



Castle View Enterprise Academy

Pupil Premium Policy

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SIGNATURES:

Principal	<i>Mrs J. Owens</i>
Chair of Governors	<i>Mrs H. Mottram</i>

Overview

The Pupil Premium Grant is additional funding given to publicly funded Academics to raise attainment of disadvantaged students and close the gap between them and their peers. This grant was introduced in 2011. In 2012-13 this was extended to include any students who have been eligible for free Academy meals at any point in the last six years (Ever 6 free Academy meals measure). Funding is also made available for students who are cared for by the local authority or children of service personnel. The grant allocation is based on the annual Academy census data.

Pupil Premium funding is allocated based on the number of:

- Ever 6 FSM, which means any child that has been recorded as receiving FSM within the last six years.
- Looked-after children, supported by the local authority or those who have previously been looked after by a local authority or other state care.
- A Service Child who has one of their parents serving in the in the Armed Forces, or a child who has been registered as a 'service child' on any DfE Academy census in the past six years. This premium is designed to help, and support mitigate the negative impact of family mobility or parental deployment.

Objectives

- The Pupil Premium Grant will be used to improve teaching and learning in order to raise the standard of progress and attainment for disadvantaged students.
- The Pupil Premium funding will be used to diminish the gap between the progress and attainment of disadvantaged students and their peers.
- Where deemed necessary and appropriate the Academy will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium funding and others.
- The funding will be utilised to improve the attendance of disadvantaged students, as well as providing emotional and wellbeing support where needed.
- It will ensure that the additional funding reaches the students who need it most and that it makes a significant impact on their education and lives.

The Pupil Premium grant is not a personal budget for individual pupils and therefore does not have to be spent solely to benefit pupils who meet the funding criteria. It can be used to support other pupils with identified needs, such as those who have or have had a social worker, or who act as a carer and for whole class interventions which will also benefit non-disadvantaged pupils.

Determining the use of the Pupil Premium Funding

In order to meet the above objectives, the Governing Body and all staff at Castle View Enterprise Academy will ensure that provision is made which secures the teaching and

learning opportunities that meet the specific needs of our disadvantaged students. There will be a clear rationale of positive discrimination towards our disadvantaged students, to ensure that gaps in their knowledge are filled, and the difference in progress between disadvantaged and non-disadvantaged students is diminished.

With regards to the decisions on the use of the Pupil Premium funding:

- The Principal, in consultation with the governors, senior staff, and disadvantaged lead will decide how the Pupil Premium funding is spent for the benefit of entitled students.
- The Academy will assess what additional provision should be made for the individual and, in doing so, will recognise that Pupil Premium students are not a homogeneous group but cover a wide range of needs.
- The Academy will seek to further develop strategies and interventions by using our contextual knowledge in addition to evidence-based research to support and, where necessary, adapt strategies to meet the needs of our students.
- Ensure staff have equally high expectations of disadvantaged students and be mindful that eligibility is not associated with 'lower ability'.
- Use the funding to close the gaps in all year groups.

Our Response

All strategies to reduce the gap between disadvantaged and non-disadvantaged students are reviewed termly and, where necessary, additional tailored strategies are introduced to support our most disadvantaged students. As per guidance from the Education Endowment Fund, this follows a tiered approach and is primarily based on quality first teaching. A summary of these are outlined below and further detail can be seen on our three-year strategy plan.

Tier 1 Strategies – Teaching

- Senior and experienced teaching staff have been employed/maintained in core and Ebacc subjects to improve outcomes.
- Increased CPD to improve overall teaching and learning.
- High-quality teaching for all students, with a focus on spacing and interleaving to improve memory and recall of knowledge which is supported through our extensive cumulative testing.

Tier 2 Strategies – Targeted Academy Support

- Literacy provision delivered to students with low literacy levels in years 7 and 8.
- Positive discrimination strategies to provide additional support in learning. Whilst this list is not exhaustive, such support includes tailored seating plans, additional teacher questioning in class, additional intervention after Academy, extra homework etc.
- Year 11 mentoring of target students.

- Extensive intervention programmes which cover all year groups, uses our own staff and is also supported by online tutoring.

Tier 3 Strategies – Wider Strategies

- Attendance strategies are in place to improve the attendance of disadvantaged students.
- SNAPB and counselling programmes are in place and offer emotional support to all students.
- Bespoke CEIAG programme is in place to widen disadvantaged students' horizons.
- Support for trips and visits.
- Support is provided to disadvantaged students to help independent learning outside of the Academy.
- Increased quality assurance programme with greater focus on disadvantaged students.

Monitoring and Reporting the Pupil Premium Funding

With regards to the monitoring and reporting of Pupil Premium funding:

- The Academy will be accountable for how it has used the additional funding to support the progress and attainment of those students covered by the Pupil Premium. The SLT lead will report to the Governing Body and parents on how effective the intervention has been in achieving its aims.
- The Academy will publish online information about how the Pupil Premium is used.
- It will be ensured that parents, governors and others are made fully aware of the progress and attainment of students covered by the Pupil Premium.
- It will be ensured that robust monitoring and evaluation procedures are in place to measure the impact of the strategies used (so we can show the value that has been added to the education of entitled students).
- Pupil Premium will be clearly identifiable within the budget.
- The success of the impact of the Pupil Premium strategies and spending will be monitored, evaluated and reviewed termly.

Success Criteria

The evaluation of this policy is based on how the Academy can close the gap between socially disadvantaged students and their peers. The key outcomes for the Pupil Premium students are:

- Early targeted intervention and support for socially disadvantaged children.
- The vast majority of socially disadvantaged children will meet their individual targets as a result of quality first teaching within the Academy.
- Effective parental support, including effective transition.
- Having a whole Academy approach.

- Creating a positive Academy atmosphere in which students' differences are recognised and valued as full members of the Academy's community, developing confident and independent learners.
- Reduce suspensions.
- Improve attendance.
- Diminish the differences for outcomes at the end of KS4 for disadvantaged students and non-disadvantaged students.

Roles and Responsibilities

The Principal of Academy will:

- Expect and ensure that Pupil Premium spending is included and reported within the Academy's improvement plan.
- Discuss and consult with the SLT and governors the Pupil Premium funding and allocation, as well as impact.

The Pupil Premium Lead will:

- Be responsible for the monitoring and evaluating of Pupil Premium spending / strategies in addition to offering spending proposals to SLT and governors.
- Communicate all aspects regarding monitoring, recording and evaluating the Pupil Premium.
- Present the updates at relevant governor meetings.
- Be responsible for updating the Pupil Premium policy.

The Senior Leadership Team will:

- Monitor those departments they line manage and support and challenge them about the progress of disadvantaged students.

Teachers with departmental responsibility for disadvantaged students and Directors of Subject will:

- Be aware of the strategies being used in their departments to help diminish the gaps between disadvantaged students and their peers.
- Monitor, evaluate and review, on a departmental level, the effectiveness of any strategies or interventions being used.
- Know their departmental data, where the significant gaps exist and how they are tackling them.

The teaching and support staff will:

- Maintain the highest expectations of all students and not equate disadvantage of circumstances with low ability.
- Understand that quality first teaching is the top method of improving outcomes and will be strived for by all staff.
- Promote an inclusive and collaborative ethos in their classrooms.

- Plan and deliver high-quality lessons by using a variety of challenging and engaging strategies that cater for more vulnerable students and meet the needs of the individual child.
- Keep up to date with teaching strategies and research which have a proven track record of narrowing the gaps in attainment and achievement.
- Make sure they are aware of students who are eligible for Pupil Premium funding in their classes, so that strategies can be effectively applied at classroom level.
- Not rely on, or expect, specific intervention.

The Governing Body will:

- Discuss, support and challenge the SLT regarding the effective application and impact of the Pupil Premium spending.

Further details of spending, intervention and impact of Pupil Premium can be found on our website.