

Pupil Premium Policy

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"At Erdington Academy (KSSC) we aim to enable students to develop fully their personal talents and academic abilities in a happy and supportive environment."

Scope of this Policy

This policy should be read in conjunction with the Teaching & Learning Policy, Curriculum Policy and with our Charging & Remissions Policy.

This document explains how we spend our Pupil Premium Funding to make our Mission Statement a reality for **all** young people. For students entitled to free school meals, children in care, children of parents in the armed forces, the school receives the pupil premium. For 2015/16 this will be £900 for students on free school meals and children in care and £300 for children of parents in the armed forces. The amount received for children in care will rise to £1,900 from April 2014. Students on roll at the annual census who have been on free school meals in the last 6 years (known as 'Ever 6') will also gain extra funding for the School.

Securing Success for all Young People

When students enter Erdington Academy we ensure we know and understand the starting points for their academic progress through our thorough transition process and partnership work with our Primary feeder schools. We gain valuable information from their Primary Schools and additionally we carry out several important baseline assessments such as student reading ages and baseline testing. This acts as a basis for focussed tracking in student attainment and progress, ensuring the impact of outcomes from effective teaching and learning are maximised and cost effective.

The pupil premium will be spent on ensuring that **all students** are making progress in the key skills required to succeed at Erdington Academy and ensure they are properly prepared for each stage of their education. The most important skills are;

- Reading
- Speaking

- Writing (including spelling)
- Use of Number.
- Listening and auditory processing

Without these skills students will not reach their potential. For students who enter the school with reading ages well below their chronological age we will deliver a personalised programme of “catch up” to help them improve on this vital skill. The catch up reading and literacy programme will be based on regular intensive small group sessions.

Alongside this we want to encourage students to read for pleasure. Ensuring that both young people and their parents have access to high quality stimulating reading materials is a priority. Within the curriculum we pay for additional staffing which can help us design learning which is personalised to the needs of individual and to groups of learners.

Throughout their time at Erdington Academy, we will intervene to support students who fall behind in these core skills. This will be done through interventions such as:

- Small group interventions
- One to One Tuition
- Additional support classes, either after school or during Holiday time (i.e. Summer School, Easter Revision and Saturday School)

In recent years, we have found this particularly effective in helping students gain the skills and confidence to succeed. Attainment data to evaluate the impact of the pupil premium is currently being tracked using an excel spreadsheet. In addition, from September 2015, this data will be monitored using tracking software which not only demonstrates progress and impact but also value for money. The information will be used by staff to evaluate and target progress within departments.

Supporting students Well-Being and Behaviour

For many students becoming a teenager is not the easiest of times. This can lead to emotional difficulties both at home and at School. We believe that employing high quality staff to help students overcome their particular barriers to learning is essential. There are many students who do rely on this to succeed at School and without this personal approach will become disengaged from School. This mentoring will mean supporting students, emotionally, including counselling, but also ensuring that they are challenged to work hard, succeed and overcome their barriers to learning. Some of this work involves helping students to raise their aspirations. Therefore, some funding will be targeted at helping students identify future opportunities. For example, opening their eyes to the possibilities of further and higher education through the Careers Fair, the Careers Show and external speakers.

Ensuring Equality of Access to the Curriculum

A key aspect of our ethos at Erdington Academy is our belief that we need to develop memorable learning experiences through quality teaching. This includes curriculum trips and

visits. We also believe that all students benefit greatly from a residential experience. Our after School Homework programme provision is extensive and inclusive. The pupil premium will be used to support students whose families are on low incomes to access the programme. Specific curriculum opportunities such as working with a qualified sports coach for GCSE PE, or receiving ingredients for Catering will all be funding through the Pupil Premium fund.

A key part of our mission statement focuses on developing the talents of the students. We believe that talents such as sport music dance drama will only develop into a lifelong passion by providing a high quality extended curriculum. The pupil premium will also help **all** students access this curriculum and help students discover their talents.

All Key Stage three students will receive the key items of equipment to access the curriculum:-

- Stationary set
- School Bag
- Dictionary
- Calculator

All Key Stage Four stages will receive the key items of equipment to access the curriculum:-

- Revision Books for each subject
- Scientific Calculator
- Subject Specific equipment

Supporting Parents

Bringing up teenagers is never an easy time. The additional stresses provided by financial worries will also impact on this. We believe that providing high quality support to parents of students who are finding it difficult to progress at School can impact greatly on their success at School. We provide regular meetings where parents can discuss their concerns and jointly identify strategies which can help students succeed at School and at home. As part of our commitment to breaking down socio-economic barriers to attending schools, the Pupil Premium fund is used to purchase a range of school uniform at the beginning of each year:-

- A blazer with badge
- White shirt
- School Tie
- Black trousers
- Black shoes