

Belfairs Academy



Pupil Premium Funding Policy and Strategic Plan

2018/2019

Date reviewed	September 2018
Version	1.0
Status	Draft
Applicable to	PP students
Author	PP Co-Ordinator
Checked by	Legra Trust CEO
Valid from	September 2018

Context of Belfairs Academy

Total Pupil Premium provision	£238,425
Number of students on roll	1387
% of students eligible for Pupil Premium	18%
Date of review of Pupil Premium Strategy	July 2019

	2016-17			2017-18		
	National	Belfairs		National	Belfairs	
	All	All	PP	All	All	PP
9-4 English and Maths %	63.9	62	42	TBA	67	51
9-5 English and Maths %	39.6	38	28	TBA	41	24
Ebacc 9-4 %	23.8	11	7	TBA	13	7
Ebacc 9-5 %	19.7	10	7	TBA	11	5
Progress 8*	0.00	-0.13	-0.44	0.00	TBA	TBA
Attainment 8	44.6	44.7	38.40	TBA	43.48	35.77

Overarching Principles

- ❖ At Belfairs Academy, all members of staff and governors accept responsibility for those students recognised as 'disadvantaged' and are committed to meeting their pastoral, social and academic needs.
- ❖ Every child who is considered to be 'disadvantaged' is valued, respected and entitled to develop to his / her full potential, irrespective of disadvantage.

Background to the Pupil Premium

Introduced in April 2011, the Pupil Premium is a Government initiative that provides additional funding aimed at students from deprived backgrounds. Research shows that students from deprived backgrounds underachieve compared to their non-deprived peers. The Pupil Premium is provided in order to support these students in reaching their potential by accelerating their progress.

The Government has used students entitled to Free School Meals and those who are looked after as an indicator for deprivation. They have given a fixed amount of money to schools per student, based on the number of students registered for Free School Meals and who are looked after by the local authority. A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these students.

Overall Objectives:

- ❖ Our Academy will ensure that the Pupil Premium funding reaches the groups of students for whom it was intended and that it makes a significant impact on their education and lives.
- ❖ The Pupil Premium will be used to provide additional educational support to improve the progress and raise the achievement for these students.
- ❖ The funding will be used to narrow and close the gap between the achievement of these students and their peers.
- ❖ The Academy will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.

How we will ensure effective use of the Pupil Premium

- ❖ The Pupil Premium will be clearly identifiable within the budget.
- ❖ The Principal, in consultation with the Governors and staff, will decide how the Pupil Premium is spent for the benefit of the entitled students. Funding will be allocated following a needs analysis which will identify priority groups or individuals.
- ❖ In making provision for socially disadvantaged students, we recognise that not all students who receive free school meals will be socially disadvantaged or underachieving.
- ❖ The Academy will assess what additional provision should be made for the individual students.
- ❖ The Academy will be accountable for how it has used the additional funding to support the achievement of those students covered by the Pupil Premium.
- ❖ The Principal will report to the Governing Body and parents on how effective the intervention has been in achieving its aims, including publishing online information about how the Premium has been used.
- ❖ The Academy will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children.
- ❖ The Academy will monitor, evaluate and review the success of the impact of the Pupil Premium Funding.

1. Barriers to future attainment (for pupils eligible for PP including high ability)

In-school barriers

A.	Pupil Premium students making slower rates of progress than their non-PP peers in some subjects
-----------	---

External barriers *(issues which also require action outside school, such as low attendance rates)*

B	Pupil Premium students are less likely to participate in enrichment/extra-curricular activities.
----------	--

C.	Persistent absence for pupils eligible reduces their school hours and can lead to them to falling behind.
-----------	---

2. Outcomes

	<i>Desired outcomes and how they will be measured</i>	<i>Success criteria</i>
A.	Gaps narrowing in all subjects across the year	Pupils eligible for PP will meet their end of year expected grades. Reporting data will show that each PP student in years 7-11 is on track (according to their flight path).
B.	Pupil Premium students are less likely to	100% of all Pupil Premium students to participate in at least 3 enrichment activities per

	participate in enrichment/extra-curricular activities.	academic year.
C.	Increased persistent absence rates for pupils eligible for PP.	Overall persistent absence among pupils eligible for PP improves from 12% to 8.5%

3. Planned expenditure						
Academic year	2018/2019					
Curriculum Support & Staffing						
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	Jan 18	Jul 18
					RAG	RAG

<p>A.Gaps narrowing in all subjects across the year for PP students</p>	<ul style="list-style-type: none"> ❖ Staff CPD. ❖ Formative and summative assessments. ❖ Quality first teaching (Excellence Framework) ❖ Quality written feedback. ❖ Robust analysis of student data to enable personalised intervention programmes and tracking of rapid progress. ❖ Department learning conversations and DIPs focusing on key target students and plans to move forward. 	<p>Ensuring that PP are high profile as a group Ensuring staff understand the factors that impact negatively on engagement, behaviour and progress of PP students.</p>	<ul style="list-style-type: none"> • Termly reporting of student data and thorough analysis of progress. • Raising Standards Leaders and SLT challenging teachers and middle leaders regarding progress of students and interventions to move them forward. These are detailed on department action plans and tracked by RSLs. • Target students observed and a focus of learning walks and observations – actions evidenced • Feedback to staff • Students' feedback will be obtained at appropriately timed student audits and ongoing conversations with students regarding the barriers to their learning. 	<p>Aspect 1 & 2 Lead</p>		
---	---	--	---	------------------------------	--	--

<p>C. Increased persistent absence rates for pupils eligible for PP.</p>	<p>Rigorous meetings between attendance team, parents, students, pastoral and progress team. Staff will continue to set personalised targets and goals for students and identify and address barriers to learning.</p> <p>Recognition and rewards for students celebrating 100% attendance. These are both individual for students and linked to academy colleges to encourage competitive element between the colleges.</p> <p>Communication of academy attendance to both internal and external stakeholders.</p> <p>Written communication to parents regarding impact of low attendance on progress and wellbeing.</p>	<p>Overall persistent absence among pupils eligible for PP improves from 12% to 8.5%</p>	<p>Belfairs Academy is tracked through rigorous reporting processes from Attendance Officer to the Senior Leadership team who track students' attendance plans to bridge gaps. Where these gaps are identified the academy has a thorough reporting model that ensures accountability and tracks impact of actions.</p>	<p>Aspect 3 Lead</p>		
Total budgeted cost Curriculum Support					£215,708	

Enrichment						
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	Jan 18	Jul 18
					RAG	RAG
B .Pupil Premium students are less likely to participate in enrichment/extra-curricular activities.	Continue excellent practice with students 100% of all Pupil Premium students to participate in at least 3 enrichment activities per academic year.	Locally engagement of Pupil Premium students in Enrichment activities is below their non Pupil Premium peer group. This is not the case at Belfairs and as such will remain a focus for Belfairs Academy. We continue to develop and improve our support to ensure students are successful and their wellbeing is a priority.	Through a robust monitoring and tracking process of all participation in enrichment activities for all students. In 2016/2017 and 2017/2018 100% Pupil Premium students participated in 3 enrichment activities.	Aspect 3 Lead		
Total budgeted cost					£11,082	

Resources						
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	Jan 18	Jul 18
					RAG	RAG
B.Pupil Premium students are less likely to participate in enrichment/extra-curricular activities.	Pupil Premium families are eligible for support with resources and uniform to ensure they can participate fully in academy life.	Nationally Pupil Premium students require support with purchasing on resources and equipment to enable them to access curriculum and wellbeing environment.	Continue with approach. We are continually focused on every aspect of growth for our students. This incorporates the academic aspects such as purchase of uniform, resources etc. These will be applied for via the Co-Ordinator following agreed finance procedure and tracked via SIMS Intervention Manager.	Pupil Premium Co-Ordinator		
Total budgeted cost					£11,635	

4. Additional detail

- ❖ Belfairs will continue to ensure that the Pupil Premium funding reaches the groups of students for whom it was intended and that it makes a significant impact on their education and lives.
- ❖ The Pupil Premium will continue to be used to provide additional educational support to improve the progress and raise the achievement for these students.
- ❖ Belfairs will continue to use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.

5. Evaluation and Reporting

It will be the responsibility of the Principal to produce a report for the Governing Body that will include:

- ❖ The progress made towards closing the gap, by year group, for disadvantaged students.
- ❖ An outline of the provision made during the term since the last report.
- ❖ An evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.
- ❖ The Governors will ensure that there is an annual statement to parents outlining how the Pupil Premium funding has been used to address the issue of closing the gap for socially disadvantaged pupils.

6. Appeal

Any appeals against this policy will be through the Governor's Complaints Procedure.