

Planned Use of the Pupil Premium in 2014/15

In 2014/15, Manor College was allocated an estimated £450940 in Pupil Premium Funding. This funding was in addition to the annual budget and was paid to Manor College in April 2014. Pupil Premium funding of £433840 is allocated to support 464 pupils at £935 each, who have ever received free school meals (in the last six years) and £17100 for 9 pupils at £1900 each who are in care and who have continuously been looked after for the last six months. It is important to note that whilst pupils are identified in terms of their eligibility for Pupil Premium funding, other pupils including those of low income receive support from the funding. In addition to the above, funding of £300 per pupil is received for service children at Manor College. Planned spending of the funding is detailed below:-

Curriculum support: £20000

- October, February, Easter, June and weekend revision sessions for Year 9, 10 and Year 11 will take place throughout the year. Support is given towards residential costs and refreshments and additional resources have been purchased. Where additional staffing costs are required, they will be resourced through PP funding.
- Revision guides and materials have been provided to ALL PP cohort pupils in Year 11.
- SAM Learning has continued and is widely utilised as a support and revision aid.
- Funding is provided for extra-curricular and curriculum enrichment activities (theatre visits, museum visits, student conferences)

Maths and English Ambassadors (full salaries) £41752

- Graduates in Maths and English continue to be employed to deliver targeted intervention and support to PP cohort pupils who are not making expected progress across all year groups. Focused work will be provided to all PP pupils who require additional intervention.

School Improvement: (40% of £7500) £3000

- The college will continue to seek external support both from the Local Authority and from other schools to ensure that improvement is continuous and focused upon pupil outcomes. There is a focus upon achievement and outcomes for PP cohort pupils in this work and a particular emphasis upon boys' achievement.

Teach First: (7/12 of full cost of salaries plus full training) £57654

- The college has employed teach first graduates in English, Maths and Science. This has allowed for the creation of additional classes which are focused upon the PP cohort.

Alternative Education: £40000 (from a budget of £80000)

- Individual pupil needs continue to be met for the most vulnerable of pupils using College Placements, Work Placements and some Off Site Provision (all providers regulated by Hartlepool Local Authority). Additional provision will be rented at a cost of £10 000 per annum, Enhanced BIP support is in place to ensure that post 16 education and training is accessed. Additional qualifications continue to be sourced and implemented to ensure that all pupils gained appropriate qualifications for their needs. Equality and Diversity, Life Skills, Work Skills are in place for identified pupils

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Additional Inclusion Staff (LSA band 6 salary) £18074

- Greater numbers of PP cohort pupils are accessing our Link Learning provision. In order to meet their needs, an additional member of staff has been employed.

Careers advice and guidance for Y9, 10, 11: increase to 40% of salary £11920

- PP cohort pupils are targeted by the CEIAG co-ordinator and continue to receive enhanced guidance and support. Additional mentoring is implemented for the PP cohort and post 16 follow up takes place.

Year Team Staffing (40% of salaries of Pastoral Leaders and 10 x LSAs) £126436

- Additional staffing has been deployed into each Year Team (3 Learning Support Assistants) to allow for additional support for PP cohort pupils (40%). Support includes in class intervention, mentoring from Pastoral Leaders, tracking and withdrawal.

School Counsellor: (cost of additional salary) £4000

- The school counsellor has been increased from two to three days and continues to provide support and guidance to secure the emotional wellbeing of identified pupils.

Attendance Officer: £18392

- The attendance team has been maintained to allow for the capacity to continuously focus upon the attendance of the pp cohort.

Intervention Co-ordinator / LAC teacher plus Intervention Assistant: (40% of salaries) £18855

- An Intervention Co-ordinator / LAC teacher and an intervention assistant have been appointed to address the wellbeing and welfare needs of identified pupils with a focus upon the PP cohort.

Tree of Knowledge: (40% of £10000) £4000

- Inspirational and motivational speakers and workshops will be deployed throughout the year to support the work of the college in raising pupil aspirations.

Achievement for All: £7000

- The college has become an Achievement for All School and will effectively utilise the strategies outlined in the programme to support identified PP cohort pupils in each year group.

Staff Training: £8000

- There will be a focus upon training and CPD in Maths and English to support colleagues as they work with pupils to narrow the attainment and progress gap.

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More Able: £8000

- Additional assistance is given to those PP cohort pupils who are identified as more able pupils to raise aspirations (financial support in terms of university visits, bursaries, educational equipment, specialist equipment).
- Additional assistance is given to more able pupils to support additional learning opportunities outside of Manor College. This included Dance, Sport and Drama funding.

Key Stage 3 Literacy and Numeracy Intervention: (equivalent of LSA Band 6 salary) £18074

- A programme of before college literacy and numeracy intervention continues in year 7 and 8 for pupils who are below national average in terms of their literacy and numeracy skills or who are making progress which is less than that expected
- We employ a teacher who provides one to one literacy support
- We have purchased the Lexia literacy intervention programme for a five year period
- Kumon learning (maths) is delivered to pupils in Year 7 and Year 8
- Reading screens have been purchased to allow for up to date and accurate literacy assessment.
- Literacy and Numeracy leaders utilises one to one peer assessment to support pupil progress

Pupil Premium Co-ordinator: £46842

- A member of staff has been employed to co-ordinate Pupil premium support and intervention across the College and ensure that identified pupils make progress and that gaps in achievement and attainment are narrowed.

School Uniform and School Equipment: £4730

- A supplement of £10 was given to pupils in receipt of the Pupil Premium towards the cost of uniform.
- Essential school equipment was purchased for identified pupils.

ESTIMATED TOTAL SPEND - £452046