



# Feversham College

## Pupil Premium Policy

Purpose of this statement	To ensure fair distribution and evaluate the impact of Pupil Premium Funding
Dated	September 2016
Contact	The Headteacher

➤ **Aims of Policy**

To ensure fair distribution and evaluate the impact of Pupil Premium Funding

➤ **Policy Statement**

The Pupil Premium is a Government initiative that directs additional funding to pupils who come from deprived backgrounds. Numerous researches suggest that pupils from a deprived background are more likely to under achieve in school when compared to pupils from less deprived backgrounds. The additional Pupil Premium is provided to enable targeted support for these pupils to achieve their full potential and narrow the gap between them and their peers. The Pupil Premium is allocated to schools based on an agreed annual amount per pupil who is or has been in the last 6 years, eligible to receive free school meals (FSM) & (Ever 6). The Government has opted to use free school meals as an indicator for deprivation. Feversham College Pupil Premium policy aims to outline how we will ensure that the funding is used to narrow the attainment gap between FSM pupils and non FSM pupils.

In making decisions on the best use of the Pupil Premium Feversham College will:

- Use the funding for the intended purposes
- Work effectively to narrow pupil attainment gaps
- Be robust in our monitoring and reporting of how the premium has been used so that parents, interested parties and Ofsted are aware of Feversham College strategies and the positive impact they have on pupils.
- Recognise that FSM pupils cover a wide range of needs and that individual pupil needs will not be overlooked

Funding received to date at Feversham College has been utilised in the following areas:

- Organising bespoke intervention for numeracy and literacy
- Dedicated intervention roles for each Key Stage in college
- Dedicated Student Support roles for each of the four pupil communities in college
- A full time attendance role in college
- A highly skilled Child Protection practitioner in college
- Additional highly skilled learning assistance to support group work and individual pupils needs
- All staff training (teaching and non-teaching) to ensure that all individual pupils are known their learning needs met.
- Implemented a staffing structure that will allow effective intervention programmes for pupils at risk of under achievement

<b>Targeted Pupil Premium Expenditure 2015-16</b>		
<b>Expenditure</b>	<b>£</b>	<b>Comment</b>
<b>Additional subject staffing</b>		
<b>Maths</b>	£45,000	Costed on Upper 3 pay point plus 25% costs, targeted intervention.
<b>Humanities</b>	£45,000	Costed on Upper 3 pay point plus 25% costs, targeted intervention.
<b>KS3 Intervention</b>	£15,000	Feversham identifies pupils at risk who may have poor learning outcomes and who need additional monitoring. The intervention post provides evidence-based intervention that has the flexibility to be adjusted in the intensity and nature depending on the pupils' responsiveness. KS3 Pupil Premium development areas such as Literacy include: promoting pupils' progress in speaking and listening, reading and writing, being clear, coherent and accurate in spoken and written communication, reading and understanding a range of texts, and responding appropriately, demonstrating a secure understanding of the conventions of written language, including grammar, spelling and punctuation.
<b>KS4 Intervention</b>	£15,000	Based on the educational needs of the pupil, intervention is targeted to ensure specific objectives, activities, timeframes and evaluation is in place. KS4 learning becomes focused on coursework, exam preparation and their choices after leaving school. Feversham College considers the support of our KS4 pupils essential towards helping them achieve to the best of their abilities, both in terms of academic success and personal growth.
<b>Student Support: Four House Leaders</b>	£30,000	House Leaders Key Areas: Manage all aspects of student development and wellbeing for a cohort of students, act as first contact point for students, families, staff and outside agencies, offer support and advice to students in dealing with challenging situations, implement strategies to highlight pupil issues and oversee the organisation and running of behaviour groups.
<b>Attendance Officer Post</b>	£15,000	Attendance Officer Post in place to focus on attendance of vulnerable pupils. Attendance data supports the significant impact of this college resource and the necessity for this role to continue.
<b>Literacy and Oracy Development</b>		
<b>Reading Matters</b>	£5,000	Reading Matters is a 1:1 intervention to improve reading for meaning. Students with reading ages at least 3 years below their chronological age receive 10 weeks intervention, during which time their reading ages improve by an average of 18 months. Attitude to reading, confidence and self-esteem also improve.
<b>Keys to Success</b>	£5000	Keys to Success is a whole school literacy strategy which ensures that the literacy skills and techniques needed to raise students' achievement are taught alongside subject content in all lessons by all teachers.
<b>First Story</b>	£5,000	First Story is a national literacy charity which has arranged for an acclaimed writer to work with a group of students in a series of 90-minute weekly workshops which inspire mature and sophisticated forms of writing leading to raised academic achievement.

<b>Reading CoOrdinator Post</b>	£20,000	0.4fte Upper 3 post dedicated to the Literacy and Oracy Development implementation programme, data analysis and long term good practice college wide
<b>Additional Pupil Support</b>		
<b>Additional Resources</b>	£13,000	Dedicated resources, including ICT provision (iPads), subsidised visits, financial aid for school uniform/equipment, PCSO and SSP support.
<b>Total</b>	£213,000	

#### Attainment 2015-2016

2015-16	PP Students at Feversham College	All students (National)
% achieving A*-C Eng+Maths	68	62
Progress 8	0.5	0
Attainment 8	53.20	49.34
Progress 8 English	-0.1	0
Progress 8 Maths	0.6	0

#### SSAT Educational Outcomes Award

Pupil Premium students at Feversham College performed better than all students nationally in 4 out of the 5 measures last year. Feversham College was recognised for its exceptional 2016 performance by the Schools, Students and Teachers network (SSAT) and for its success in achieving high levels of performance for students eligible for the pupil premium.

#### ➤ Responsibilities:

<b>Named Director:</b>	
<b>Monitoring of the Policy:</b>	The Headteacher
<b>Reporting to:</b>	The Directors Admission Committee
<b>Next Review date:</b>	September 2017