

Unity Academy Improvement Plan 2020 -2021
Appendix 1: COVID-19 Catch Up Funding
Spend and Impact Plan

This plan is an annex to the school improvement plan monitored by Academy Council. Each strand is further broken down into 3 areas: -

- Year 11 and Year 6 – this area covers the distinct and ‘emergency’ actions required to catch up these students to ensure they are not disadvantaged in external assessments. **The plan only documents activities additional to our regular interventions.**
- Reception to Year 5 – this area covers actions required across Reception to Year 5 in order to catch students up.
- Year 7 to Year 10 – this area covers actions required across Year 7 to Year 10 in order to catch students up.

Context

	Total	Number whom are disadvantaged
Number on roll	985	609
Male	486	309
Female	499	300
High Ability	(Y8-11) - 125	(Y8-11) - 71
Middle Ability	(Y8-11) - 265	(Y8-11) - 189
Low Ability	(Y8-11) - 48	(Y8-11) - 37
SEND EHCP and K	300	204
EAL	61	23

	R	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11
PAN	60	60	60	60	60	60	60	120	120	120	120	120
Number on roll (Oct 2020)	52	53	60	59	57	55	62	120	119	116	120	112
Disadvantaged	14	25	32	37	35	34	40	77	75	80	86	74
Male	26	32	29	34	25	26	28	53	65	55	67	46
Female	26	21	31	25	32	29	34	67	54	61	53	66
High Ability									52	26	27	20
Middle Ability									51	68	70	76
Low Ability									8	12	15	13
SEND EHCP and K	20	16	21	21	12	15	16	40	36	37	32	34
EAL	1	3	2	3	4	4	4	7	6	8	11	8

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High level funding summary

- For the purpose of this appendix only physical costs are included – these are either staff time or resources to support interventions. Staff time is not included unless it is for specific interventions outside of the school day.
- Funding is primarily targeted towards curriculum catch up as existing behaviour and pastoral structures are in place and work well. Some additional capacity is offered in these areas. Some of this additional capacity is already included within the academy budget.

Income		
Catch up funding	£80 x 986 students	£79000
Monies released from staff savings (post budget setting)		£35000
Monies from main academy budget (previously identified)		£50000
Monies from identified savings in wider academy budget (or reserves if necessary)		£23000
	Total Income	£187000

Expenditure		
2 x Academic mentors through Teach First	2 x £8000	£16000
1:1 tuition or teachers additional time during holiday periods		£15000
Additional capacity to allow teachers to deliver speech and language interventions and ABC sessions		£23000
Resources to support fine and gross motor skills	3 x £1000	£3000
Costs attributed to developing excellent CPD on students' individual needs		£5000
Additional ICT to support students with limited access to ICT		£25000
Additional TA2 to support Y7 and ensure coverage across all year groups		£20000
Specific TA2 support to close the gap on French speaking over lockdown		£5000
Staffing to support additional reading interventions through Spring and Summer term		£15000
Reflection rooms (and cover) additional capacity		£50000
Life coach or specialist practitioner input		£5000
Humanutopia sessions		£3000
Student senior leadership team, training and development	2 x £1000	£2000
	Total Expenditure	£187000

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Strand 1: Curriculum

Objectives

- Plan and implement short, medium and long-term catch-up curriculum plans for all year groups that mitigate against lost teaching time
- All students make rapid progress in their literacy & numeracy so that they have caught up deficit by Summer 2021
- Ensure year 11 and 6 students receive additional time and support to cover content missed to prepare them for summer exams
- Ensure that students in years 7– 10 receive additional interventions, support and / or time to cover content missed
- Ensure that students in years R– 5 receive additional interventions, support and / or time to cover content missed
- Ensure that additional interventions are in place for key transition groups (Reception, Year 3, Year 7)

Year 6 and Year 11

<u>Actions</u>	<u>Who/When</u>	<u>Cost</u>	<u>Success Criteria</u>	<u>RAG 1</u>	<u>RAG 2</u>	<u>RAG 3</u>
Curriculum plans re designed for Y6 and Y11 after initial assessment period	VA/HoD Nov 2020	N/A	Clear year plan for all subjects showing where urgent gaps are being addressed			
Academic mentoring in place to support Y6 and Y11 students in literacy and numeracy	BL/SCO Nov 2020	£16k	Academic mentors have timetables which are being used to support immediate gaps			
Additional holiday clubs are offered for students in Y6 and Y11 with concerted parental engagement efforts to improve attendance	VA/RL Ongoing	£10- £15k	100% attendance from identified students at specific and targeted catch up sessions			
Period 6 programme of extra teaching for English, maths and science (Y11), Reading and Maths (Y6) running throughout the year.	VA/RL Ongoing	N/A	100% attendance from identified students at specific and targeted catch up sessions			
Careers and college education is improved with a highly visible ambition wall for Y11 students.	JBU Dec 2020	N/A	All Y11 students have access to careers interviews and a documented long term plan			
PIXL strategies are used highly effectively in Y6 and Y11	BL/RL July 2020	N/A	Y6 and Y11 attainment figures are consistent with previous years and show no decline.			

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Year R to Year 5

<u>Actions</u>	<u>Who/When</u>	<u>Cost</u>	<u>Success Criteria</u>	<u>RAG 1</u>	<u>RAG 2</u>	<u>RAG 3</u>
Curriculum maps revisited to include 3 year plan to catch up lost learning	BL/RB/VA/NR Nov 2020	N/A	All SoW demonstrate where lost learning is being caught up and gap time used.			
Additional speech and Language interventions are in place for all students who require it by additional teacher capacity	BL Ongoing	£23k	Additional capacity is provided to release trained teachers for specific SAL interventions			
Gross & Fine motor skills resources purchased to support learners in R to Y2	HW Nov 2020	£1k	Additional interventions are in place to support students with poor fine and gross motor skills.			
Additional reading materials and Chrome Books purchased to support a range of interventions linked to Reading (3 sets)	BL Nov 2020	£19k	Interventions are personalised, constant and show impact.			
Provision maps are updated and accessible for all staff with excellent CPD provided.	Jan 2020 SB/SR	£5k	Staff can support in identifying and meeting the needs of children			
Additional Chrome Books purchased to support a range of interventions linked to Numeracy (3 sets). Interventions delivered by academic mentor.	BL Nov 2020	£19k	Interventions are personalised, constant and show impact.			
Additional 1:1 phonics interventions for those who require in year 1, 2 and 3 provided by additional TA/Teacher support	BL Nov 2020 – Y2 May 2020 – Y1	£23k	All children who require 1:1 interventions receive them at a time appropriate to their need.			

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Year 7 to Year 10

<u>Actions</u>	<u>Who/When</u>	<u>Cost</u>	<u>Success Criteria</u>	<u>RAG 1</u>	<u>RAG 2</u>	<u>RAG 3</u>
Curriculum maps revisited to include plan to catch up lost learning	TS Nov 2020	N/A	All SoW demonstrate where lost learning is being caught up and gap time used.			
Bridging units show clear interventions in Year 7	GMG Dec 2020	N/A	Staff feel confident and assured with the ability to adapt plans when needed.			
Knowledge organisers issued to show lost learning	KB Dec 2020	N/A	Knowledge Organisers show clearly the units that can't be caught up.			
Academic mentoring timetabled to support learning in maths and English	SCO Nov 2020	£8k	Academic mentors have timetables which are being used to support immediate gaps			
Additional ICT available to support remote learning and protect against lost learning time.	Nov 2020 SB	£25k	All students have access to ICT based interventions when required and not when possible.			
Additional TA2 to support Y7 transition and ensure adequate coverage across Y8-10	Oct 2020 SR	£20k	In class support directed appropriately to address gaps and recovery curriculum.			
Provision maps are updated and accessible for all staff with excellent CPD provided.	Jan 2020 SB/SR	£5k	Staff can support in identifying and meeting the needs of children			
Reading interventions are reviewed to ensure adequate intervention for all students with additional time purchased if required	Mar 2020	£15k	Reading interventions are focussed on data, well organised and show impact			
MFL is supported by additional language teacher to catch up lost language learning	RJ Oct 2020	£5k	Students speak more French than normal in lessons to support lost learning time.			

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Strand 2: Behaviour

Objectives

- Attendance, specifically amongst groups of disadvantaged & SEND students are in line with national figures and returning to normal
- To ensure that the academy environment is fully inclusive
- To ensure that specialist professional development supports inclusion of all children.

Year 6 and Year 11

Actions	Who/When	Cost	Success Criteria	RAG 1	RAG 2	RAG 3
Referrals for additional support are made urgently after a review of all children across Y6 and Y11	SR Oct 202	N/A	All referrals are made as appropriate for learners in Y6 and Y11			

Year R to Year 5

Actions	Who/When	Cost	Success Criteria	RAG 1	RAG 2	RAG 3
Additional capacity is created to ensure consistency when cover is in place.	SCO Sept 2020	£50k	Behaviour points for in class behaviour are not significantly higher than in previous years.			

Year 7 to Year 10

Actions	Who/When	Cost	Success Criteria	RAG 1	RAG 2	RAG 3
Reflection rooms created to ensure that core learning can be focused and allow for personalised support of individuals	SCO Sept 2020	£50k	Behaviour points for in class behaviour are not significantly higher than in previous years.			

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Strand 3: Personal Development

Objectives

- To ensure that the academy curriculum contributes to effective personal development of learners
- To review, evaluate and further develop the entitlement curriculum.
- Vulnerable students demonstrate positive mental health, wellbeing and progress positively with personal and social development
- Students’ demonstrate positive mental health and wellbeing and exceptional personal and social development

Year 6 and Year 11

Actions	Who/When	Cost	Success Criteria	RAG 1	RAG 2	RAG 3
1:1 session offered to all students with life coach or counsellor to ensure ‘fitness to learn’	CBU Dec 2020	£5k	All Y6 and Y11 students have met a specialist practitioner to identify any issues affecting fitness to learn.			
Human utopia offered to support Y11 learners and year group harmony	JBU Mar 2020	£3k	Humanutopia session delivered remotely for all Y11 learners			

Year R to Year 5

Actions	Who/When	Cost	Success Criteria	RAG 1	RAG 2	RAG 3
ABC sessions in place for key year groups delivered by PE staff.	BL Ongoing	£23k	Additional capacity is provided to release trained teachers for ABC interventions			
Review of pastoral team to include specialist EHIO and coverage of all year groups.	SB Oct 2020	N/A	Additional staff in place to support individual needs of children and not distract from learning.			
Student senior leadership team are identified and trained to support learners across the academy.	LSC/KS Feb 2020	£1k	Student senior leaders are clearly identifiable and have distinct roles.			

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Year 7 to Year 10

<u>Actions</u>	<u>Who/When</u>	<u>Cost</u>	<u>Success Criteria</u>	<u>RAG 1</u>	<u>RAG 2</u>	<u>RAG 3</u>
Review of pastoral team to include specialist EHIO and coverage of all year groups.	SB Oct 2020	N/A	Additional staff in place to support individual needs of children and not distract from learning.			
Student senior leadership team are identified and trained to support learners across the academy.	LSC/KS Feb 2020	£1k	Student senior leaders are clearly identifiable and have distinct roles.			