



Pupil Premium Policy

Author's Name	Mr M. Appleton
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Signatures:

CEO Principal	Mrs J. Bridges Mrs J. Owens
Chair of Governors	Mrs H. Mottram

Overview

The Pupil Premium Grant is additional funding given to publicly funded schools 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 school meals at any point in the last six years (Ever 6 free school 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 school census data.

Pupil Premium is calculated by the number of students recorded as:

- Ever 6 FSM which means any child that has been recorded as receiving FSM within the last six years.
- Students who have been adopted from care or have left care.
- A Service Child, whose parents have been in the Armed Forces within the past four years or are in receipt of a pension under the Armed Forces Compensation Scheme (AFCS) or the War Pensions Scheme (WPS). This premium is designed to address the emotional and social well-being of these students.
- Having a Special Guardianship Order which includes students who have local authority care for any of the following reasons: adoption, a child arrangements order, or a residence order.

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.
- Catch-up premiums will also be used alongside the Pupil Premium Grant to support those students who have been impacted most by the Covid-19 pandemic.

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 regard to the decisions on the use of the Pupil Premium funding:

- The CEO and Principal, in consultation with the governors, senior staff, and PP 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.
- We 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

- Non secondary ready and nurture groups for students in years 7 and 8.
- 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 and increased staff accountability for targeted students. All selected students have dedicated mentor meetings with the Pupil Premium SLT lead.
- Extensive catch-up programme which includes school-led tutoring from our own staff, academic mentoring from our own staff, and online tutoring delivered through the National Tutoring Programme.

Tier 3 Strategies – Wider Strategies

- Attendance strategies are in place to improve the attendance of disadvantaged students.
- SNAPB & 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.
- Laptops and internet access issued to disadvantaged students to support independent learning outside of the Academy.
- Increased quality assurance programme with greater focus on disadvantaged students.

Monitoring and Reporting the Pupil Premium Funding

With regard 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 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 student Academy 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 teaching first 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 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.