



Ark John Keats Academy

Pupil Premium Grant: Strategic Plan: 2017 - 2018

Context of School

- The academy is located in an area of high social deprivation (our local ward is in the top 3% of poorest wards in the country)
- 48% of pupils received the Pupil Premium in 2013/14. In 2014/15, 18% of Reception, 39% of Year 1 and 48% of Year 7 received the Pupil Premium. In 2015/16 32% of primary pupils and 56% of secondary pupils were eligible for the grant. 2016/17 figures were: 26% for primary and 50% for secondary. 2017-18 figures are: 24.4% for primary and 51% for secondary.
- The academy was judged to be outstanding in every category by Ofsted in April 2015
- The school site was used by two predecessor schools and was in a state of disrepair when the academy opened. Major rebuilding/refurbishment is now taking place on the site and the academy has had a phased decant from temporary accommodation on the site for the first two years (After significant delays, completion is now scheduled for December 2015)
- The academy is sponsored by Ark and also has representation on its' Local Governing Body from the College of North East London
- The academy primary phase was opened by Ark in response to a shortage of primary places locally and an anticipated lack of secondary places in future years.
- 27 pupils started at the academy in reception in September 2013. There are now 442 pupils in the primary phase and 694 in the secondary phase.
- Pupil Premium pupils make progress at least in line with national averages, often above.

Objectives of Pupil Premium Spending

Our key objective in using the Pupil Premium Grant is to narrow the gap between pupil groups. In the years since opening, we have demonstrated that all pupils at our academy can make outstanding progress, and we have addressed the national trend that levels of attainment are lower for pupils who are eligible for the Pupil Premium grant. Through continuous targeted interventions we are working to eliminate barriers to learning and progress. At Ark John Keats many children start school with low attainment and our aim is to ensure that they make accelerated progress in order to reach and exceed age related expectations as they move through the school. The Sutton Trust Report (2011) summarises research evidence on improving learning and we have used this to make informed choices about which interventions will be most effective. Our plan is to provide interventions which predominantly focus on outstanding pupil progress: targeted support and intervention for all pupils in nursery, reception, Year 1, Year 2, Year 3, Year 4 and Year 7, 8, 9 & 10 who receive the Pupil Premium grant. In addition to this, we will provide excellent enrichment opportunities and a strong focus on raising aspirations for all.

Number of pupils and Pupil Premium grant (PPG) expected for 2017 - 2018

Pupil Premium is paid Quarterly

Total number of pupils on roll	Primary: 442 Secondary: 694
Reception to Year 4: 108 pupils in total = £145,800	
Percentage of pupils eligible for PPG	Primary: 24.4% Secondary: 51%
Total amount of PPG expected	Primary: £145,800 Secondary: £336,409

Planned Pupil Premium Grant Spending 2017-18

Item/Project	Cost	Purpose	Expected Outcome
Attendance: Additional support from Enfield	EWO £5,000	<ul style="list-style-type: none"> ▪ To ensure there is no significant difference between the attendance of pupils who 	

Education Welfare Team	Attendance awards and celebrations £3,000	<p>receive PP funding and those who do not.</p> <ul style="list-style-type: none"> Attendance celebrations for pupils with a 100% attendance (Summer – Party; Autumn – Cinema and Spring – Picnic) 	
Speech and language intervention (Ark – Clare Wilson)	Speech therapist – one day bi-weekly for the academic year: £6,825	<ul style="list-style-type: none"> Early intervention is important to ensure that all pupils overcome their needs, communicate effectively and make the expected progress socially and academically. To ensure that pupils who are identified as having a communication and language difficulty are given specialist support and intervention to ensure language gaps continue to reduce as they move through the academy. To identify underlying difficulties in literacy that might have an ongoing impact on progress and attainment. 	
Speech and Language intervention assistant (Elizabeth May)	Speech and language interventions Cost per week: 14 hours x £11.94 p/h = £167.16 Cost annually: £167.16 x 39 weeks = £6,519.24	<ul style="list-style-type: none"> To ensure that pupils that need bespoke interventions to overcome their SaLT needs receive the specialised support early in their education To ensure that pupils receive high quality bespoke interventions consistently through someone that receives professional training and appropriate observations, feedback. This is all collaboratively supported by a qualified Speech and Language Therapist and Inclusion in order to better support pupils and their progress. 	
Reach Psychology Service	Emotional, Social and Mental Difficulties Each case were calculated 13 x 3 hours = 39 hours 10 days: £5130 annually £513 per day £85.5 per hour £85.5 x 39 hours = £3,334.50	<ul style="list-style-type: none"> Identifying social, emotional and mental health difficulties within the school Ensures that consultations with parents/guardians, teachers and other support staff takes place in order to get a holistic view of the pupil's difficulties at home and at school To ensure that pupils are observed and assessed and actions for these pupils put in place Compulsory for Education Health and Care Plan applications to have an Educational Psychology report as part of the battery of evidence needed during panel decisions 	

		<ul style="list-style-type: none"> • Bespoke training for staff regarding social, emotional and mental interventions to better support the needs of specific pupils 	
Mathematics Mastery (Staff development and training)	Training costs (including Development Days) £4000	<ul style="list-style-type: none"> ▪ To ensure all teachers are trained by Maths Mastery experts to ensure their delivery of the programme is highly effective leading to outstanding pupil outcomes ▪ To further develop quality in practice, planning and assessment through development day visits from MM consultants 	
Read Write Inc. (Staff development and training)	Training costs (including Development Days) £6000	<ul style="list-style-type: none"> ▪ To ensure all teachers and TAs are trained by RWI experts to ensure their delivery of the programme and 1:1 interventions are highly effective leading to outstanding pupil outcomes ▪ To ensure that all phonics leads are trained and know about the changes in the RWI programme, changes of national expectations and ensuring high quality teaching of phonics 	
Breakfast club	Staff – £4290 Resources - £3000	<ul style="list-style-type: none"> ▪ To ensure pupils who receive PP funding receive a healthy free breakfast every day to set them up for learning 	
Paradise Academy	£562	<ul style="list-style-type: none"> ▪ For all pupils to have the opportunity to extend learning and master the knowledge, skills and application of key skills in English, maths and early reading ▪ Provide independent and individualised intervention for all pupils that need to master some specific areas in maths, English and early reading 	
Enrichment Opportunities:	School trips £3000 Music tuition: £5265 Ballet lessons: £1500 Additional salary for TAs to run after school clubs £16000 Music tuition – piano for one gifted child in	<ul style="list-style-type: none"> ▪ To ensure all pupils have access to enrichment that enhances cultural literacy enriches their curriculum and raises aspirations. Including: trips and visitors, clubs and special visitors to the school 	

	<p>Year 1 and one in Year 2 £2200</p> <p>Ark Farm: £656</p> <p>Paradise Wildlife Park: £1150</p> <p>Living Eggs: £318</p> <p>Mini Beasts and Epping Forest: £1100</p> <p>Science Dome: £800</p> <p>Author Dan Freedman:</p> <p>Residential Visit: £790</p>			
Year 3 swimming lessons	£10,400	<ul style="list-style-type: none"> ▪ To develop water confidence and water safety skills; ▪ To master basic stroke techniques; ▪ To participate in enjoyable social activity; ▪ To participate in activities, which can help improve health and fitness; ▪ To provide opportunities to participate in appropriate progressive challenges through the Enfield Award Scheme 	<ul style="list-style-type: none"> ▪ 90% of Year 3 pupils could swim at least 5 meters without armbands ▪ 50% of Year 3 could swim 10 meters 	
Extended school day	£60,000	<ul style="list-style-type: none"> ▪ The academy runs an extended day for all pupils. Compared to other local schools AJK pupil receive an additional 5 hours of teaching every week. 		
Total planned spending, primary			£145,800	
Year group	Item/project	Cost	Purpose	Expected Outcome
KS3 Year 7, 8 and 9	Employment of three additional English teachers and two other teachers	£150,000	A core part of the academy's ethos and one of our six pillars is depth before breadth. Pupils have a longer school day and pupils study English for between 9 and 14 periods weekly. Pupils have four separate sections within our English Mastery course – Fresh Start (for those with significant reading delays), Expressive Writing, Literature and Drama. Our school week is 6 hours longer than the standard school day,	<ul style="list-style-type: none"> • Pupil Premium pupils in the Fresh Start programme improve their reading age by 18 months in Y7. • Pupils are tracked three times annually. • 90% of PP pupils make expected or above expected progress. • There is no gap between PP and non-PP academic

			which equates to around 5 extra members of staff across the secondary.	<p>progress across the subject range.</p> <ul style="list-style-type: none"> All pupils read widely. Pupils with greater support needs are taught within a smaller teaching group. Prep sessions three times per week to support individualised support, mentoring and homework help
KS4 Y10	Additional maths and English	£4000	Progress in all subjects requires pupils to have good numeracy and literacy skills. Some pupils will have additional English and Maths in small groups in order to develop a secure footing in these foundational skills.	<ul style="list-style-type: none"> 90% of PP pupils make expected or above expected progress across all subject areas. There is no gap between PP and non-PP academic progress across the subject range.
KS3 & 4	Enrichment and Raising Aspirations	£55,000 (£30k in staffing, £25k in resources and travel).	<p>Raising Aspirations focuses on providing pupils with information, advice and guidance on subject choices, further education, universities and careers. Pupils will visit one university and will have 6 speakers on careers.</p> <p>The enrichment programme is built onto the school day and enables pupils to widen horizons and develop passions and interests. KS3 pupils pick from 54 activities on a Wednesday and Friday and rotate 3 times annually.</p> <p>KS4 pupils follow Enrichment Pathways for two years to develop mastery in a particular area of interest</p> <p>All pupils attend a university each year, with the visits becoming more tailored as the years progress.</p> <p>Pillar Days provide an opportunity for pupils to have important cultural experiences and to attend workshops by professionals from a number of careers.</p>	<ul style="list-style-type: none"> All PP pupils participate in at least 3 enrichment activities for 12 weeks each over the course of the academic year. Impact on motivation and therefore achievement (see targets above) Long term impact on post 14 and 16 subject choices and university applications will also be assessed Pupils better prepared for what university is, the demands and the benefits with the aim of supporting higher retention rates Pupils are culturally literate and have a broad range of experiences of a number of careers
KS4 Y10	Work Experience	£3500	Ensure pupils have access to work related learning and high quality work experience.	<ul style="list-style-type: none"> Pupils experience aspirational work places and develop crucial skills that make them highly employable Pupils are able to reflect with greater experience, on what type of workplace will be most suited to them
KS3 & 4	Breakfast and Homework Club	£4000	Morning breakfast club where pupils can have cereal and toast and a healthy start to the day.	<ul style="list-style-type: none"> Healthy start to the day. All pupils also eat school meals on site at lunchtime

			Pupils can also support primary pupils with breakfast Homework club runs from Monday to Thursday from 4:30 to 5:30 and has two members of staff to support the pupils. Pupils have access to computers in this session.	<p>in our family dining provision.</p> <ul style="list-style-type: none"> Meeting of academic targets through homework club support
KS3 & 4	Music lessons	£20,000	Subsidised music lessons for PP pupils. Pupils are provided with instruments to ensure they can practise at home as well as in school. Provide free music clubs and enrichment activities.	<ul style="list-style-type: none"> PP Pupils have access to peripatetic teaching Pupils practice their instruments at home to achieve mastery Pupils have access to a variety of music clubs and groups free of charge
KS3 & 4	Individual Pupil Support & Target Pupil Support	£46,000 (staffing and training)	We believe all pupils can meet our expectations with support. We provide one-to-one support for pupils across a number of areas including self-discipline, organisation, managing emotions and other basic skills Heads of Year are also systematically trained in working with the most vulnerable pupils and part of their loading is dedicated to working with these pupils on a one-to-one basis.	<ul style="list-style-type: none"> Pupils receive personalised support to develop the attributes and skills required to be successful All pupils demonstrate excellent self-discipline and character Exclusion rates are reduced Pupils are supported to reduce behaviour incidents and engage in more positive conduct Pupils that are excluded are well supported to ensure they are not excluded again
KS3 & 4	Counselling & PAARs Therapeutic Work	£41,000	It is essential that we remove any emotional barriers that might hold pupils back and that pupils are able to work through social and emotional issues they may be facing. As part of this we offer some family sessions where appropriate.	<ul style="list-style-type: none"> Pupils are supported to overcome social or emotional barriers Parents and families are supported to work constructively together and to support the progress of their child
KS3 & 4	Mindfulness	£4000 (staffing, resources and on-going training)	We have a mindfulness room for pupils to practice mindfulness. We also run mindfulness enrichment and are currently embedding mindfulness into the Enrichment and Character Programmes.	<ul style="list-style-type: none"> Pupils develop positive habits of reflection and mindfulness Pupils are able to manage their emotions effectively leading to exceptionally high levels of self-discipline
KS3 & 4	Reach Educational Psychology Service	£5000	In order to support our pupils to achieve their full potential, we sometimes require specialist advice and guidance. The insights provided by the EP ensure that our support is well targeted and effective.	<ul style="list-style-type: none"> All pupils make exceptional progress Pupil plans are well targeted and have a measurable impact on pupil progress
KS3 & 4	Attendance – engaging Educational Welfare Officer Services	TBC	In order to make rapid progress, pupils must have high attendance. The mastery curriculum requires pupils to master content before moving on and therefore any time	<ul style="list-style-type: none"> Attendance is high – 97.5% Pupils make rapid and sustained progress across the curriculum

			missed has a damaging effect on their overall understanding of the subject.	
KS3 & 4	Character Development	£5000	All pupils must develop the characteristics that will ensure they can be successful, look after their own wellbeing, be positive members of their community and engage effectively with wider society. It is our belief that a key component of this is providing opportunities for pupils to develop their knowledge and understanding of political, global and cultural affairs and to consider their own identify in relation to the world around them. In order to achieve this we have developed a character programme taught 4 times weekly. As part of this programme, pupils are also taught vital skills such as discussing and debating, note taking and how to present ideas Pupils also develop their ability to work together and their empathy	<ul style="list-style-type: none"> • Pupils develop good character, including attributes that address three key areas: personal wellbeing, positive citizenship and high performance • Pupils will be able to express their opinions appropriately and effectively • Pupils will have an excellent understanding of current political, cultural and global affairs • Bullying does not take place
Total planned spending	Secondary	£336, 409		