



PUPIL PREMIUM AT HOLY TRINITY – Impact evaluation 2015-2016

Year	Funding	Number of students	% of disadvantages students	% NATIONAL
2016-2017	£328,185 (£935 per student)	Awaiting Y7	Awaiting Y7	?
2015-2016	£335,665 (£935 per student)	361	63%	28.7%
2014-2015	£340,340 (£935 per student)	363	63%	28.5%
2013-2014	£315,900 (£900 per student)	351	63%	28.2 %
2012-2013	£250,634 (£632 per student)	396	61%	26.7 %

Funding allocation 2015/2016 – Strategic staff allocation

Member of staff	Summary of strategy	Impact	Funding allocated
Assistant Headteacher - Student Welfare	Lead Safeguarding strategy, in particular coordination of attendance strategy.	Improvement of attendance of disadvantaged students.	£5810
Associate Assistant Headteacher - Closing the Gap	Senior Leader with strategic vision of implementing Pupil Premium Strategy, including facilitating the identification, intervention and evaluation of strategies aimed to improve the outcomes of disadvantaged students.	Significant improvement in attainment in both English and Maths for disadvantaged students. Gap between disadvantaged vs non-disadvantaged is narrowing, particularly in Maths (from 20 to 6%)	£11938
Pastoral and Progress Leader	Lead pastoral strategies and line manage Heads of Year, with an emphasis on tracking behaviour indicators.	Reduction of exclusions of disadvantaged students. Successful coordination of RAM meetings, which allows coordination of tailored strategies to meet individual needs.	£9197
5 Heads of year	Pastoral support for disadvantaged students.	Supports improvements in attendance and behaviour, including the reduction of exclusions of disadvantaged students.	£68129
Family Support Worker	Emotional and behaviour support with an emphasis on engaging families and supporting the attendance strategy.	Improvement in motivation and attendance of disadvantaged students. Tailored support for families with a wide range of social and economic needs.	£11250
Attendance Development Officer	Tracking attendance, dealing with low attenders, and promotion of outstanding attendance via focus weeks.	Improvement of attendance of disadvantaged students.	£11250
SENCO	Lead the provision for students with SEN, in particular liaising with inclusion manager and heads of year.	Very effective tracking of outcomes of SEN and disadvantaged students. Clear strategies shared with all staff via CPD and coordination of provision in collaboration with inclusion manager.	£9374
Head of transition - Access curriculum coordinator	Implementation of access curriculum for Y7 students who are not secondary ready.	Very successful implementation has seen a number of disadvantaged students who were not secondary ready being reintegrated to mainstream lessons due to significant progress made.	£13044
Curriculum Support Assistant –	Support for lower ability students, students with SEN and any tailored	Improved the motivation and work rate of students targeted.	£10471

Mathematic	support for individual students.		
Curriculum Support Assistant – English	Leading the corrective reading group, which supports students with very low reading ages, with strategies that improve phonetics and reading in general.	Clear impact on EAL learners who had limited English on arrival. They make good progress and they access mainstream lessons after the intervention.	£9814
Teaching Assistant – Numeracy	Support in lessons and running a homework club at lunch times for disadvantaged students.	Increase number of disadvantaged students who do not have internet access at home have attended the club and submitted homework on time regularly.	£9814
Pastoral Assistant - Child Protection	Leading support of Looked After Children.	Increase in motivation and attendance of Looked After Children is having an impact on progress these students make.	£11605
Pastoral Assistant – Careers	Support Careers education, in particular the organisation of Information And Guidance events, including visits to further education institutions and preparing Y11 students for the work experience placements and supporting them in applying for colleges.	Very low NEET figures for disadvantaged students.	£7478
Inclusion manager - Student Support Centre	Leading the strategy for supporting students who might not be able to access mainstream education for a period of time, due to social, emotional or language reasons.	An increased number of EAL learners have been supported in acquiring the fundamental skills in order to access mainstream lessons.	£19342
Pastoral Assistant - Student Support	Support Heads of Years with behaviour strategy and leading the inclusion unit.	Reduction of fixed term exclusions for disadvantaged students.	£13584
Behaviour/Managed Move Support	Supporting pastoral team via coordination of students who are managed moved in or out of Holy Trinity.	Very low NEET figures for disadvantaged students. All students given a placement and a fresh new start in a different school. Great percentage of students who are managed moved to Holy Trinity complete successful placements and reintegrate very well.	£10931
Literacy coordinator at KS3	Implementation of literacy strategy at KS3, in coordination with Assistant Headteacher – English and Learning Resource Centre Manager, including the application of the Accelerated Reader programme.	A 9 month increase in reading ages in students in Year 7 and Year 8 per class	£6374
Parental forum coordinator	Weekly meetings with parents to discuss and explore ways in which parents can support students at home. Liaison with Assistant Headteacher – Maths.	Parents attended regularly and gave very positive feedback in terms of their increased confidence on how to support their students at home.	£2612
Business Manager	Coordination of funding allocation in collaboration with Associate Assistant Headteacher - Closing the Gap to ensure financial accountability.	Pupil Premium funding allocation records are clear and facilitate the evaluation of impact of a range of strategies.	£3489
Learning Resource Centre Manager	Support implementation of Accelerated Reader Strategy.	A 9 month increase in reading ages in students in Year 7 and Year 8 per class	£11045
ICT Operations Manager	Improvement of accessibility of new technologies for disadvantaged	New WIFI system has been installed which is now facilitation the	£1476

	students.	discussions and next steps in the use of new technologies in the classroom, including how to support the Access Curriculum and facilitating homework clubs.	
Debate Mate coordinator – spoken literacy	Improvement of Speaking and Listening attainment of students via Debate Mate is an educational charity based in London that teaches debating in inner-city schools across the UK in areas of high child poverty.	Debating has developed the confidence and communication skills of students involved. Develop soft skills such as leadership, teamwork and confidence	£7471

Other key strategies

Strategy	Summary of strategy	Impact on outcomes	Funding allocated
Accelerated reader	We have been able to offer the programme to all students in Year 7 and 8. With PP funding we have been able to purchase more appropriate book choices at the correct levels, giving greater choice to readers.	Increase in number of students taking part in the AR programme (two whole year groups). Increase in number of quizzes taken and words read. Increase in the number of books on loan with larger selection loaned for holiday periods. Improvement in reading ages and ZPDs. A 9 month increase in reading ages in students in Year 7 and Year 8 per class	£1000
Dance events	Some pupil premium money was used to give pupils the opportunity to participate in dance events such as a dance showcase and two dance trips to Birmingham Dance Xchange and Pineapple Dance Studios.	This has allowed disadvantaged pupils to travel to professional dance studios and be taught by professional dance teachers. This gave these girls the opportunity to enjoy dance and gave them confidence to perform in front of an audience.	£1515
Y10 and Y11 Revision guides and work booklets in Geography and MFL	All pupils in the class were given a revision guide which was specific to the exam board and a work book of practice exam questions.	2/3 of the group have improved upon their grade in Y10 by at least one grade or more. Disadvantaged students have met the deadlines for homework more regularly	£416
Peripatetic Music Tuition	1-1 or small group 20 minute instrumental lessons All GCSE music students receive these lessons as part of the course. KS3 is optional. Students are chosen in three ways:	KS3 students who take part in peripatetic instrumental lessons significantly outperform those who do not. They use the skills they develop in their peripatetic lessons in curriculum music lessons. Many of the students involved in peripatetic lessons struggle with social groups and find lunchtimes and break times difficult – their	£2852

		instrumental teachers give them music to practise and many of them come and do this during these difficult social times	
Maths Watch Software	Mathswatch is a set of mathematics resources (videos and worksheets) available via an online subscription service. Mathswatch is particularly important for Pupil Premium students because it provides an online teacher who can explain any topic with which they may be struggling (this is essentially a home tutor).	<p>In Year 11, the attainment gap has narrowed to 2.9% between disadvantaged and non disadvantaged students. This gap was 14.1% in August 2015.</p> <p>In Year 9, the WAG progress 8 in DC2 was -2.2 for disadvantaged but increased to -2.07 in DC3. Non disadvantaged only improved by 0.02 between DC2 and DC3 from -1.96 to -1.94.</p> <p>Pupil Voice feedback from three students in 9X1 (two were disadvantaged students). The comments were 'Mathswatch is simple to use, has everything we need and is definitely helping me'.</p> <p>It is helping our disadvantaged students to become more independent and self-sufficient..</p>	£375
Information and guidance	Visits to Further Education institutions.	Very low NEET figures for disadvantaged students. The overall percentage of disadvantaged students going to sustained education or employment / training destination is high.	£3217
Active Listening	Programme lead by a Head of Year in which members of staff offer confidential support.	Emotional and social support is having impact on attendance and progress of students involved.	£500
Aimhigher	Subscription to a range of strategies, which include the UNIFEST summer schools residential at local universities and a Mentoring Scheme for disadvantaged students led by second year university students.	Overwhelming positive feedback from students who get involve in the programme, which develops their understanding of higher education, including how to finance their education. They also develop confidence and leadership skills.	£1000
WIFI	Improvement of accessibility of WIFI provision.	First step into supporting teaching and learning strategies in the classroom and facilitating homework.	£4000

Key statistical trends.

Strengths:

- Significant improvement in attainment in both English and Maths for disadvantaged students
- Gap between disadvantaged vs non-disadvantaged is narrowing, particularly in Maths (from 20 to 6%)

Areas for development

- % of other pupils achieving a C or above in Maths to reach 60%.

5 A*- C Including English and Mathematics	2012	2013	2014	National 2014	2015	National 2015	2016 (May WAG)
Disadvantaged students	55%	43%	39%	36%	38%	36%	46%
Other pupils	51%	66%	50%	62%	56%	63%	57%
Within school gap	4%	-23%	-11%		-18%		-11%
GCSE Core ENGLISH A*-C							
Disadvantaged students	68%	73%	54%	51%	52%	51%	65%
Other pupils	65%	73%	59%	73%	65%	74%	75%
Within school gap	3%	0%	-5%		-13%		-10%
GCSE Core MATHS A*-C							
Disadvantaged students	60%	49%	54%	49%	43%	49%	55%
Other pupils	70%	69%	65%	73%	63%	74%	61%
Within school gap	-10%	-20%	-11%		-20%		-6%
BASICS							
Disadvantaged students	55%	43%	39%	39%	38%	38%	46%
Other pupils	56%	66%	50%	64%	56%	65%	57%
Within school gap	-1%	-23%	-11%		-18%		-11%

DATA ANALYSIS - EXCLUSIONS

C6 Fixed term Exclusions	2013-2014	2014-2015
Disadvantaged students	37	23
Other pupils	17	12
C5 Inclusions	2013-2014	2014-2015
Disadvantaged students	249	225
Other pupils	134	125
C4 Inclusions	2013-2014	2014-2015
Disadvantaged students	576	734
Other pupils	354	508

The % of enrolments with 1 or more fixed term exclusions	School 2013-2014	National 2013-2014	School 2014-2015	National 2014-2015
FSM	9.97%	8.49%	10.93%	8.34%
Other pupils	10.91%	2.67%	4.65%	2.51%

DATA ANALYSIS - ATTENDANCE

The percentage of overall sessions missed by FSM students due to overall absence	School 2013-2014	National 2013-2014	School 2014-2015	National 2014-2015
FSM	6.7%	7.3%	5.7%	7.5%
Other pupils	5.6%	4.1%	4.3%	4.3%
The % of persistent absentees (absent for 15% or more sessions)	School 2013-2014	National 2013-2014	School 2014-2015	National 2014-2015
FSM	8.0%	11.5%	6.7%	10.9%
Other pupils	4.2%	3.4%	3.1%	3.3%

DATA ANALYSIS - DESTINATIONS

The percentage of NEET students from disadvantaged backgrounds	School 2013-2014	National 2013-2014	School 2014-2015	National 2014-2015
Disadvantaged students	0%	5%	1%	4%
Other pupils	0%	1%	0%	1%
The overall percentage going to sustained education or employment / training destination	School 2013-2014	National 2013-2014	School 2014-2015	National 2014-2015
Disadvantaged students	94%	83%	93%	85%
Other pupils	95%	93%	90%	94%