

Heartlands Academy

Pupil Premium – 2015-16

Contents:

Basic Characteristics (Raiseonline)

1. Focus on Learning across the Curriculum.
2. Focus on social, emotional and behavioural issues.
3. Focus on enrichment beyond the Curriculum
4. Focus on families and communities.
5. Focus on alternative pathways and curricula
6. Expenditure

The academy serves a social and economic disadvantaged community near the city centre of Birmingham. This is clearly demonstrated through the above data. The vast majority of parents are supportive and want their children to be successful. The VA from KS2 toKS4 and the % of students achieving 'expected levels of progress demonstrate that young people are making outstanding progress.

At Heartland Academy, pupil premium issued to support the young people in the following way:

1. **Focus on Learning across the Curriculum** – the curriculum is focussed around centres. Each centre has an additional member of staff to provide:
 - § Collaborative teaching
 - § Small group work for intervention
 - § Cover for absent colleagues thus retaining continuity.
2. **Focus on social, emotional and behavioural issues** – at Heartlands the learning is supported by various teams and where appropriate outside support. The following enables these teams to function more efficiently and consistently:
 - Time away from the traditional teaching role for Learning Managers.
 - A 'home grown' strategy to develop the Heartlands modelExternal support comes in the form of:
 - Additional Educational Psychologist time
 - Additional mentoring (as well as the in house training)
 - Home – academy liaison work particularly for more challenging groups/ individuals
 - Speech and language therapist
3. **Focus on enrichment beyond the curriculum** :
 - The academy supports 3 Creative Curriculum weeks – one per term. During this time students experience a wealth of experiences and opportunities (Appendix 1 Creative Curriculum week breakdown). These weeks also contribute to the PSE and SMSC agendas.
 - The additional staffing per centre and time availability of Learning Managers and Phase Leaders, as mentioned in 1 and 2 also provide opportunities before, at lunch and at the end of the day.
 - Free tuition to students keen to pursue, for example, music and drama; other specific activities are also supported as and when they arise for individuals and/or groups.
 - Additional trips/visits subsidised.
4. **Focus on families and communities:**
 - The academy employs home-academy liaison staff that work with specific groups.
 - In addition the academy employs consultants who specialise in working with individual families where the young person is extremely challenging/disaffected.
 - The academy offers tutoring to parents and/or acts as a conduit to other opportunities through the work of the Community Director.
5. **Focus on alternative pathways and curricula:**

- Much of the work done by the academy that has been referred to in sections 1 to 4 contribute to this.
- At Heartlands the curriculum is reviewed annually to address the needs of the different year groups. This includes the type of course and qualification.
- Alternative programmes may be set up on a full or part-time basis.
- IAG form a major part of the development/improvement plan as it permeates into KS3.

The estimated amount of Pupil Premium for 2015/2016 is £568.00. We plan to spend according to the figures below.

Expenditure:

	2015-2016	Examples of activities, resources, projects: 2015-2016	Success Criteria
Section 1 Focus on Learning in the Curriculum	£260,000	<ul style="list-style-type: none"> ü Collaborative teaching ü Small group work for intervention ü Cover for absent colleagues thus retaining continuity. ü Action tutors for year 11 intervention in core subjects 	<ul style="list-style-type: none"> <input type="checkbox"/> The outcomes for students are not significantly different to their peers or above national average for English and Maths. <input type="checkbox"/> Student engagement improves. <input type="checkbox"/> Reading ages improve
Section 2 Focus on social, emotional and Behavioural issues.	£240,000	<ul style="list-style-type: none"> ü Time away from the traditional teaching role for Learning Managers. ü A 'home grown' strategy to develop the Heartlands model ü Additional Educational Psychologist time ü Additional mentoring (as well as the in house training) ü Home – academy liaison work particularly for more challenging groups/ individuals ü Speech and language therapist ü Open door counselling ü One to one services that support pupils with a variety of issues bereavement, children who have been victims of abuse, pupils with mental health issues, pupils with long term medical conditions ü SEMH Talk About training 	<ul style="list-style-type: none"> <input type="checkbox"/> Multi-agency support and intervention. All contributes to ensuring similar outcomes compared to peers. <input type="checkbox"/> Attendance in line with that of peers. <input type="checkbox"/> Improved reading age closer to chronological age. <input type="checkbox"/> Improved outcomes that are broadly in line with peers. <input type="checkbox"/> Improved student welfare. <input type="checkbox"/> Reduced fixed term exclusions. <input type="checkbox"/> Students better able to cope in lessons. <input type="checkbox"/> Improved behaviour and attitude to learning.
Section 3 Focus on enrichment beyond the Curriculum	£83,000	<ul style="list-style-type: none"> ü The academy supports a Creative Curriculum week– in the Autumn term. During this time students experience a wealth of experiences and opportunities This week also contribute to the PSHE and SMSC agendas. ü The additional staffing per centre and time availability of Learning Managers and Phase Leaders, as mentioned in 1 and 2 also provide opportunities before, at lunch and at the end of the day. 	<ul style="list-style-type: none"> <input type="checkbox"/> Improved student welfare <input type="checkbox"/> Build 'life-skills' to support academic outcomes <input type="checkbox"/> Providing experiences for students that they wouldn't normally experience compared to that of their peers. <input type="checkbox"/> Provide additional experiences to broaden their future career opportunities.

		<ul style="list-style-type: none"> ü Free tuition to students keen to pursue, for example, music and drama; other specific activities are also supported as and when they arise for individuals and/or groups. ü Additional trips/visits subsidised. 	
Section 4 Focus on families and Communities.	£10,000	<ul style="list-style-type: none"> ü The academy employs home-academy liaison staff that work with specific groups. ü In addition the academy employs consultants who specialise in working with individual families where the young person is extremely challenging/disaffected. ü The academy offers tutoring to parents and/or acts as a conduit to other opportunities through the work of the Community Director. 	<ul style="list-style-type: none"> <input type="checkbox"/> Improved student welfare <input type="checkbox"/> Improved relationships between home and school <input type="checkbox"/> Multi-agency support and intervention. All contributes to ensuring similar outcomes compared to peers.
Section 5 Focus on alternative pathways and curricula	£28,000	<ul style="list-style-type: none"> ü Curriculum is reviewed annually to address the needs of the different year groups. This includes the type of course and qualification. ü Alternative programmes may be set up on a full or part-time basis. ü IAG form a major part of the development/improvement plan as it permeates into KS3. 	<ul style="list-style-type: none"> <input type="checkbox"/> Pathways to suite individual needs to secure best possible outcomes of all students in line with their peers. <input type="checkbox"/> Students feel supported to allow them to get the best possible outcomes <input type="checkbox"/> Individual needs are met, students feel supported and have a greater chance of success <input type="checkbox"/> Students know what opportunities are available to them and aspirations for higher education match that of their peers.
Pupil Premium – Funding	£568,000		
School Contribution	£53,000		