

## **PUPIL PREMIUM STATEMENT OF INTENT and PROPOSED SPEND 2018-19**

This statement of intent reflects the Academy's belief in *Inclusion for all*, that students will benefit from the widest choice of education, and that, it is the people around the child who make the real difference through the creation of a learning environment that fosters development of the whole child, promotes good attendance and learning behaviours, and instils in students confidence and resilience. It is the Academy's intention that all students will experience a school day which, in the normal course, provides an appropriate, culturally rich and broad academic curriculum, delivered to allow all students to make exceptional progress in every lesson.

Eligible students will not be withdrawn from this rich experience or be otherwise penalised through any requirement to do additional lessons or through segregation from their peers, and therefore additional lessons should not be needed to compensate for poor curriculum or teaching. The Academy's focus is on effective use of all of the resources in the course of a normal school day. In order to achieve an equal outcome the Academy recognises that it is necessary to provide unequal provision whilst not detracting from the non-PP students experience to achieve that goal. That said, this must be achieved with the utmost discreteness, nothing in the Academy's actions shall be allowed to lead to the identification of the eligible students to other students or their families.

PP funding will also be prioritised to develop and broaden an eligible student's emotional, social, moral spiritual and cultural development, to encourage their aspirations and widen opportunities, whilst sometimes it will be difficult to quantitatively measure effectiveness in the short term nevertheless that will not obstruct this priority. Where successful strategies result in improved attainment for eligible students it is the Academy's belief that these should not be reserved exclusively for eligible students, but should be deployed across the school, where resources allow, benefiting all students.

### **FUNDING**

The Pupil Premium funding<sup>1</sup> for 2018/2019 is £607.750 covering 48.3% of the students.

### **OBJECTIVES**

To deliver on these beliefs and expectations the Academy has set the following objectives in the Pupil Premium Policy, to:

- measure progress against national non-PP data (referred to as 'other' by DfE), ensuring students reach their full potential when compared to 'other national', which takes away any limiting factor of deprivation which, if compared to 'the Academy' or 'locally', could lower expectations;
- remove real or perceived barriers;
- widen experiences, aiming to develop 'the whole child' by meeting their academic, emotional and social needs;
- identify each eligible child's progress in all year groups throughout the year to prevent gaps widening
- give due regard, when seeking to deliver the policy's objectives, to sensitivity and discreteness when identifying eligible students;
- ensure eligible students are on a curriculum that will not limit their opportunities;
- instil a moral purpose and ethos in the Academy, the staff and the Governors in-line with its Christian values;
- empower staff to believe that a child's birth is not their destiny and in doing so widen horizons and raise students' aspirations for their futures;
- foster a 'no excuse' culture in the Academy, providing a clear vision for improvement;

- deliver discreet, targeted, whole-school and/or subject strategies embedded in our day-to-day teaching practice that meets the needs of each learner;
- where reasonably practicable, seek to address any underlying inequalities between disadvantaged students and their peers;
- integrate eligible students with their peers;
- introduce an element of PP performance management for all teaching and support staff;
- involve Governors in monitoring and evaluating effectiveness of strategies;
- be able to evaluate the impact of spending on strategies;
- analyse diagnostically underachievement in English and mathematics;
- provide a clear audit trail;
- use progress data and other monitoring strategies frequently to check effectiveness of teaching and adjust accordingly to secure improvement;
- secure good attendance and behaviour, instilling in students confidence and resilience;
- use an evidence-based approach;
- increase communications with parents/carers to maximise pupil engagement.

### KEY BARRIERS (specific to Q3 Tipton Pupil Premium students)

- Parental engagement
- Low levels of Literacy
- Lack of engagement
- Equipment
- Breadth of knowledge and real life experience around subjects
- English as a second language

### KEY TARGETS FOLLOWING ANALYSIS OF NEED

- Narrow the gap in attainment for grades 9 to 4 between PP and other students in mathematics and English.
- To increase Progress 8/Value Added for 2019 GCSE Pupil Premium students in the following Prior Attainment areas:

	High PA	Middle PA	Low PA*
All	✓	✓	
English	✓	✓	
Mathematics	✓	✓	
eBacc	✓	✓	
Open	✓	✓	
Science	✓	✓	
Humanities	✓	✓	
MFL	✓		-

\*Low PA is better but is still significantly below

- Achieve 96% attendance.
- 'Behaviour Incidents' no difference between PP and NPP
- Raise the awareness of Pupil Premium in the staff, including accountability and ownership.
- Bank of teaching 'in-class' strategies that can be implemented by all
- Increase attendance of parents to academy progress events to 75%
- All subjects report positive progress measure (SISRA collaboration data)
- To broaden experiences for PP students

### KEY STRATEGIES

1. SLG have a significant role in ensuring these targets are met and part of their salary is allocated from Pupil Premium funding.
2. Teaching staff have a Performance Management target for eligible students to meet their strong student target which matches that of non-eligible students.

3. Significant amount of additional staff are employed at Q3 Tipton to meet the needs of the intake and ensure the smooth running of the Academy. In other Academies within the Trust these additional staff are not appointed. These additional staff are accountable for all key Pupil Premium measures as their work impacts on the success of pupil premium outcomes.
4. All subject areas and areas with Pupil Premium responsibility to document and update at least four times a year their Pupil premium plan
5. All meetings to include Pupil Premium as a standing agenda item.
6. Develop the moral purpose amongst all staff to understand the impact they can have on a child's future.
7. Accountability placed on each subject to achieve Q3 targets.
8. Part-fund all school trips for eligible students.
9. Part-fund music tuition
10. Provide broader experiences, for example, trips to London and seaside
11. Reduced costs Year 11 students' workbooks and revision guides
12. Print the Interim Reports and post home (non-eligible students' access on parent portal).
13. Contact parents prior to parents' evenings/days to secure an appointment.
14. Monitor attendance at consultation days and follow up with communication home.
15. Subject meetings with SLG (Data) and Head of School four times a year to discuss all outcomes following data collection with a particular focus on PP students
16. Breakfast provided for all students
17. Family Liaison Worker to raise attendance and engagement
18. All Y11 students to have more regular meetings with Careers Officer to secure destinations
19. CIAG
20. Continue the monitoring of progress to identify the widest gaps between predictions and targets across 8 qualifying subjects with a subsequent targeted personalised intervention package to consisting of key members of staff led by the Head of Year and associated staff with significant involvement of the Senior Leadership Group. A weighted proportion of students selected for this intensive support are in favour of eligible students.

## BREAKDOWN OF PROPOSED SPENDING

<b>Staff</b>	<b>Annual Amount</b>
*Senior Team (part salary)	5 x £12,000
Data Team (part salary)	2 x £12,000
Attendance Directing Behaviour/Attendance Team (part salary)	2 x £12,000 Attendance Team 2 x £12,000 Behaviour Team
Year Heads (part salary)	5 x £12,000 = £60,000
Additional Safeguarding	£20,750
Deputy Head of Year	5 x £20,000
Cover Team (part salary)	4 x £12,000
Academic Coaches	2 x £15,500
Deputy Behaviour Managers	2 x £20,000
Behaviour Support Team	2 x £15,000
Deputy SENCO	£20,000
Literacy Champion	£20,000
QFIL	£25,000
<b>Specific Staffing Total</b>	<b>£526,750</b>

<b>Other Spend</b>	<b>Activity</b>	<b>Total Cost</b>
Staff training*	10 hours staff training T&L £30/hr for 80 staff	£20,000.00
External trainers (CPD)*	T&L	£4,000.00
Classcharts*	Behaviour patterns	£1,000.00
Uniform/Equipment	Emergency provision due to unforeseen circumstances	£2,000.00
Transition week	Y6s and 11s	£5,000.00
Part funded trips	Trips	£15,000.00
Rewards	Q Points worth 1 pence each	£8,500.00
Capitation	Subject Resource	£10,000.00
CCF	Cadets	£7,500.00
Enrichment*	Non-curriculum activities	£5,000.00
Music Tuition (part funded)	Individual lessons	£3,000.00
		<b>£81,000.00</b>

**Total Cost - £607,750**

*\*These activities are funded through use of PP allocation contributing 50% of the cost. The Academy funds the other 50%*