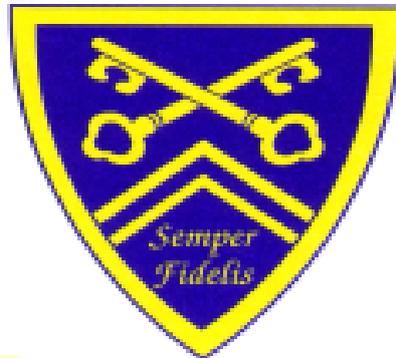




HAGLEY CATHOLIC HIGH SCHOOL



PUPIL PREMIUM POLICY & STRATEGY REVIEW ACADEMIC YEAR 2018/2019

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Mission Statement:

In Jesus we live learn and serve

Together we are committed to excellent education for
all
rooted in Gospel values,
inspiring a love for life-long learning
and following the compassion of Christ.

Called as God's family;
we strive to achieve our personal best
by living and learning in Christ

Principles:

Every child with his/her individual needs is a unique gift from God.

All members of staff and Academy Committee members accept responsibility for 'socially disadvantaged' pupils and are committed to meeting their pastoral, social and academic needs within a caring Catholic environment. This is an essential, integral part of the spiritual development of the whole school community.

As with every child in our care, a child who is considered to be 'socially disadvantaged' is valued, respected and entitled to develop his/her full potential irrespective of need.

Background:

The Pupil Premium is an initiative that targets extra money at pupils from disadvantaged backgrounds. Research shows that pupils from disadvantaged backgrounds underachieve compared to their non-disadvantaged peers. The premium is provided in order to support these pupils in reaching their potential.

The Government has used Looked After Children and pupils entitled to Free School Meals as an indicator for deprivation, and have deployed a fixed amount of money to

schools per pupil, based on the number of pupils registered for Free School Meals over a rolling six year period. This fixed amount of money is expected to increase every year of the course of this current Parliament. A premium has also been introduced for children whose parents are serving in the armed forces as well as for children who have been adopted after care. This service premium is designed to address the emotional and social wellbeing of these pupils. Eligible students are identified on a Government produced list called 'The Ever6 List'. At Hagley Catholic High School we will be using the Ever6 List as well as other identified vulnerable groups as our target children to 'narrow the gap'

The Government is not instructing schools as to how they should spend this money; it is not ring-fenced and schools are 'free to spend the money as they see fit' DfE 2011. The Government, however, is clear that schools will need to employ the strategies that they know will support their pupils to increase their attainment, and 'close the gap'. Schools are accountable for closing the gap, and there is planned reform to the school performance tables to include new measures that show the attainment of pupils who receive the pupil premium compared with their peers.

Overall Objectives:

- Our school will ensure that the Pupil Premium funding reaches the groups for whom it is intended and that it makes a significant impact on their education and lives.
- The Pupil Premium will be used to provide additional education and support to improve the progress and raise the achievement for these pupils.
- The funding will be used to narrow and close the gap between the achievement of these pupils and their peers.
- The school will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.

Provisional Numbers 2018-2019

Hagley Catholic High School	Whole school	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
Number on roll	1113	190	189	187	164	169	119	95
Boys	575	104	101	92	78	87	61	52
Girls	538	86	88	95	86	82	58	43
Armed Forces	1	0	1	0	0	0	0	0
LAC	7	2	2	1	1	0	1	0
Pupil premium	97	9	26	19	16	19	8	0

Not pupil premium	1016	181	163	168	148	150	111	95
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Income Pupil premium Funding: applicable to students in Year 7 -11

2011-12 - £19,699 (£488 per student)

2012/13 - £52,100 (£632 per student)

2013/14 - £77, 400 (£935 per student)

2014/15 - £80,020 (935 per student; £1,900 per LAC student; £300 per Service child)

2015/16 - £96,000 (935 per student; £1,900 per LAC/Child Adopted after Care; £300 per Service Child)

2017/18 – £96,000 (935 per student; £1,900 per LAC/Child Adopted after Care; £300 per Service Child)

2018/19 – 91630 (935 per student; £2,300 per LAC/Child Adopted after Care; £300 per Service Child)

Provision:

In order to meet Pupil Premium objectives, the Directors of SNOMAC and the Committee Members of Hagley Catholic High School will ensure that provision is made which secures the teaching and learning opportunities that meet the needs of all pupils.

As part of the additional provision made for pupils who belong to vulnerable groups, the Committee Members of the school will ensure that the needs of socially disadvantaged pupils are adequately addressed and assessed through termly pupil progress meetings.

In making provision for socially disadvantaged pupils, the Committee Members recognise that not all pupils who receive free school meals will be socially disadvantaged.

The Committee Members also recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. They, therefore, reserve the right to allocate Pupil Premium funding to support any pupil or groups of pupils the school has legitimately identified as being socially disadvantaged.

The range of provision:

- Support student attendance
- Pupil progress and intervention tracking
- Careers information and guidance
- Alternative support and intervention
- The development of a nurture group to develop social skills and confidence
- Supporting the funding of enrichment activities and educational visits
- Support from specialist outside agencies e.g. Educational Psychologist and the Education Welfare Officer

Responsibilities:

The realisation of the Pupil Premium initiative must be owned by the entire Leadership Team. The overall co-ordination will be carried out by the Principal; however, each member of the Core Group Senior Leadership Team will have a designated responsibility for tracking and reporting an area of the Pupil Premium initiative as follows:

Name	Designation	Area of responsibility
S Horan	Principal	Overall Co-ordination of the PP initiative
K Morris	Deputy Principal	Progress tracking & intervention for all Post-16 PP students
A Trickett	Assistant Principal	Data analysis, progress tracking & production of reports for all PP students. Whole school intervention co-ordinator.
G Barratt	Assistant Principal	Extra-curricular & residential trip participation tracking for PP students. Behaviour tracking for PP students
K Frobisher	Assistant Principal	As SLT Line Mgr for RE to work with the subject leader to narrow the gap between PP and Non PP students in RE across the key stages.
B McArdle	Assistant Principal	Tracking of the involvement of PP students in the Catholic Life of the School. Tracking Pupil premium students and rewards
S Tyrell	Data Manager	Tracking and reporting on PP funding expenditure

Although the progress of and intervention for pupils eligible for Pupil Premium is the responsibility of subject teachers, at individual subject level it is the responsibility of the subject leader or relevant key stage co-ordinator to track the progress of this

cohort of pupils and agree on relevant interventions in order to ensure that each pupil makes expected levels of progress.

It will be the responsibility of the Assistant Principal to produce a termly report for Committee Members based on feedback from relevant subject leaders and SLT members. The report will include:

- The progress made towards narrowing the gap, by year group, for socially disadvantaged pupils.
- An outline of the provision that was made during the term since the last meeting.

The Committee Members will ensure that there is an annual statement to the parents outlining how the Pupil Premium funding has been used to address the issue of closing the gap for socially disadvantaged pupils. This task will be carried out within the requirements published by the Department for Education.

Success Criteria:

The evaluation of this policy is based on how the school can close the gap between socially disadvantaged pupils and their peers. Targets will be identified and evaluated annually and included in the School Development Plan.

The success criteria for the Pupil Premium Policy will be based on the provision of evidence of:

- Early intervention and support for socially disadvantaged children.
- The vast majority of socially disadvantaged children making at least expected progress across subjects.
- 'Quality First Teaching' that ensures necessary intervention is built into everyday lesson planning.
- Effective pupil school support, including effective transition.
- An effective system for identifying, assessing and monitoring pupils.
- A whole-school approach that ensures effective pastoral support so that pupils become effective, life-long learners.
- A positive school atmosphere in which pupils' differences are recognised and valued members of the school community; developing confident and independent learners.
- Effective pupil support to ensure students make a smooth transition academically and socially across their educational journey.

Protocols:

Curriculum Intervention:

Research by the Sutton Trust – Education Endowment Foundation has highlighted that the most effective intervention in terms of cost effectiveness and months of progress a pupil can make is effective teaching and learning, with an emphasis on feedback where in excess of 8 months' progress can be made. The majority of curriculum intervention for Pupil Premium pupils should, therefore, take place in the classroom and be the responsibility of the subject teacher in liaison with the relevant subject co-ordinator.

The exception to this will be literacy and numeracy intervention which may take the form of classroom intervention or the withdrawal of students for small group or 1:1 tuition. This type of tuition can enable a pupil to make in excess of 5 months progress. The intervention must, however, be focussed and the impact measured from the pupil's starting point.

Funding for Other Interventions:

A small amount of money has been allocated to fund interventions in other subject areas. Subject Leaders and/or Key Stage Co-ordinators will be required to submit a bid for the funding in which they outline:

- The target group (specific names of PP students will be required).
- The reason they are applying for the funding (specific data related to progress will be required where appropriate)
- Expected outcomes (i.e. how the gap will be closed in relation to starting points and expected progress)
- How the impact will be evaluated

HOW WE WILL SPEND PUPIL PREMIUM IN 2018/2019

In July 2018 the school was allocated funding of **£91,630 for the academic year 2018/19**. Our expenditure from Pupil Premium is monitored internally throughout the year and adapted in line with identified student need. Our overarching aim, however, is to utilise the funds to improve and support student attendance, well-being and attainment on the basis that if students do not attend or are not safe, healthy and happy then they will not achieve to their full potential. Although the initiatives below are very similar to those used in previous years, it is important to note that they have been modified in line with our monitoring and evaluation activities. The following is a guide to how we propose to spend the Pupil Premium for 2018/19:

1. Closing the Gap on Attendance **£10,000**

We will continue to work to close the gap between the attendance of Disadvantaged and Non Disadvantaged students by allocating a proportion of the funding to the Attendance Officer's Salary. This will involve approximately 50% of the attendance officer's time as in addition to attendance this member of staff will mentor Pupil Premium pupils whose attendance is of concern and will also support the wellbeing of the vulnerable and disadvantaged pupils by organising sessions and liaising with parents and external agencies such as the School Counsellor and Educational Psychologist (approx. 50% with the rationale that 12% of our student population is disadvantaged but will, because of their needs, take up approximately 50% of the Attendance Officer's time).

2. Pupil Progress and Intervention Tracking **£10,000**

A proportion of the Pupil Premium funding will be spent on developing a more effective system for tracking the progress, interventions and allocation of funding to disadvantaged students. This will be developed by the Student Data and Transport Co-Ordinator.

3. Whole-school intervention strategy **£10,000**

A significant part of the new Vice Principal's role is intervention, both at strategic and operational levels. As such a proportion of Pupil Premium funding will be spent on her salary to enable all pupils, but particularly those who are disadvantaged and vulnerable to make progress in line with their non-disadvantaged peers.

4. Careers Information Advice and Guidance **£5,000**

To build upon our success of ensuring that 100% of disadvantaged students secure an appropriate Post-16 destination we will increase the CIAG advice provided to disadvantaged students in line with individual requirements. This will be delivered in-house by the school's Level 6 qualified Careers Advisor.

5. Alternative Curriculum **£4,000**

Available for KS4 students to pursue an alternative curriculum. We are currently budgeting for participation for up to 2 pupils.

7. Nurture Group **£25,000**

Due to the bulge year and the increasing need of disadvantaged and vulnerable pupils, funding will be spent on the creation of a 7th smaller teaching group in Years 7 – 9 to enable pupils in all 7 teaching groups to receive the necessary intervention to enable them to achieve to their full potential. This will necessitate the appointment of an additional teacher and the allocation of Teaching Assistants to support Pupil Premium and vulnerable pupils.

7. Education Psychology Support **£8,500**

To target PP students who need this service.

8. School Counsellor **£2,500**

To target PP students who need this service.

(Expenditure above already accounted for in the whole-school budget: Total: £75, 000)

(Remaining balance below totals £16,630) to be spent as follows: £16,630

9. Enrichment opportunities **£4,000**

Funding will be made available to ensure that vulnerable and targeted students can participate fully in all curricular and extracurricular activities.

12. Support with uniform for PP Students **£3,000**

Funding up to a maximum of £25.00 per pupil will be available on application to support with the purchase of school uniform.

13. Funding for Other Initiatives **£9,630**

Funding will be available for subject areas when needs have been identified. Staff will be invited to make bids for strategies/initiatives which will have an impact on the progress and development of disadvantaged students

TOTAL: **£91,630**
