



Molehill Primary Academy Pupil Premium Rationale 2020– 2021

Pupil Premium is a government funded resource paid to schools to meet the needs of disadvantaged pupils. Any pupil who is eligible for Free School Meals now, or has been eligible in the previous 6 years, will receive funding. The funding is also provided to meet the needs of children in care to the Local Authority, children who have recently been adopted from care and children of Service families. The funding paid for each of these groups is different and varies year-on-year.

Who is eligible for Pupil Premium?

- Children in the Armed Forces Personnel
- Looked After Children
- Children adopted from care or who have left care

Children can have free school meals and are eligible for Pupil Premium if they receive any of the following:

- Income support
- Income Based Jobseekers Allowance
- Income Related Employment and Support Allowance (ESA)
- Support under part VI of the Immigration and Asylum Act 1999
- Child Tax Credit provided you are not entitled to Working Tax Credit and have an annual income that does not exceed £16,190
- The guaranteed element of Pension Credit

Why Is Pupil Premium Important?

Nationally, there is a strong link between economic disadvantage and poor achievement in schools. Across the country there is a significant gap between the progress made by pupils eligible for free school meals and those who are not eligible. There are many reasons why this gap exists. Pupil Premium is given to schools to help us try to close this gap. It is important because it enables us to counteract the disadvantages that poverty imposes on children. It ensures we can put the support in place to help every child in our school thrive and fully master each stage of the curriculum.

Pupil Premium Pupils at Molehill Primary Academy

Molehill Primary Academy is a school with a high percentage of students (56%) defined as disadvantaged which is significantly above the national average. Both Pupil Premium and non-Pupil Premium students face similar barriers to their educational achievement.

The main barriers that disadvantaged pupils face are outlined below:

1. Limited opportunities to have literacy and conversational skills developed and extended outside of school.
2. Lack of access to enrichment activities, resources and support for achieving greater depth outside of the school environment.
3. Limited opportunities for exploring their community and the wider world.
4. Parental and community perceptions of the value of education and lack of confidence or experience which can prevent them from engaging with their child's learning.

Key Improvement Priorities to close or significantly diminish the gap between pupil premium pupils and non-pupil premium pupils are:

1. To develop how we organise and deliver a broad and balanced curriculum by implementing the IB PYP Framework and gaining IB accreditation. This will include developing a comprehensive, community wide approach; enabling all adults and pupils with a range of opportunities to use clear articulation, written and conversational skills that are practiced and modelled at all times.
2. Improved opportunities for pupils to be challenged across the curriculum; and to apply and extend skills in greater depth learning.



3. Improve links between the academy and local community, including residential, pastoral and business members.
4. To develop a range of enrichment opportunities before, during and after school.

We divide our funding into two main areas: raising achievement and promoting wider development. Within each area, there are two strands to our offer: The table below is used as a reference document to ensure any resource, strategy or intervention has a clear focus.

<p style="text-align: center;">1. Raising Achievement</p> <p>To close learning gaps and strive to ensure pupils all have the best outcomes possible.</p>	<p style="text-align: center;">1. Wider Development</p> <p>Ensuring that pupils have full access to all the educational opportunities to ensure their provision and raise confidence so that every child is ready and fully prepared for the next stage in their education.</p>
<p style="text-align: center;">Learning Skills</p> <p>The way that classes and staffing are arranged to maximise learning.</p>	<p style="text-align: center;">Enrichment</p> <p>The Academy contributes to trips, visitors, uniforms and other opportunities to reduce the impact of disadvantage on educational experience.</p>
<p style="text-align: center;">Intervention</p> <p>Additional and different personalised provision in place to close learning gaps and maximise progress.</p>	<p style="text-align: center;">Guidance</p> <p>Additional advice and support given to individuals and families to reduce the impact of wider issues on educational success.</p>



PPG – End of Year Review 2019-2020

No of pupils and PPG grant received						
No pupils on roll in September					272	
Total no pupils eligible for Pupil Premium Grant (PPG)					148 (53%)	
Total amount of PPG received					£195,360	
Key Priority 1: To close the attendance gap between PP pupils and Non PP pupils						
Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Information
			Nov.	March	June	

To continue to employ a Pastoral Support Worker	To improve the attendance of PP pupils from 93% to 96% that is in line with the national average of 96%.	£27,000				Attendance remained around 94% all year with no significant gap between PPG and non PPG groups
To implement half termly attendance panels	Governors and Academy Leaders to work together to reduce persistent absence for PP pupils from 7.2% to less than 5% that is in line with the national average	No cost				1 governor panel was organised for Molehill and two families were invited to attend. Neither family attended.
To contribute to uniform costs	Ensure that all pupils feel like they part of the academy community and supports families in times of unexpected financial crisis	£1500				We supported the purchase of school uniforms for two families (5 pupils) and provided school jumpers for a further 5 pupils.

Key Priority 2 - Accelerate rates of progress to close the gap in attainment for PPG pupils across all subjects



Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
Provide Free school milk to all PPG pupils	To improve concentration during morning lessons	£3000				All PPG pupils have access to free milk every morning.
Provide funded places in breakfast club	Ensure that all pupils are provided with a healthy breakfast which will allow them to start the day nourished and feeling well and ready to engage in learning opportunities	£3000				Any pupil that wanted to attend the club attended - we fed between 70-90 every day with over 50% of these pupils being PPG. We targeted families with low attendance or those who are frequently late and offered free breakfast and child care for those. Many pupils attended at no cost to the family.
KS2 HLTA	A qualified HLTA to provide quality cover and intervention	£17,000				HLTA provided both whole class cover and high quality intervention throughout the year.

Counsellor	To support and engage pupils with emotional difficulties. To allow pupils a safe space to talk about their feelings and emotions and therefore be better placed to access classroom activities	£6000				Counsellor supported 16 PPG pupils, working with the most vulnerable pupils.
Improve staff awareness	Class profile documents shared with all staff identifying PPG pupils in the class and current academic achievements – updated termly	No Cost				Class profile documents ensured that PPG pupils were easily identified by staff and tracked throughout the year.



Lexia Programme	To accelerate the reading skills and knowledge for PPG pupils 100% of pupils who begin the programme to make accelerated progress on the programme and in reading in general	£1,146				All PPG pupils who accessed Lexia on a regular basis made progress in their reading. This is monitored and tracked tremly by the SENCo
IT resources	To allow pupils to use IT resources to support learning for in school tasks and homework (at homework club)	£2,000				Pupils access to ICT resources ensured that a greater percentage were able to complete home learning and in school tasks.
SATS and additional booster materials	To close the gaps for Y6 pupils ensuring they are prepared for the end of year exams and for secondary school	£3,500				Booster classes began in T2 for target pupils. Booster materials were purchased for all of Y6 and these materials were then sent home as part of the home learning packs when school closed in March.
Speech and Language LSA & Speech Link Programme	To ensure that 100% of pupils leave KS1 with appropriate levels of language or are referred through to a specialist service for further support	£5000 £400				SENCo tracks these interventions each term. All pupils have entered KS2 have age appropriate language and speech unless there is a specific language delay.
Emotional Literacy Support Assistant	To support pupils across the school with Social skills, emotions, bereavement, social stories and therapeutic stories, anger management and self-esteem	£10,000				The ELSA supported 6 pupils each term offering 1:1 to ensure pupils were in a good place and ready to learn.
Booster classes	Booster classes offered to pupils before and after school from Term 2 in order to close gaps in knowledge. 100% of pupils who attend on a regular basis to make accelerated progress.	£2500				Booster classes began in T2 but ended in March when schools closed



Reading Intervention	Pupils offered 1:1 reading sessions in order to fill gaps in knowledge	No Cost				Daily reading interventions in all classes across the school. Reading data was the highest recorded at the end of KS1 and KS2. Had a number of volunteers who supported the 1:1 reading interventions on a weekly basis
PP focused Pupil Progress meetings	To ensure PP remains a high priority in the academy and that pupil progress is tracked and challenged on a regular basis	No cost				Progression and supporting PPG pupils was a focus at all PP meetings, which are attended by SLT and SENCo
Key Priority 3 - Challenge provided for pupils in order for them to excel in all curriculum subjects						
Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
Curriculum Enrichment	To be able to offer a range of activities and opportunities to enrich the curriculum e.g. participation in Young Voices	£5,000				All pupils attended every trip that was booked, including those that were organised through after school clubs, eg, choir. Contributions or fully funded places were offered for PPG pupils.
Swimming lessons	Ensure PP pupils attend swimming lessons and achieve the 25m badge and learn basic lifesaving skills as required by the National Curriculum	£2,500				Y4 pupils attended weekly swimming lessons. Fully funded or subsidised lessons and coach travel were offered.
General resources	All pupils are able to have and use the correct resources in school and for homework to ensure high levels of engagement. The academy will develop basic equipment packs that can be lent out to pupils.	£4,000				Top up on new Phonics Reading Books (£1000)
Homework Club	All pupils have the opportunity to attend a weekly club where staff are available to support them with homework tasks.	£2000				Weekly homework club runs for Y5 & Y 6 pupils



Key Priority 4: To develop how we organise and deliver a broad and balanced curriculum by implementing the IB PYP Framework. This will include developing a comprehensive, community wide approach; enabling all adults and pupils with a range of opportunities to use clear articulation, written and conversational skills that are practiced and modelled at all times.

Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
CPD identified for: PYP - all Stakeholders Delivered by SLT <ul style="list-style-type: none"> Improving English and Maths Delivered by Subject Leads to staff, parents and Governors <ul style="list-style-type: none"> Inclusive Teaching and Learning Delivered by external provider.	To implement the PYP Framework ensuring this approach to curriculum delivery is accessible to all pupil and does not exclude for financial reasons.	£7,000				All staff attended weekly training briefings and teachers attended weekly PDMs Increased confidence All staff have attended internal and external PYP training events, including making the PYP happen in EYFS for EYFS teachers. PYP continues to drive standards across the school with PPG pupils achieving the best ever end of KS1 and KS2 (TA results)

Project Community	Opportunities for all pupils to interact with community events and members of the community as part of the wider curriculum and learning in context.	£2000				Community event canceled due t COVID-19 school closures
Pastoral Support for families	To ensure we increase parental engagement in their childs' learning and to be able to have a voice, personalised clubs and workshops will be identified to increase parental knowledge and understanding for their well-being and to support their children.	£24,716.00				Continued drive to engage parents with not only attendance but offering parenting support and challenge where needed. We offered several courses including: christmas crafts (16 families attended) and basic first aid (15 families attended)

Priority 5: Improved opportunities for pupils to be challenged across the curriculum; and to apply and extend skills in greater depth learning.

Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
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			Nov.	March	June	
Precision teaching/ intervention as identified	Support for pupils to close gaps and remove barriers to learning. As a result of intense, short term intervention, pupils make rapid progress to access ARE learning and achieve expected outcomes.	£16,916.70				Daily intervention programme in place in each class, carried out by LSAs and Teaching staff, monitored during PP meetings (termly). All pupils involved made progress from their starting point.
Extensive Learning Challenges & Resources Including external visits and visitors that will create and maximise	To secure attainment for all pupils and strengthen attainment at Greater Depth	£2,250 (Teaching) £1000 (allocated to resources)				Highest percentage of ARE/GD (teacher assessments) in both Key Stages this academic year.
Financial support for trips/visits	All pupils to access trips/visits to enrich and extend learning and personal development. This is to include transport costs that often means external visits are inaccessible due to financial issues experienced by families.	£8000 (Entry and Transport)				Subsidised/funded trips offered to pupils to ensure all pupils were able to attend all trips and access all workshops



Pupil Premium Expenditure Plan 2020 - 2021

No of pupils and PPG grant received						
No pupils on roll in September						263
Total no pupils eligible for Pupil Premium Grant (PPG)						146 (56%)
Total amount of PPG received						£196,370
Key Priority 1: To close the attendance gap between PP pupils and Non PP pupils						
Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Information
			Nov.	March	June	

Employ a Pastoral Support Worker	To improve the attendance of PP pupils from 94% to 96% that is in line with the national average of 96%. Reduce persistent absence for PP pupils from 14% to less than 8% that is in line with the national average of 8.2%	£27,000				
To implement half termly attendance panels	Governors and Academy Leaders to work together to reduce persistent absence for PP pupils to less than 5% that is in line with the national average	No cost				
To contribute to uniform costs	Ensure that all pupils feel like they part of the academy community and supports families in times of unexpected financial crisis	£1500				

Key Priority 2 - Accelerate rates of progress to close the gap in attainment for PPG pupils across all subjects						
Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
Provide Free school milk to all PPG pupils	To improve concentration during morning lessons	£3000				



Breakfast club	Ensure that all pupils are provided with a healthy breakfast which will allow them to start the day nourished and feeling well and ready to engage in learning opportunities	£6000				
HLTA	A qualified HLTA to provide quality cover and intervention	£17,000				

Counsellor	To support and engage pupils with emotional difficulties. To allow pupils a safe space to talk about their feelings and emotions and therefore be better placed to access classroom activities	£6000				
Improve staff awareness	Class profile documents shared with all staff identifying PPG pupils in the class and current academic achievements – updated termly	No Cost				
Lexia Programme	To accelerate the reading skills and knowledge for PPG pupils 100% of pupils who begin the programme to make accelerated progress on the programme and in reading in general	£1,146 for programme £2000 - staff to support pupils				
IT resources	To allow pupils to use IT resources to support learning for in school tasks and homework (at homework club)	£2,000				
SATS and additional booster materials	To close the gaps for Y6 pupils ensuring they are prepared for the end of year exams and for secondary school	£3,500				



Speech and Language LSA & Speech Link Programme	To ensure that 100% of pupils leave KS1 with appropriate levels of language or are referred through to a specialist service for further support	£5000 £400				
Emotional Literacy Support Assistant	To support pupils across the school with Social skills, emotions, bereavement, social stories and therapeutic stories, anger management, self-esteem, counselling skills such as solution focused and friendship	£10,000				
Booster classes	Booster classes offered to pupils before and after school from Term 2 in order to close gaps in knowledge. 100% of pupils who attend on a regular basis to make accelerated progress.	£2500				
Reading Intervention	Pupils offered 1:1 reading sessions in order to fill gaps in knowledge	No Cost				
Reading books	High quality targeted reading books for KS2	£5000				
PP focused Pupil Progress meetings	To ensure PP remains a high priority in the academy and that pupil progress is tracked and challenged on a regular basis	No cost				
Key Priority 3 - Challenge provided for pupils in order for them to excel in all curriculum subjects						
Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
Curriculum Enrichment	To be able to offer a range of activities and opportunities to enrich the curriculum e.g. participation in Young Voices	£5,000				



Swimming lessons	Ensure PP pupils attend swimming lessons and achieve the 25m badge and learn basic lifesaving skills as required by the National Curriculum	£2,500				
General resources	All pupils are able to have and use the correct resources in school and for homework to ensure high levels of engagement. The academy will develop basic equipment packs that can be lent out to pupils.	£4,000				
Homework Club	All pupils have the opportunity to attend a weekly club where staff are available to support them with homework tasks.	£2000				

Key Priority 4: To develop how we organise and deliver a broad and balanced curriculum by implementing the IB PYP Framework. This will include developing a comprehensive, community wide approach; enabling all adults and pupils with a range of opportunities to use clear articulation, written and conversational skills that are practiced and modelled at all times.

Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
CPD identified for: PYP - all Stakeholders Delivered by SLT • Improving English and Maths Delivered by Subject Leads to staff, parents and Governors • Inclusive Teaching and Learning Delivered by external provider.	To implement the PYP Framework ensuring this approach to curriculum delivery is accessible to all pupils	£7,000				



Project Community	Opportunities for all pupils to interact with community events and members of the community as part of the wider curriculum and learning in context.	£2000				
Pastoral Support for families	To ensure we increase parental engagement in their pupils learning and to be able to have a voice, personalised clubs and workshops will be identified to increase parental knowledge and understanding for their well-being and to support their children.	10,000				
Priority 5: Improved opportunities for pupils to be challenged across the curriculum; and to apply and extend skills in greater depth learning.						
Intervention/ Resource	EOY Target	Total Expenditure	EOY RAG			Impact Data
			Nov.	March	June	
Precision teaching/ interventions as identified	Support for pupils to close gaps and remove barriers to learning. As a result of intense, short term intervention, pupils make rapid progress to access ARE learning and achieve expected outcomes.	17,000				
Extensive Learning Challenges & Resources Including external visits and visitors that will create and maximise	To secure attainment for all pupils and strengthen attainment at Greater Depth	£2,250				
Financial support for trips/visits	All pupils to access trips/visits to enrich and extend learning and personal development. This is to include transport costs that often means external visits are inaccessible due to financial issues experienced by families.	£8000 (Entry and Transport)				

£29,858 left to allocate