

PUPIL PREMIUM PLAN AND REVIEW

Purpose

The Government provides academies and schools with additional funding to help reduce inequalities and gaps in attainment between those students who are on free school meals (FSM) and their peers. This funding is called the Pupil Premium.

Every academy and school can select how they choose to use their Pupil Premium as they are best placed to assess what additional provision should be made for students. Pupil Premium was first introduced in April 2011. It is allocated to students who are currently known to be eligible for free school meals, have received free school meals in the last six years and pupils who have been looked after continuously for more than six months.

Use of the Pupil Premium at Grace Academy Solihull 2017-18

Our intention goes well beyond simply narrowing the gap between those who are economically advantaged and those who are not. We are determined to ensure that all students, irrelevant of background or prior attainment, have the opportunity to attain qualifications and attributes necessary to succeed at a world class university or prestigious apprenticeship.

Grace Academy Solihull recognises that eligibility of Pupil Premium is not about low ability and, students who are our highest achievers are not always economically advantaged, therefore the allocation and spending of the additional funding is influenced by your child's subject teachers. All teachers, subject areas and departments have the opportunity to introduce progress strategies into the day to day learning of your child, potentially supported by the Pupil Premium funding

For 2017 - 2018, Grace Academy Solihull will receive [is £322,575.00](#) in Pupil Premium.

KEY AREAS	PLAN	IMPACT
Understanding your child.	Grace Academy Solihull is committed to personalised learning. Every student eligible for Pupil Premium will have a meeting with their Assistant Head of Year or Student Support worker. They will have an opportunity to discuss any concerns around potential barriers to learning or indeed how they can be stretched to attain the higher grades.	The tracking of the students throughout the year is essential. Students will have a stake in the process and this opportunity to engage will support aspiration, attainment and attendance. There will be regular reviews, using data tracking analysis and a final review to measure academic achievement and student well being.

<p>Data tracking that identifies the gaps</p>	<p>To support personalised learning, regular and accurate assessments will take place at each assessment point. Where special educational needs are identified and deficits in literacy and numeracy are noted, additional and focused small group work will take place.</p> <p>Data tracking is used rigorously across the whole academy and identifies all underachieving students. A disproportionate number of these are economically disadvantaged students. Subsequently progress and interventions are based on underperformance and other factors that contribute. These might be related, for example, to attendance, behaviour, or factors outside of school.</p> <p>Pupil Premium students are high profile amongst teaching and support staff. Parents and carers are encouraged to be aware of the support that is available to their child.</p>	<p>The data tracking for students with the lowest attainment on entry will be sharper. Moving from sub-levels to micro-steps in literacy and numeracy will support this improvement and prevent students becoming 'stuck' at a particular level, or becoming disaffected as progress feels too slow.</p> <p>Equally, students who enter the academy as high attainers will be identified quickly to ensure progress does not lose momentum and opportunities for accelerated learning are missed.</p>
<p>Effective teaching and learning</p>	<p>All staff recognise and accept that the vast majority of students' progress is from good teaching and learning on a day-to-day basis. Independent learning, literacy for learning and higher order thinking skills are promoted within lessons.</p> <p>A twilight inset will be delivered to ensure teaching staff understand what a disadvantaged student is and examples of strategies and techniques that can be employed to improve progress of PP students. Teachers will be actively encouraged to identify strategies that will engage Pupil Premium students. They will have the opportunity to enhance the learning experience of</p>	<p>Teachers will be acutely aware of their Pupil Premium students and the need to ensure the appropriate progress is being made. As a result, students will be increasingly engaged, where applicable attendance will be improved and overall progress will be enhanced.</p> <p>Data rich seating plans will ensure peer learning is supportive, and the appropriate interventions can be implemented.</p>

	students; quickly identify talents or aptitudes within their specialisms.	
Literacy and numeracy support	<p>Good literacy and numeracy skills are a whole school focus. Improving literacy, including literacy for learning is embedded through all subjects.</p> <p>Visual literacy prompts are evident in all classrooms and inspirational quotes (subject specific) are displayed throughout learning corridors.</p>	Exposing all students to articulate and inspiring phrases, and key words will promote and encourage students to expand their own vocabulary. Students with weak literacy skills will gain confidence.
Good Attendance	<p>There is a direct correlation between outstanding attendance and outstanding progress. 100% attendance is promoted at all times.</p> <p>Pupil Premium students will be offered breakfast during a distinct breakfast club.</p> <p>Attendance strategies will be monitored to measure impact.</p>	Students will be encouraged to attend the academy earlier. The breakfast club will provide registered students a time to eat breakfast in a safe and sociable environment, which will help with concentration throughout the morning lessons.
Curriculum	On occasion, additional support might be necessary for a student to be successful. Where appropriate, suitable alternative curriculum provision will be offered.	This will provide respite for students and opportunities to reengage with learning.

<p>Examples of potential interventions and support: (This is not a substantive list)</p>	<p>TA support Mentoring support Behaviour support (involvement of specialist where appropriate) Attendance Officer to work with children and families Family Worker: offering additional support for family engagement with the academy, and signposting to other agencies where necessary Breakfast clubs After school clubs Trips Rewards Educational seminars/guest speakers Accelerated Reader programme Music lessons Revision guides Gifted and Talented programmes Counselling (involvement of external specialists) Homework clubs 1-2-1 tuition</p>	<p>The Pupil Premium Plan will respond to students' individual needs. Data tracking, academic, attendance and behaviour will be integral for targeted provision, intervention and support.</p> <p>The voice of the student and their parents will be considered alongside the recommendations of teachers and support staff. .</p>
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Pupil Premium Forecast Spend 2017/18	
Pupil Premium – Funding	
Pupil Premium Allocation 2017/18	£322,575.00
Percentage of 'Disadvantaged' students 58.99%	

Pupil Premium Forecast Spend 2017/18

Pupil Premium - Funding

Pupil Premium Allocation 2017/18 £322,575

Staffing

Total

SEN Support 65%	£41,430
Student Support Mentor 100%	£31,426
Attendance Mentor 50%	£18,516
ALT Support and Administration 10%	£21,535
Pastoral Support AHOYs 20%	£29,000
Music tuition	£3,000
HOD Support - 20%	£71,451
SEN services	£15,000

Teaching and Learning

Literacy/Numeracy Resources	£5,000
Literacy Support Accerelated Reader	£1000
Educational Enrichment	£5,000
Revision Support	£3,386

Students Support

Transport	£3,000
Alternative Provision	£10,000
Trip Contribution	£10,000
Uniform	£838
CEIAG	£1000
Reward for good B & A	£7,000

Total Forecast Costs as at 31/08/18 £277,582

Balance £44,993

Examples of how this money will be used include:

- Assigning budgets to core subjects and senior leaders to that resources can be provided for disadvantaged students
- Funding educational trips and excursions to help disadvantage students access the curriculum
- Supporting the Accelerated Reader programme enabling disadvantage students to access literacy resources and to motivate them becoming enthusiastic readers
- Providing breakfast for disadvantaged students, targeting those students with poor attendance and/or punctuality.
- Targeting disadvantaged students with poor attendance, engaging parents and offering mentoring
- Funding numeracy and mathematics educational programmes
- Funding inspirational speakers for year 10/11 disadvantaged students, supporting with revision techniques and coping with exam stress
- Sourcing/funding career opportunities to build the cultural capital of disadvantaged students
- Funding resources to aid the progress of eligible students
- Opening up the funding to all departments and year groups so teachers can apply for funding for bespoke and/or specific interventions

Summary

Raising aspirations and supporting improving attendance of our Disadvantaged students was a priority for Grace Solihull in 2016/17, and as a result some of the funding was directed into improving attendance and educational trips/educational speakers. Plans are due to replicate some of the most successful strategies. Resources were provided for students taking examinations, and providing breakfast for all Disadvantaged students remain a key priority in terms of increasing engagement.

Future Planning 2018/19

The academy has identified the needs of those pupils receiving Pupil Premium funding, and have decided to continue using current strategies and provisions, whilst also focusing on developing the following areas:

- *Continue to raise aspirations: guest speakers, work-shops (creative writing, extra-curricular activities and curriculum based trips)*
- *Staff and Governors to attend CPD on Pupil Premium, with curriculum adaptations to reflect the needs of disadvantaged students – key focus on ‘closing the gap.’*
- *Actively promote literacy in all subject areas and expand the Accelerated Reader programme.*
- *Pupil Premium Policy review November 2017*
- *Introduce Peer Assisted Learning for Maths and Humanities*