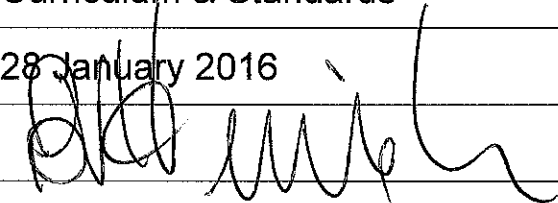




PUPIL PREMIUM POLICY

Policy version control:

Origins of policy	Stoke High School – Ormiston Academy
Date updated	September 2015
Responsible committee	Curriculum & Standards
Date approved	28 January 2016
Chair signature	
Date for review	Annually (figures)

The figures contained within this policy will be updated on an annual basis, and published within the policy on the website. The policy itself will be reviewed as and when required.

Academy vision

Stoke High School – Ormiston Academy: ***Respect Inspire Achieve***

The targeted and strategic use of Pupil Premium (PP) will support us in achieving our vision.

Principles

- We ensure that teaching and learning opportunities meet the needs of all of the students.
- We ensure that appropriate provision is made for students who belong to vulnerable groups, this includes ensuring that the needs of socially disadvantaged students are adequately assessed and addressed.
- In making provision for socially disadvantaged students, we recognise that not all students who receive free school meals (FSM) will be socially disadvantaged.
- We also recognise that not all students who are socially disadvantaged are registered or qualify for free school meals. We reserve the right to allocate the Pupil Premium funding to support any student or groups of students the Academy has legitimately identified as being socially disadvantaged.
- Pupil Premium funding will be allocated following a needs analysis which will identify priority classes, groups or individuals. Limited funding and resources means that not all children receiving free school meals will be in receipt of Pupil Premium interventions at one time

Provision

- The range of provision the Governors may consider making for this group could include:
 - ▲ Reducing class sizes thus improving opportunities for effective Assessment for Learning (AfL) and accelerating progress.
 - ▲ Supporting curriculum choice at KS4, where a large proportion of students are in receipt of Pupil Premium.
 - ▲ Providing small group work focused on overcoming gaps in learning.
 - ▲ Raising aspirations support i.e. progression, careers, attendance.
 - ▲ Additional teaching and learning opportunities provided through mentors, trained Teaching Assistants (TAs) or external agencies.
 - ▲ Providing emotional support i.e. counselling or social skills.
 - ▲ Providing access to additional educational resources or opportunities to avoid social disadvantage.
- All our work through the Pupil Premium will be aimed at accelerating progress. Initially this will be in English and Maths.
- Pupil Premium resources may also be used to target able children on FSM to achieve accelerated progress.

The attached plan details proposed spending for 2015-16.

Reporting

- It will be the responsibility of the Assistant Principal, or a delegated member of staff, to produce regular reports for the Governors' Curriculum & Standards Committee on:
 - ▲ the progress made towards narrowing the gap, by year group, for socially disadvantaged students;
 - ▲ an outline of the provision that was made since the last meeting;
 - ▲ an evaluation of the cost effectiveness, in terms of the progress made by the students receiving a particular provision, when compared with other forms of support.
- It will be the responsibility of the Chair of the Curriculum & Standards Committee to ensure this information is made known to the full governing body.
- The Governors of the Academy will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used to address the issue of 'narrowing the gap' for socially disadvantaged students. This task will be carried out within the requirements published by the Department for Education.

Appeal

Any appeals against this policy will be through the governor's complaints procedure.

The Pupil Premium Grant Allocation for 2015/2016 is: £279, 565

School Context (As taken from the January Census):

- 20.9% of pupils receive free school meals
- 0.4% of pupils are looked after
- 42% of pupils are considered to be Pupil Premium
- 0.8% of pupils are from service families

Pupil Premium 2014/15 Spending and Impact

Performance Indicator	Whole Academy Cohort 2013	2013 PP Students	2013 Non-PP Students	Whole Academy Cohort 2014	2014 PP Students	2014 Non-PP Students	Whole Academy Cohort 2015	2015 PP Students	2015 Non-PP Students
% 5A*-C inc. EM	40	24	51	43	31	50	35	18	44
% 5A*-G	88	74	92	90	76	98	93	86	96
% making expected progress in English	46	29	63	67	49	77	60	46	68
% making expected progress in maths	70	55	80	55	41	63	53	38	61

Below is a table indicating subjects where the gap between PP students and non-PP students is considered to be very good, and in some case outperforming the non-PP students.

Subject	PP % A*-C	non PP % A*-C	Difference (PP:non) % A*-C
PE GCSE	50	44	6
Childcare BTEC	67	67	0
Statistics	100	100	0
Sport BTEC	100	100	0
English Lit	92	93	-1
Food	56	65	-9
Media Studies	43	53	-10
Science Core	29	39	-10
Science Additional	23	36	-13
Business Studies	20	33	-13

The next document outlines the evaluation of 2014-15 Pupil Premium spending, as well as the proposal for spending in 2015-16.

Pupil Premium Plan

Ensure Pupil Premium students are able to access support additionally to support their learning outcomes in order to achieve 3 levels of progress and their target grades in each of the subjects they undertake.

Success criteria

Pupil premium students achieve 3 levels of progress in line with National Standards
 Pupil Premium students levels of exclusions are in line with or better than National Standards
 Pupil Premium students levels of attendance are in line with or better than National Standards
 Pupil Premium students Attitude to Learning Scores are in line with other groups of Pupils in the Academy

Activity	Target date	Lead person	Resources	Evaluation
Provision of Behaviour Support Assistants for PP students and ½ family support worker to support PP on CAFs/ TACs / CPs etc Behaviour support service / counselling	September 2014- July 2015	AP for SEN	£60,461.50 per annum	At KS4 21% of Pupil Premium students attained 5 A*-C grades, compared to 35% of the whole cohort. In terms of performance between PP and non-PP students, there was only a marginal increase in percentile difference, 26.7% to 28%, indicating a consistent holding of the gap.
Subsidised Trips & Residentials. All Pupil Premium students across all year groups subsidised on trips and visits where applicable up to a maximum of £31,000 annually and equipment	September 2014- July 2015	AP data	£30,054.49 per annum	Additionally, in respect of progress the gap between PP students and non-PP students in English was also reduced by a further 6%, doubling last year's figures. In Maths the same measure rose marginally, by only 2%, indicating a stability in the PP/Non-PP gap over the past three years.
Curriculum enrichment for PP students – music lesson provision, thinking skills development, engagement with Universities, intervention conference and programme	September 2014- July 2015	Finance Director / VP	£18,500 per annum. (Equal allocation to that of last year)	A real highlight for Stoke was results in the number of PP students gaining 5 A*-G grades, with the gap closing to 1 percentile point compared to 22 percentile points the year before.
Small Group Tuition targeting all Pupil Premium students across all year groups in English, Maths and Science intervention programme, LSAs	September 2014- July 2015	AP Achievement	£91,325 per annum.	Of our current KS4 cohort we see that in Year 11 PP students are currently achieving 57% progress in English and 46% in Maths, only 8 and 11 percentile points behind that of the national average, respectively. In Science, the gap is 17 percentile points. In KS3, our current Year 9 cohort (who are about to start their KS4 courses) are performing, where PP students are outperforming Non-PP in English by 1%. In Maths the gap stands at 22%.
Alternative Education – Directly aimed at Pupil Premium students who require alternative provision.	September 2014- July 2015	AP Curriculum	£35,000 per annum. Alternative programmes for Pupil Premium students which will benefit overall achievement	Attendance was at 92.3 % for PP, compared to 96.3% for non-PP; a small increase of only 0.3%.
Provision of Attendance Officer for PP students, raising attendance materials	September 2014- July 2015	VP	£21,244 per annum	
Total resources required			Cost £256,584.99	

Pupil Premium Plan

Ensure Pupil Premium students are able to access support additionally to support their learning outcomes in order to achieve 3 and 4 levels of progress and their target grades in each of the subjects they undertake.

Success criteria

- Improve the progress of Pupil Premium students in all subjects to ensure a positive P8 score of +0.5 for this group.
- Pupil Premium students levels of exclusions are in line with or better than National Standards
- Pupil Premium students levels of attendance are in line with or better than National Standards
- Pupil Premium students Attitude to Learning Scores are in line with other groups of Pupils in the Academy

Activity	Target Date	Lead Person	Resources/Costs	Monitoring
Provision of Teaching Assistants for Pupil Premium Students who are SEN.	September 2015- July 2016	AP for SEN	£26,024 per annum towards the provision of Teaching Assistants	Half Term Reviews of TA's, Ormiston Inspection October 2015
Provision of Behaviour Support Assistants for PP students and ½ family support worker to support PP on CAFs/ TACs / CPs etc Behaviour support service / counselling	September 2015- July 2016	AP for SEN	£59,372.50 per annum	Half Termly tracking of achievement, attendance and attitude to learning scores, behaviour data, exclusions.
Subsidised Trips & Residentials. All Pupil Premium students across all year groups subsidised on trips and visits where applicable up to a maximum of £25,000 annually and equipment	September 2015- July 2016	AP data	£25,000 per annum. (Equal allocation to that of last year)	Half Termly tracking of achievement, attendance and attitude to learning scores.
Curriculum enrichment for PP students – music lesson provision, thinking skills development, engagement with Universities, intervention conference and programme	September 2015- July 2016	Finance Director / VP	£18,500 per annum. (Equal allocation to that of last year)	Half Termly tracking of achievement, attendance and attitude to learning scores.
Small Group Tuition targeting all Pupil Premium students across all year groups in English, Maths and Science. Improve Numeracy across the curriculum - extra-curricular, Maths Challenges, competitions BT etc employment of a Lead Practitioner in Maths.	September 2015- July 2016	AP Achievement	£50,700 per annum. Additional Tuition in English and Mathematics targeted at PP students in all Year groups. Staff from external sources.	January, March and Summer 2015 examination results.
Improving literacy across the curriculum – reading challenges, library lessons, lit trust, Lit programme, Sound training etc	September 2015- July 2016	VP	£30,000 per annum. (Equal allocation to that of last year)	APS scores and Reading and Spelling ages on entry. Reading and spelling scores throughout the year.

Activity	Target Date	Lead Person	Resources/Costs	Monitoring
Alternative Education – Directly aimed at Pupil Premium students who require alternative provision.	September 2015- July 2016	AP Curriculum	£15,750 per annum. Alternative Programmes for Pupil Premium students which will benefit overall achievement	Half Termly tracking of achievement, attendance and attitude to learning scores.
Provision of Attendance Officer for PP students, raising attendance materials	September 2015- July 2016	VP	£26,200 per annum	Half Termly tracking of achievement, attendance. Comparison against National figures.
Maintenance of PP pupils. Equipment, materials, Uniform and other needs	September 2015- July 2016	AP	£20,000 per annum	
Total resources required			Cost £255,797	