CONTEXT

Maltings Academy is an average sized secondary school in Witham and is a member of the Academies Enterprise Trust (AET). Most students are of white British heritage, with a below average proportion of students from minority ethnic groups and few whose first language is not English. 30% of students at the Academy qualify for the Pupil Premium Grant with the highest percentages being in Years 7 and 10. Achievement and progress on entry is below the national average.

WHAT THE SCHOOL DID

Data analysis

- Detailed analysis of pupil attainment and progress was carried out for Pupil Premium pupils in each year group and was shared with staff in an easily understood format
- Meetings were held which included the SLT, Heads of Subjects and Head of Year for each year group half termly to discuss progress and attainment of pupils, barriers to learning and provision.

Teaching and Learning:

- Additional staffing was provided in core areas of learning to provide Pupil Premium pupils with more personalised support
- Intervention programmes were set up to target small groups focusing on KS4 English and mathematics delivered by sixth form students, students from Anglia Ruskin University, as well as qualified teachers. Working with different tutors increased motivation of some students
- A “Raising Achievement” group in Year 11 experienced a residential visit and external guest lecturers which resulted in improved attainment in English and Maths
- Each department was invited to submit a proposal for up to £2000 of Pupil Premium funding for their subject area that would provide impact on attainment and progress of Pupil Premium pupils. Proposals needed to show that the support suggested was research based and the Senior Management Team then considered these and made decisions. Proposals accepted included specialist speakers, a one-week intensive mathematics course, instrumental lessons and workshops. Case studies were produced giving a synopsis, evidence of impact, student feedback and evaluations.
- A counsellor was funded to provide emotional support for Pupil Premium pupils with complex needs.

Staff development:

- A whole school coaching programme was put in place where staff worked in pairs with a teaching and learning focus
- Personalised CPD was available weekly to staff to improve their practice
- A monthly newsletter and a “Butterflies” book collated and shared best practice across the school.
Resources:
- Resources were bought specifically for Pupil Premium pupils: laptops, library books, dictionaries etc. to enable them to experience a greater quality of educational experience
- The installation of a provision mapping system provided a more precise and clear system for ensuring pupils were receiving the right intervention and tracking the impact
- The purchase of an on-line learning resource for all subjects, motivated pupils to engage in learning.

Attendance:
- Pupil Premium students were provided with free breakfast which had a positive impact on student’s attendance and punctuality
- Rewards systems were used including tutor group competitions, activity afternoons and 100% attendance draw with prizes
- Quality provision e.g. the opportunity to go rock climbing motivated pupils to attend.

The Governing Body:
- The school reported to the achievement and standards committee on pupil progress and spend at every meeting
- The Governing Body challenged underperformance and spending to address the issues.

IMPACT:
- Attendance rose by 1.6%
- Attainment of Pupil Premium students at KS4 demonstrated a sustained improvement in the percentage of students achieving 5 A*-C grades including English and maths
- KS4: The gap in progress narrowed from 37% in 2011 to 5% in 2014 in English and from 28% to 4% in mathematics
- Over a 5 year trend, the gap in achievement of 5 A*-C including English and maths narrowed from 31% to 19%. The 2013 figure for Attainment for PP students in 2013 was above national average (school - 39%) and there was a 10% increase in 2014 to 49%.

To find out more or to book your Pupil Premium Healthcheck now, email us at Consultancy.EssexEducationServices@essex.gov.uk or call 033301 30787