

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).	£40k spent on careers provision and CIAG budget.	<p>NEET data from Year 11 is very positive. All of the students who regularly attended the academy who were disadvantaged had a confirmed destination by the end of September 2017. 3 students who were 'disadvantaged' and educated off site (hospital teaching service) had unknown destinations.</p> <p>All students in the CLA category also had firm destinations by the end of September 2017.</p> <p>Destination data for PP students continues to be strong according to national data with 96% of our disadvantaged students being retained in employment, education or training 2 years after they leave the academy (this is above the national average for all students).</p>
Academic achievement.	Positive value added (above 0).	<p>Invest in wave 1 teaching with quality training</p> <p>A range of intervention strategies (including small</p>	<p>£4k</p> <p>£56k (50% of SEN costs)</p>	KS2-4 P8 scores (which measure achievement across 8 GCSE and equivalent subjects) was -0.16 for PP students compared to the national average of -0.03 for all

		<p>group tuition by SEN department)</p> <p>Small tutor groups</p> <p>Subsidised iPad scheme</p> <p>Easter revision programme</p> <p>SISRA Analytics to support line management of departments with a focus on PP underachievement.</p> <p>Mentoring programme led by progress managers</p>	<p>£8k</p> <p>£10k</p> <p>£1.5k</p> <p>£11k</p>	<p>students. This places us on the 38th percentile and places us in the Top 38% of schools for the performance of this cohort last year.</p> <p>KS2-4 P8 scores for CLA students (2) was -1.15 (no national average at time of publication).</p> <p>Students attending SEN intervention improved their reading age significantly as a result of various programmes across the year.</p>
Improving attendance (including persistent absenteeism).	Above 95%.	The work of HOYs, EWO and admin support	£57k spent on this area (excluding HOYs TLR points)	National data has not yet been published for a comparison to be made (Jan 2018). However, PP attendance was 3% lower than the academy average of 95% last year.
Active member of society.	Involvement in school and community projects.	Attendance at enrichment, academy council, Duke of Edinburgh, National Citizenship Service, Learning Outside the Classroom and subsidised music lessons.	£32k spent supporting this area.	<p>Best measured by; attendance, value added and NEET data which are shown above.</p> <p>Evolve data shows that there is a small gap in attendance at</p>

		KS3 baccalaureate programme designed to increase engagement with KS3.		enrichments (this has improved since 2015-16) with an average attendance of 13.6 sessions for non FSM students compared to 11.2 for those in the FSM 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	£127k £10k £3k £3k	Best measured by; attendance, value added and NEET data which are shown above. Attitudinal data for Year 11 2016-17 shows that 36% of disadvantaged students had an average rating of below 2 (less than good) according to our internal attitude to learning scores, compared to 21% for non-disadvantaged students in Year 11.
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.	£4k £6.5k	Accelerated Reader data shows that Year 7 students on average all made progress in their reading ages as a result of the scheme. Students in the disadvantaged category began the scheme with a lower reading age than non-disadvantaged students but all made some progress (6 months for PP and 9 months for non-PP).

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	School Gateway	£5k	There was a 10% gap in parental attendance at STCEs between non-disadvantaged students and disadvantaged students.
Reducing exclusions.	To reduce the % of exclusions for Pupil Premium students to match the rest of the academy population.	Personalised Learning Centre.	Cost as listed above	National data has not yet been published for a comparison to be made (Jan 2018). No permanent exclusions in the last academic year for any PP students.

Total Cost was £382k