

Pupil Premium at Clarendon Academy (2017-18).

The Pupil Premium is an allocation of money that is given to schools to specifically assist children who fall into at least one of the following groups:

- They are currently eligible for free school meals (FSM)
- They have been eligible within the last six years for FSM
- They have been identified as a Looked after Child (LAC).

This money is specifically designed to help us to raise the achievement level of the students in these groups who have previously been identified as being disadvantaged through economic hardship. We also receive a premium for students whose parents are currently serving in the armed forces. This money is specified to help with the emotional and social wellbeing of these pupils.

How the funding is used:

The funding is used to ensure the maximum impact of all of our key improvement strands so that no child is left behind. Where appropriate, personalised programmes are used and additional funding is directed to eligible students for bespoke additional support in relation to these strands, and to ensure equal opportunities in all areas:

- A whole school ethos of attainment for all
- Raise aspirations particularly with regards to pathways into FE, HE and employment
- Disruption free learning
- Attendance
- High quality teaching for all
- Meeting individual learning needs
- Effective deployment of teaching and support staff
- Data driven teaching which is responsive to evidence
- Clear, responsive leadership at all levels

Pupil Premium Funding 2017-18

Number of Students Eligible	Total Pupil Premium Funding Received	10 Areas of Allocation	Approximate Amount Allocated to each Area:
???????	£215 000	<ol style="list-style-type: none"> 1) 2.5 x Pastoral Support Leaders. 2) 3 x Inclusion Team – social, emotional, behavioural support. 3) ADT Support TA, supporting PP students with DT projects. 4) Leadership of Inclusion Team – staffing costs. 5) Reading Wise programme with PP prioritised. 6) Nurture and Personalised Tuition Resource Area – additional tuition and support for approximately highly vulnerable disadvantaged students with complex social and emotional needs. 7) Counselling Service with PP prioritised. 8) Careers Guidance Service with PP prioritised. 9) Peer Mentoring Service with PP prioritised. 10) Inclusion Fund (trips, equipment, replacement uniform) 	<p>£60K</p> <p>£50K</p> <p>£12K</p> <p>£69K</p> <p>£1K</p> <p>£4K</p> <p>£2k</p> <p>£5</p> <p>£2K</p> <p>£10K</p>
		Total:	£215K

Aim:

Every student achieves excellent progress.

Objective:

Use Pupil Premium Funding effectively to ensure all Pupil Premium students make excellent progress through highly effective provision and additional support where necessary.

Strategy:

Specifically Champion, Plan and provide effective Monitoring for Pupil Premium eligible students in all key areas of school improvement.

Tactics:**1 – Five PP Champions**

Whole school Pupil Premium Champion – Headteacher, M Stenton

Key Stage 4 Pupil Premium Champion – Assistant Headteacher, J Berry

Key Stage 3 Pupil Premium Champion – Assistant Headteacher, S Newton

6th Form Pupil Premium Champion – Head of 6th Form, N Copeman

Looked after Children Champion – Assistant Headteacher, T Nolan

Monitoring Impact Champion– Lead Practitioner for Data, Assessment and Reporting – C Turze

2 – Pastoral Support Leads – all with PP Prioritisation instructions.

Eagle PP Pastoral Lead – F Bignold

Falcon PP Pastoral Lead – N Howell

Kestrel PP Pastoral Lead – C Manning

3 – Leadership of Teaching, Curriculum and Assessment having PP as a priority focus.

Teaching – Assistant Headteacher, I Carse

Curriculum – Assistant Headteacher, D Lawrence

Inclusion – Assistant Headteacher, J Berry

Assessment – Lead Practitioner, C Turze

4 – Outstanding Behaviour and Attendance for All strategy

Four Tier Binary Behaviour Policy - led by Assistant Headteacher, J Berry

Core Attendance Team with PP Prioritisation - led by Assistant Headteacher, S Newton

5 – Parental Engagement Strategy

Supporting parents of PP Students with all of the above as required – coordinated by Assistant Headteacher T Nolan, supported by Assistant Headteacher S Newton and Head of House H Smith.

Plan 2017-18

Key objectives	Baseline – where are we now?	Impact Target – where do we want to be? What will have changed?	Specific actions - How are we going to get there? What exactly will be done?	Who is responsible for doing this and/or monitoring this?	Dates – when will this happen?	Resources Including costs £	Progress review Each Term.
1 Ethos	July 2017 – delivered the Team Clarendon expectations of all.	100% Consistency of Team Clarendon expectations across all areas.	<p>Relentless narrative about the values and demands of Team Clarendon. Displayed on every door, talked about every day.</p> <p>Cabinet Leadership Model to drive consistency and excellence in every faculty.</p> <p>Individual Attitude Marks and subsequent league tables to show success and areas for intervention in meeting Team Clarendon standards.</p> <p>Continue to celebrate student achievement through weekly House assemblies – and end of term assemblies.</p>	<p>M Stenton</p> <p>M Stenton</p> <p>N Copeman and C Turze</p> <p>H Smith, T Nolan, S Newton</p> <p>D Lawrence</p> <p>J Berry</p>	<p>Started July 2017.</p> <p>Need evidence of 100% Consistency by December 2017. Termly</p>	<p>All staff must adhere to this policy.</p> <p>Minimal Display costs.</p> <p>£3K Rewards Budget.</p>	

			<p>Immense pride in school uniform – zero tolerance of deviation – emphasis on inclusivity and team ethic. All who need financial support to achieve this are given it. Morning Team Check ensures consistency.</p> <p>As above for school equipment.</p>			<p>Family Support Fund from PP: £xxxx</p>	
2 Behaviour	<p>Good behaviour re-established across the school in July. We now push for eradication of low level disruption in all classrooms to return to outstanding behaviour.</p>	<p>Meet neutral P8 target by June through relentless focus on learning in lessons without any low level disruption plus additional support.</p>	<p>Four Tier Binary Behaviour Policy: zero tolerance of low level disruption.</p> <p>Creation of Behaviour Support Team and Resource.</p>	J Berry	<p>Launched July 2017.</p> <p>Started September 2017.</p> <p>Outcomes target is summer 2018.</p>	<p>Salary costs: £xxxx</p> <p>Behaviour team of three core support staff created from existing TAs.</p>	
3 Attendance	<p>Requires Improvement: below 93% in 2016-17.</p>	<p>95% whole school attendance with no negative PP differential.</p>	<p>Core Attendance Team created with Pastoral Support Leaders led by Assistant Headteacher. PP prioritised at weekly planning meetings.</p>	S Newton	<p>Launched July 2017.</p>	<p>Salary costs PSLs. £xxxx</p>	
4 Teaching and the Curriculum	<p>Impact of Teaching in most areas is good but differential in outcomes for PP needs eradicating positively.</p>	<p>Meet neutral P8 target by June .</p>	<p>Relentless focus on learning in lessons led by new Assistant Headteacher and focussing on consistent excellent practice by all – SOLO Taxonomy model - and quality CPD led by Guiding Coalition of outstanding teachers in the school.</p>	I Carse.	<p>Launched July 2017.</p> <p>Started September 2017.</p> <p>Outcomes target is</p>		

			<p>Learning Walks every day determine effectiveness and where additional input is needed.</p> <p>Impact on all students means focus on Teaching Standard 5 Demand.</p> <p>Additional interventions – Lesson 6 – targeted principally at PP students.</p>	<p>A Sanchez</p> <p>J Berry</p> <p>D Lawrence. 1 ; 1 Mentoring for identified students in Maths and English.</p>	<p>summer 2018.</p>	<p>Cost of English and Maths mentors: £xxxx</p>	
5 Individual Needs and Support	<p>Has not been effective in raising standards.</p>	<p>Meet neutral P8 target by June .</p> <p>Ensure all who need support throughout the school are making good progress.</p>	<p>New SENCO is Assistant Headteacher leading on Behaviour and Inclusion.</p> <p>Complete re-design of SEND classrooms and roles of TAs.</p> <p>Use of highly structured differentiated timetables where required.</p> <p>Use of Reading Wise software as required.</p> <p>Increased support in ADT curriculum area.</p>	<p>J Berry</p>	<p>Planning and preparation completed summer 2017 for September 2017 launch.</p> <p>Outcomes target is summer 2018.</p>	<p>Cost of increased support in ADT.</p> <p>Cost of Reading Wise scheme.</p>	
6 Staffing	<p>Restructured Leadership summer 2017 and good teaching overall since OFSTED 2012 – some areas of require improvement. Need new deployment</p>	<p>Consistently good provision throughout, with excellent faculty leadership, resulting in positive progress (P8)</p>	<p>Cabinet Leadership Model – slimmed down structures of senior and middle leadership for consistency and collaboration across the academy, entirely focussed on learning outcomes, student progress and how best to achieve in all areas.</p> <p>TAs focussed on specific roles and Inclusion, led by</p>	<p>M Stenton</p> <p>I Carse</p> <p>J Berry</p>	<p>Neutral to Positive Progress 8 by summer 2018 with no negative PP differential.</p>	<p>N/A as new structures are a significant saving on previous structures to ensure resourcing elsewhere.</p>	

	plan for support staff.	by all students.	Assistant Principal, following precise policies and intervention strategies.				
7 Outcomes	<p>Progress and attainment of Pupil Premium eligible students is behind that of non-PP and therefore Requires Improvement.</p> <p>Progress indicators September 2017 suggest overall Progress in the school has made a significant improvement since 2015-16.</p>	<p>Meet neutral P8 target by June.</p> <p>Ensure all who need support throughout the school are making good progress.</p>	<p>All of the above work on leadership, behaviour and teaching is designed to deliver an excellent school in which all students make good progress.</p> <p>Lessons will be monitored on a daily basis, CPD will be fortnightly and the Cabinet will meet weekly to monitor progress.</p> <p>Targeted support and interventions will prioritise PP students and be forensically monitored for impact. The curriculum will continually be developed to best meet the needs of all and ensure aspirational destinations.</p> <p>High Ability Pupil Premium students will be mentored to ensure they at least reach target grades, choose the right GCSE and 6th Form course and access Higher Education.</p>	<p>M Stenton</p> <p>I Carse</p> <p>M Stenton</p> <p>J Berry</p> <p>C Turze</p> <p>D Lawrence</p> <p>N Copeman T Nolan D Lawrence</p>	<p>Neutral to Positive Progress 8 by summer 2018 with no negative PP differential.</p>	<p>N/A as new structures are a significant saving on previous structures to ensure resourcing elsewhere.</p>	