

Desired outcome	Success criteria	Strategy	Cost	Evaluation
Sustained, purposeful employment.	100% EET after 1 and 3 years after leaving the academy.	Year 11 interviews, Year 9 internal work experience, Year 10 work experience and a full time Careers adviser (CCK/ETU).	£41k	NEET data from Year 11 is very positive. Of the 52 students in the disadvantaged category all had a confirmed destination by the end of September 2016.  All students in the CLA category also had firm destinations by the end of September 2016.
Academic achievement.	Positive value added (P8 above 0).	Invest in wave 1 teaching with quality training  A range of intervention strategies (including small group tuition by SEN department)  Small tutor groups  Subsidised iPad scheme  Easter revision programme  SISRA Analytics to support line management of departments with a focus on PP underachievement.  Mentoring programme led by	£4k  (50% of SEN costs) £55k  £8k  £9k  £1.5k	KS2-4 VA was -0.05 for PP students. This is close to the national average of 0 for all students and below the national score for non-disadvantaged.  KS2-4 VA for CLA students was -0.58 (1 student in Year 11).  Students attending SEN intervention improved their reading age by an average of approximately 14 months as a result of various programmes across the year.

		progress managers.		
Improving attendance (including persistent absenteeism).	Above 95%.	The work of HOYs, EWO and admin support	£57k	Absenteeism for FSM students was 6.8% compared to 7.2% national average. (This has improved since 2015).
Active member of society.	Involvement in school and community projects.	<p>Attendance at enrichment, academy council, Duke of Edinburgh, National Citizenship Service, Learning Outside the Classroom and subsidised music lessons.</p> <p>KS3 baccalaureate programme designed to increase engagement with KS3.</p>	£32k	<p>Best measured by; attendance, value added and NEET data which are shown above.</p> <p>Year 9 bacc data shows that there is a small gap between disadvantaged students and non-disadvantaged (171 compared to 151).</p> <p>Enrichment data (bacc data for KS3) shows that there is no gap in Year 8 in attendance at after school sessions between disadvantaged and non-disadvantaged students (both cohorts score 5). However, there is a slight gap in Year 9 (disadvantaged students score an average of 3 compared to non-disadvantaged averaging 4).</p> <p>Evolve data shows that 13% of all students attending trips and</p>

				visits are in the disadvantaged category.
Positive physical, mental and emotional wellbeing for all students.	Young people not engaging in risk taking behaviour or managing risk. There will be no gap between the attitude of PP students and non PP students in our attitudinal data measures.	Personalised Learning Centre Healthy Schools Initiative Mindset programme in KS3 Assembly and tutorial programme	£84k £10k £3k £3k	Best measured by; attendance, value added and NEET data which are shown above.  Attitudinal data for Year 11 2015-16 shows that 11.1% of disadvantaged students had an average rating of below 2 (less than good as an average) according to our attitudinal scores compared to 8.2% for non-disadvantaged students.
Functional literacy and numeracy.	All school leavers with a reading age equal to their chronological age.	Accelerated Reader at Key Stage 3. Literacy and Numeracy Co-ordinators.	£5k  £7k	Accelerated Reader data shows that disadvantaged Year 7 students made 10 months of progress in their reading age between September 2015 and June 2016. In Year 8 this progress is 6 months.
Parental engagement.	Attendance at STCE for PP students to be the same as non PP. Attendance at parents events e.g. welcome to KS4 event	New system introduced in 2016 (Schoolgateway)	£3k	There was a 10% gap in parental attendance at STCEs between disadvantaged students and non-disadvantaged students in 2015-16.

Reducing exclusions.	To reduce the % of exclusions for Pupil Premium students to match the rest of the academy population.	Personalised Learning Centre	Cost as above	<p>Fixed term exclusions for FSM students is 11.96% compared to a national average of 18.77% and a non FSM score of 2.45%.</p> <p>No permanent exclusions in the last academic year for any PP students compares favourably to the national average of 0.39.</p>

Total Cost is £322.5k