

Our Lady of Mercy Catholic Education Trust



St Anthony's Girls' Catholic Academy

Policy type:	School
Policy:	Pupil Premium Policy
Ratified by MAT Directors:	December 2019
Head Teacher signature:	<i>M. Shepherd.</i>
Chair of Directors signature:	<i>Shepherd.</i>
Review Date:	December 2020
Ownership:	M. Lanaghan (Deputy Head)

Introduction

This policy has been developed to take into consideration our Mercy ethos and local and national policy and guidance.

What is the Pupil Premium?

The Pupil Premium funding is a Government initiative that targets extra money at pupils from deprived backgrounds. Research shows that pupils from deprived backgrounds underachieve compared to their non-deprived peers. The Pupil Premium is provided in order to support these pupils in reaching their potential. The Government has targeted pupils entitled to Free School Meals (FSM) , Looked After Children (LAC) and Service Children for Pupil Premium money.

The Pupil Premium in St Anthony's

All staff will work with a focus on the academy ethos ie

- Christ centred
- Faith enlightened
- Building communities
- The education of the poor particularly women and girls
- Pursuit of excellence

It is believed that every child should get support not just those who receive Pupil Premium. All teachers believe that every single child can achieve. All own the successes and everyone is responsible. Deprivation is a barrier not an excuse.

Closing the gap

The Government is not instructing schools how they spend the Pupil Premium. It is not ring-fenced and schools can use the money as they see fit. The Government is however clear that schools will need to employ strategies that they know will help to support those entitled to Pupil Premium to increase their attainment and "close the gap." Decisions over how the money is spent are the decision of the Head Teacher, having been delegated this responsibility by the Governing Body.

In St Anthony's it is believed that the following will be important factors in closing the gap-

- Outstanding teaching and learning
- Staff accountability

The attainment gap will be closed by using waves of intervention-

Wave 1- Inclusive teaching and learning for all leading to outstanding outcomes for all

Wave 2- Additional intervention to enable students to meet minimum target grades

Wave 3- Additional highly personalised intervention. This could include 1-1 mentoring social and emotional support/behaviour management

For disadvantaged/struggling learners one intervention may not be enough. It will be important to 1. identify the area of greatest need and 2. have a clear focus on improving learning (not just behaviour or attitude) and 3. the effects need to be cumulative so tracking and evaluating will be important.

Review meetings

All student progress (including Pupil Premium students) is discussed regularly at every level of leadership in the Academy. Pastoral Leaders report on interventions in place/needed. After assessing pupil needs an action plan is formulated. This involves engaging students, staff and parents.

2018-19

Grade 5+ in English and Maths	Pupil Premium (54)	All students (201)
% achieving	44.1%	57.1%
EBACC average point score	3.91%	4.83%
Progress 8 score	-0.21	0.08
Attainment 8 average score	43.58	51.98

Pupil Premium 2019-20 (Forecast)

There are 238 Students eligible for Pupil Premium. Funding is as follows- FSM=£935pp Ever 6= £935pp Post LAC= £2300pp
LAC=£2300pp
Service children=£300pp

Total projected funding £217,920

Types of provision 2018-19

- **Transition programmes** from primary to secondary school.
- **Summer school**- St Anthony's summer school allows students to become familiar with their new school environment making transition from primary to secondary less stressful. It develops team building and skills to build their confidence. This takes place during the first week of the summer holidays. Teaching staff are employed to provide this summer school and materials are supplied.
- **Reading club**
- **Literacy support**- literacy intervention incurs staffing costs in order to timetable this additional work in English for identified intervention groups.
- **Mathematics intervention**- This incurs staffing costs in order to timetable this additional support. Staffing costs to deliver HLTA (Higher Level Teaching Assistant) work in Maths for identified intervention groups. An off-site maths Immersion Day for year 11 students incurs staffing and facilities costs.
- **Collaborative learning**
- **Digital technology**
- **Additional learning support** for vulnerable students
- **Funding of equipment**
- **Bespoke individual support**
- **Funding tuition fees** eg Music and participation in elite sports and athletics events, e.g. swimming lessons.
- **Funding of educational visits/enrichment activities**- The academy undertakes well over 100 visits each academic year to enrich the curriculum, broaden horizons, increase aspiration and enjoyment. A sample list of these visits can be found on the school website. A number of these visits are subsidised by the academy to a varying degree.
- **Daily breakfast club**- the academy provides breakfast for students daily. Catering staff are employed to operate this daily service, facilities costs are also incurred.
- **Exended Schools programme**- This includes
 - Cook it club
 - Craft and jewellery making
 - Trampolining club
 - Ski club (Silksworth dry ski club)

These activities are subsidized and assist with transition and provide a “safe place to be”. These activities incur materials costs, staffing costs and facilities costs.

- **Music tuition, choir, music events and productions-** These activities are subsidised. They incur staffing, facilities and equipment costs
- **Training and development-**The academy releases staff to undertake continuing professional development activities to support all students, but with a specific emphasis on the achievement of vulnerable students. This incurs travel and “cover” costs.
- **Weekly lunchtime and after school clubs and activities-** The academy provides over 150 activities during lunchtime and after school. These range from one to one and small group support, such as fun club, maths club, jewelry making, chess club etc, to large clubs such as Ski club which have over 50 members and meet each Friday at Silksworth Dry Ski Club. These activities are supported. Facilities costs are incurred for activities held in school.

Provision 2018-2019	Approximate Cost	Support
Pastoral staff - % of salaries	115,500	Provide support to students with issues of a pastoral nature, including attendance, behaviour and emotional support. Engage with parents to ensure students reach their full potential.
Director of Student Support	28,000	Designated member of staff dealing with our most vulnerable students, linking with external agencies as appropriate
Literacy Co-ordinator	2,667	Provide whole school and targeted support for students with low levels of literacy
Numeracy Co-ordinators (2) TLR's	2,667	Provide whole school and targeted support for students with low levels of numeracy
Teaching Assistants	58,872	Provide specialist 1-1 support in a variety of ways
Breakfast club	4,500	Catering team provide breakfast and a safe place for students before school
Summer School Transition events	2,000	Ensures a smooth transition to secondary school and boosts confidence
Y7 Transition Co-ordinator	7,647	Provides support to ensure a smooth transition , link with primary schools to get to know students before they arrive at secondary school
Counselling costs	2,000	MIND counselling for our most vulnerable students
Digital Learning Technologies	4,166	Supporting students through online learning and careers advice and guidance
IRIS Connect	4,210	Professional learning platform to enable excellent outcomes for teaching staff
School Visits	18,000	Financial support to pupils to enable them to participate in school visits and courses
School uniform and equipment	2,000	Supporting disadvantaged families with items of uniform and other necessary items
Hairdressing course	13,500	Small cohorts of KS4 PP students benefit from this extra curricular course
Music Tuition	2,000	Students are able to receive instrumental instruction
Revision materials and activities	10,000	Intensive revision days/weekends for Maths/English and EBACC subjects. Students provided with necessary text books for exam preparation.
Mentoring Programme	500	Year 11 Programme providing 1:1 mentoring for support according to individual needs
Rewards Programme	1,500	Celebrating success including Antonian Awards ceremony and Termly Assemblies
Continuing Professional Development	5,000	Professional Development courses for staff to ensure they are equipped with skills necessary to close the gap and support students
Lunch time extra curricular activities	2,000	Subsidies for equipment, incentives and rewards to encourage participation in a variety of learning activities
TOTAL COST	282,229	

This list of spending is not exhaustive and outweighs the Pupil Premium funding received. The Academy funds a lot of opportunities for students in addition to the provision listed here.

Please also refer to Pupil Premium Strategy Statement and Review 2018-19 and Pupil Premium Strategy Statement 2019-20