledge of individual pupil needs.

Schools are required to report on:

- The amount of funding they receive.
- How the Pupil Premium has been spent & the impact of this on attainment?
- Details of how the current year's funding will be allocated.

As a school set within the context of a deprivation indicator that is above the national, there is the potential challenge that less advantaged pupils do not have the same starting point, experiences or support as their peers. We identify the barriers this can pose, in both well-being and academic achievement, and as a team of professionals we work together to develop the whole child. We have a very clear vision that funding is used to provide a wide range of experiences as we remember that "limited experience" is not the same as "low ability". As a team we have the highest aspirations for ALL pupils and ensure that disadvantaged pupils receive the same entitlement as their non- disadvantaged peers.

At Thistle Hill Academy we are committed to providing good Teaching and Learning. Phase Leaders provide a strong level of support, to develop teaching and learning across the school and Lead Practitioners provide bespoke training and ongoing professional development to improve subject knowledge and practice in Early Years, English, Maths and the Curriculum. We "bring learning to life" through a broad and balanced curriculum to build cultural capital. Our teachers are accountable for pupils' attainment, progress and outcomes. (*Teacher Standards*). Our pastoral care and rigorous monitoring and tracking of all pupils helps us to identify any pupils who are at risk of not making sufficient progress and have helped us to plan and implement good intervention strategies. The funding is used to train staff to deliver skilled interventions where children make accelerated progress to age appropriate skills.

We have an embedded and robust monitoring system based on a **cycle of termly tracking** to ensure that all pupils achieve at least expected progress. Pupils identified as not making expected progress are rapidly identified and strategies put in place to address under performance. Where it is identified that a class/group is achieving well then a percentage of children are identified as a focus group for above expected progress, with an emphasis on Pupil Premium.

The school has focused on developing teachers' skills in assessment and methods of teaching that effectively meet the needs of groups and individuals for next step learning. One of the most effective strategies has been the use of 'self-differentiation' where teachers provide opportunities for pupils to challenge themselves and attempt higher level tasks, rather than 'straight-jacketing' pupils into defined ability groups.

1. **The cycle** begins with on-going **teacher assessment** built into class teaching. Teachers assess with pupils and, along with developmental marking, support pupils to improve their work.
2. The next step of the termly cycle is the **moderation** of work within teams, for example, all year 3 teachers, with a **trained facilitator**. The moderation meetings encompass professional discussions between teachers and have developed teachers' skills in accurately leveling work. The agreed levels are then entered onto the school's tracking system providing assurance and confidence in the data to be analysed.
3. Following the entry of data on to the **tracking system**, teachers have 1:1 'accountability meetings' with the SLT and SENCO. At the meetings a senior member of staff, with the individual teacher, will identify under-achieving pupils (who are not SEN), with a **focus on FSM** pupils. Short term targets are set to address underachievement and close the gap between peers.
4. These 'short term targets', or expressions of concern, are shared at Pupil Progress Meetings, again in teams and again with a trained facilitator.
5. Key information is then fed into the **Termly Strategy Report** which is then discussed at a termly SLT Strategy meeting, chaired by the CEO. The meeting aims to identify strengths and areas for development. This may encompass short term strategies, for example, the movement of resources to address issues rapidly, or longer whole school/key stage/foundation stage strategies that are fed into the **School's Development Plan**.

Developing a child's well-being and academic progress go hand in hand. The funding is used to provide a well-being team of skilled and experienced professionals who work with disadvantaged families whose social, emotional, mental health conditions can create barriers to school engagement and learning. A Parent Support Advisor, Trust Safeguarding Lead, Attendance Officer and Nurture team work closely together to support vulnerable families.

STRATEGIES

Interventions

Where there are gaps in the achievement of any children, in particular between Pupil Premium and non-Pupil Premium children, these are identified rapidly and an appropriate intervention may be put into place in addition to, but never instead of, quality first teaching. Pupil Premium funding is used to provide the interventions needed to accelerate progress and diminish the gap. The adults that deliver this training have been well trained (see training and leadership) so that are skilled at delivering interventions effectively and children accelerate to age appropriate.

Item	Details	Cost	Impact									
Switch on	Skilled reading intervention TAs accelerate children's progress to age appropriate A KS1 and Year 3 intervention	£67438	<p>Switch On delivered and 85% of the targeted children made the accelerated progress required in KS1. The teacher assessment at the end of the school year shows how effective this intervention has been in closing the PP gap when compared with other pupils.</p> <p>The intervention also increases the fluency of children's word reading through the effective application of their phonics knowledge to decoding.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">All children</th> <th style="text-align: center;">Pupil Premium</th> </tr> </thead> <tbody> <tr> <td>Phonics</td> <td style="text-align: center;">86%</td> <td style="text-align: center;">81%</td> </tr> <tr> <td>KS1 Reading</td> <td style="text-align: center;">78%</td> <td style="text-align: center;">80%</td> </tr> </tbody> </table>		All children	Pupil Premium	Phonics	86%	81%	KS1 Reading	78%	80%
	All children	Pupil Premium										
Phonics	86%	81%										
KS1 Reading	78%	80%										
Inference	Skilled reading intervention TAs accelerate children's progress to age appropriate A KS2 intervention	Included Above	<p>Focused small group intervention in place for KS2 classes. Spring Term data (before lockdown) showed that the intervention was most successful in year 5 and 6. Most children were able to leave the intervention and join the whole class reading session with an age appropriate text. The year 6 data showed that the PP gap in reading had narrowed significantly to a 10% gap when compared with other pupils.</p>									
Speech and Language Link (EYFS)	Skilled EYFS TA to deliver Speech and language intervention as well. Speech and Language therapist 3x weekly to accelerate progress in this Prime Area to diminish the gap on entry	£542	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">All children</th> <th style="text-align: center;">Pupil Premium</th> </tr> </thead> <tbody> <tr> <td>GLD</td> <td style="text-align: center;">78%</td> <td style="text-align: center;">75%</td> </tr> </tbody> </table> <p>By the Spring term the data shows that already the PP gap has all but closed in the Prime Areas and Specific Areas.</p>		All children	Pupil Premium	GLD	78%	75%			
	All children	Pupil Premium										
GLD	78%	75%										

Bug Club and Times Table Rock stars	To use digital technology to support learning of Pupil Premium children so they are not disadvantaged by lack of support at home	£2,161	Targeted children that did not use Bug Club at home were a focus in reading lessons and in extra 1:1 reading so that they could access this technology to increase their reading mileage. Targeted children that did not use TTRS at home on a regular basis would be a focus during the school day so that they benefited from this technology.
Total		£70141	

STRATEGIES

Training and leadership

In order to ensure that our staff have the skills, knowledge and understanding to provide the best possible education for all children, including the most disadvantaged, Pupil Premium funding is allocated towards CPD. Bespoke training is delivered, by Lead Practitioners and Trust leads, ongoing professional development based on the key priorities of the Academy Development Plan. Reading, writing, maths and Curriculum training has been based on the latest research and teachers and teaching assistants are now fully trained. Middle leaders and Senior leaders are trained so that they can effectively track PP children and ensure rapid intervention is provided when required to accelerate progress. External experts have trained and supported teachers in delivering interventions to meet the needs of vulnerable children in the areas of SEMH, Speech and Language, SEN and communication.

Item	Details	Cost	Impact
Nurture training	For SEMH interventions – Restorative justice, Lego Therapy and Circle of Friends.	£600	The Nurture Lead and Teaching Assistant are fully trained in the 6 Nurture principles and restorative justice. They are also skilled in delivering Nurture therapies as well as full time nurture provision. The Boxall profiles evidence that all the children in full time nurture have made significant progress in their social and emotional development by the Spring term (before Lockdown). The plan was to reintegrate 5 out of the children back into class by the end of the school year.
Speech and Language External	A speech and Language Therapist employed 10 days per year. Internal 1 day per week funded from GAG	£3680	The provision maps and EHCP targets show impact of the external support of key SEN children.
Occupational Therapist	To provide training and advice for staff to improve provision for individuals and all pupils.	£1472	This specialist has had great impact in providing strategies for class teachers that affect pupils such as mobility, behaviour, disorganisation and sensory needs. Several children were assessed and provided with OT passports and TA training on their delivery.

Reading TLRs	To monitor impact of reading interventions. To monitor reading passports for reading mileage	£7828	The key impact from reading leaders has been the setting up of initiatives within the school to promote reading for pleasure. They attended Target Literacy training on leading a reading project based on reading for pleasure. They have implemented the Reading iCloud library system and reading passports which are based on recommended books for each year group.
Total		£13580	

STRATEGIES

Well-being and attendance

We passionately believe in the development of the 'whole child' and have built a team around the child to achieve this holistic approach. The team consists of the Head Teacher, class teacher, SENCO, Parent Support Advisor, Attendance Officer and Trust Safeguarding Lead. This team approach is the most effective way of addressing the social, emotional and mental health barriers that affect many of our vulnerable families. Therefore, a significant amount of the Pupil Premium funding is located towards helping remove these complex barriers that impact on family engagement with school, attendance and subsequently children's progress.

Item	Details	Cost	Impact
Parent Support Advisor	PSA works closely with families at risk of falling below 80% attendance to remove barriers that affect their ability to get their children to school (family circumstances, mental health, social issues, poor experiences at school). To raise parental engagement and improve communication.	£10595	<p>The impact of the PSA working closely with the attendance officer can be seen in the improved attendance from September until March (lockdown). The PP pupils attendance was nearly in line with All children by the end of Term 3 ALL 96.6 % /PP 95.5%</p> <p>The number of Persistent absentees had significantly dropped, with the gap narrowing between PP and all children % PA (all) 9% /% PA (PP) 6%</p> <p>The work of the PSA had impacted on removing key barriers that vulnerable families were facing by signposting support to key agencies and support networks in the local community.</p>
Trust Safeguarding Lead	To support vulnerable families and work as part of the team to break down SEMH barriers.	£18598	Evidence of the impact of the Trust Safeguarding Lead is found in the up to date training and policies that all staff have undertaken and are familiar with. The Safeguarding files and Electronic system for reporting concerns are effective and up to date. The Well-being team support vulnerable parents and signpost to relevant agencies.
Educational Psychologist	To provide advice and training to help staff to develop skills to support children with specific needs and enhance all children's learning.	£1845	<p>Training for teachers on Auditory memory has given them a greater awareness and abilities to recognise difficulties.</p> <p>They carried out an assessment of one child and gave advice for 6 others with specific learning needs to support implementation of personalised plans and classroom support.</p>

Nurture Teaching assistants	Trained staff to deliver full time nurture and nurture interventions to remover SEMH barriers.	£31319	The Nurture Lead and Teaching Assistant are fully trained in the 6 Nurture principles and restorative justice. They are also skilled in delivering Nurture therapies as well as full time nurture provision. The Boxall profiles evidence that all the children in full time nurture have made significant progress in their social and emotional development by the Spring term (before Lockdown). The plan was to reintegrate 5 out of the children back into class by the end of the school year
Attendance Officer	Monitoring and tracking of attendance on a daily basis. Working with PSA to improve attendance of Persistent absentees.	£18820	The impact of the attendance officer and PSA can be seen in the improved attendance from September until March (lockdown). The PP pupils attendance was nearly in line with All children by the end of Term 3 ALL 96.6 % /PP 95.5% The number of Persistent absentees had significantly dropped, with the gap narrowing between PP and all children % PA (all) 9% /% PA (PP) 6%
Pupil Premium Case studies	Ring fenced money for 12 children PP children in the school. A holistic approach with a team around the child.	£2600	The 12 PP children were identified from year 3 and 4 to take part in Tiger Troop which is a 6-week programme. All children graduated (apart from 1) and were able to demonstrate team work, discipline, commitment and respect .
Total		£83777	

STRATEGIES

Enrichment

We understand that, in order to ignite the spark of lifelong learning, children need to be exposed to a wide range of experiences that broaden and enrich the curriculum. Therefore, we frequently invest in trips, visitors and other 'wow' moments which will act as stimuli to the children's learning. These experiences have an impact on the engagement and enthusiasm of all children, as well as allowing our most disadvantaged children the opportunity to experience things which they might otherwise not encounter.

Item	Details	Cost	Impact
Challenger Troop	A 6-week programme which offers a stimulating alternative approach to learning, in a predominately outdoor environment. To develop self-confidence and gaining valuable life skills	£2000	The 12 PP children were identified from year 3 and 4 to take part in Tiger Troop which is a 6-week programme. All children graduated (apart from 1) and were able to demonstrate team work, discipline, commitment and respect
School trips subs	As part of the Creative Curriculum teachers plan visitors, experiences, local trips and trips further afield to bring learning to life.	£1000	Pupils across the year groups benefited from this by purchasing tickets for their family members to watch them perform in the Young Voices concert at the O2.
Swimming subs	Swimming is subsidised	£800	Swimming did not take place this year because of lockdown and school closure.
Year 4 camping	This activity is part of the Trust Pledges.	£1000	Camping trip did not take place this year because of lockdown and school closure.
Pantomime	A Trust Pledge	£900	

Reading for pleasure through reading passports and book marks	To increase reading mileage in school so that a Pupil Premium child is not disadvantaged by lack of support from home	£4000	Extra recommended books were purchased for targeted children to build an interest in reading for pleasure.
Total		£9300	