

The 4 key barriers to closing the gap for our pupil premium students have been identified as:

Attendance;

Behaviour;

Reading Ages; and

Provision of Intervention strategies

Focus of intervention/areas of spend	Cost '000	Success criteria	Impact
Attendance			
<p>Ensure attendance of our pupil premium students is in line with / above national average</p> <p>Consider</p> <ul style="list-style-type: none"> - Number of persistent non attendees - Attendance % - Late arrivals <p>Provide a pastoral team to drive attendance.</p>	32	<p>Attendance data is in line with national average.</p> <p>Improve our attendance by 2%</p>	<p>In order to improve the outcomes of our disadvantaged students, attendance is critical. Students must be in school and on time to access quality first teaching so that attainment can improve.</p> <p>The attendance officer is charged with following up attendance with the pastoral team. Weekly meetings track attendance, follow up visits, transport allowances and court actions.</p>
Behaviour			
<p>Ensure that the behaviour of our pupil premium students is addressed to maximise attainment</p> <ul style="list-style-type: none"> - Introduce and monitor class charts - analyse behaviour points - analyse reward points <p>Provide a pastoral team to drive expectations and behaviour.</p>	60	<p>Pupil premium students are rewarded on / above our non pupil premium students</p> <p>Behaviour concerns are followed up by HOY on a timely basis</p>	Improves attainment

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Reading Ages			
<p>Reading Ages (TA intervention)</p> <p>Students complete a reading test in September 2018</p> <ul style="list-style-type: none"> - students identified for 1 to 3 reading intervention sessions per week in form time and afterschool clubs. - students given additional learning support within the classroom. - SLT monitor impact and amend personalised provision. <p>Employ a whole school literacy lead who drives improvements in literacy across the Academy.</p>	80	The majority of our pupil premium students have a reading age above 10 prior to accessing KS3 above 12 prior to accessing KS4.	These students can access the GCSE curriculum. Improve attainment across all subjects.
<p>Provision of an EAL coordinator</p> <p>Ensure small group provision is made for all our EAL students to improve their reading and understanding of vocabulary.</p>	15	Small group intervention has a tracked impact.	Help these students access an appropriate curriculum.
<p>Peer tutoring</p> <p>Older, more able students hold reading clubs to students with a reading age below 9.</p>		Improve literacy.	Help these students access an appropriate curriculum.

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Provision of Intervention Strategies			
<p>GCSE subject attainment</p> <p>Provide subject specific intervention sessions</p> <ul style="list-style-type: none"> - Before and afterschool programme in place for small group, targeted intervention - Saturday club for year 11s to be provided - Lunchtime homework clubs so students can access ICT, Art equipment - Holiday revision clubs - Provide access to GCSEpod, SAM Learning, Lexia, Accelerated reader and MyMaths <p>Provide revision guides and exam packs for pupil premium students in core subjects.</p> <p>Provide ingredients for food technology courses.</p> <p>Provide Art products for Art students.</p>	54	<p>Ensure our pupil premium students attain the same grades and progress as our non pupil premium students</p> <p>Student voice of pupil premium students is heard and responded to and is positive</p>	Close the pupil premium gap in all subjects at 4+ and 5+ by 5%
<p>Brilliant club</p> <p>Focused intervention through the 'Brilliant club' in science and maths.</p>	21	Pupil premium students make progress in science through small class intervention.	Close the pupil premium gap in Science and Maths at 4+ and 5+ by 5%

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Bolton School students Provision of additional support in core lessons.			Improve attainment
Music 20 minute weekly peri music service sessions provided for pupil premium students. Provide lunch and afterschool music clubs	10	Raise the number of disadvantaged students that can access music academically and for enjoyment. Student voice demonstrates a love for music. Enhance the lives of our students.	Raise the profile of School bands, School Choir and the School productions Improve attainment within the Arts faculty for our pupil premium students.
Welfare			
CaMHs officer Ensure the mental health and welfare of our students is maintained <ul style="list-style-type: none"> - provide bespoke counseling by a qualified CaMHs officer - strategies put in place 	15	Student voice reflects the help received.	Students enjoy their education.

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- 'Brain in Hand' app rolled out.			
Forest Schools Vulnerable students are given additional support and mentoring.	12	Attendance improves Rewards increase Behaviour points are reduced. Student voice reflects the help received.	Attainment improves.
Link to external clubs External parties provide: <ul style="list-style-type: none"> - Mentoring - Opportunities to attend milestone events - One to one tuition. 	13	Attendance improves Rewards increase Behaviour points are reduced. Student voice reflects the help received.	Attainment improves.
Mentoring Senior leadership provide: <ul style="list-style-type: none"> - Mentoring - Growth mindset coaching 	20	Student voice reflects the help received	Promote a love of learning to improve attainment.
Essa Experience A range of experiences including:	40	All students graduate within the Essa Experience parameters.	Promote a love for life.

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<ul style="list-style-type: none"> - First Aid qualification - Work experience - University trips - Young Enterprise - Earth Day <p>offered for all students across their 5year education. These opportunities are linked to a wider world with the view to 'broaden minds, enrich the community and advance civilisation' (Speilman).</p>			
<p>Careers programme Set up to provide additional benefits for our pupil premium students that includes</p> <ul style="list-style-type: none"> - University visit - College visit - Careers fair - Personalised future careers path. - 	20	All students graduate within the Essa Academy Careers Programme.	All pupil premium students access information and guidance for life outside Essa Academy, raising aspirations.
<p>Travel Provide travel to ensure our PP students</p>	5	Personalised provision is logged	Students can access all experiences the Academy can offer to raise aspirations and improve their

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<ul style="list-style-type: none"> - Attend school - Heads of Year make home visits to address personalised needs - Participate in experiences 			life outside of the Academy.
Other Ensure our pupil premium students <ul style="list-style-type: none"> - Have the correct uniform - Individual circumstances are addressed and PP student's needs addressed through form surveys. - Cadets rolled out. 	25	10% increase in Cadet enrolment. Personal success stories.	Students' lives are enriched. They can participate in Academy life with individual barriers removed.