



The High Weald Academy

A Brook Learning Trust Academy

Pupil Premium Strategy 2018/19



Introduction

At Brook Learning Trust we bring together our unique academies in our belief in the power of education to change lives and communities. It is our steadfast purpose to challenge and defy the barriers that constrain the educational progress of any child. We set high aims for aspiration and secure collective responsibility for all our children's achievements. Our work is underpinned by the values of Integrity, Respect, Courage, Optimism, Excellence and Accountability.

At The High Weald Academy we share the vision that students' progress and attainment should be determined by hard work, ability and merit and not by parental wealth or family background. We are committed to closing the gap in attainment that exist between Pupil Premium and non-Pupil Premium students.

In the academic year 2018/19 The High Weald Academy estimates it will receive £73,987 in funding for Pupil Premium, of which £6,667 is the Year 7 Catch-up premium. Below is a summary of how this money will be spent and the intended impact on our students.

1. Create a culture of shared accountability for closing the gap by raising awareness of disadvantage and improving quality first teaching to address individuals' barriers to success
2. Ensure that interventions are bespoke and impactful through tracking, review and evaluation
3. Increase attendance among PP students and reduce the number of persistent absentees
4. Improve engagement among difficult to reach PP students and further reduce fixed term exclusions
5. Improve engagement of families of disadvantaged students.
6. Improve levels of attainment and progress for PP students

Objective	Action	Impact Measure	Cost	Impact Dec '18	Impact April '19	Impact July '19
1. Create a culture of shared accountability for closing the gap by raising awareness of disadvantage and improving quality first	1.1 PP student focus each week sharing individual's strategies for use in the classroom.	100% of staff have clearly identified PP students on seating plans	£160	This column to be populated in Jan/Feb 2019		
	1.2 Staff to identify PP students on seating plans and adhere to	100% of staff consistently adhering to the PP charter	£105			

<p>teaching to address individuals' barriers to success</p>	<p>the PP charter every lesson</p> <p>1.3 Weekly literacy focus across the curriculum in order to improve the literacy of disadvantaged learners.</p> <p>1.4 Coaching of staff by newly appointed AP T&L and Teacher Development Lead and implementation of routines for learning in order to improve quality of lessons and students' learner habits.</p> <p>1.5 Termly CPD time focussed on sharing best practice for our PP cohort and evaluating strategy impact.</p> <p>1.6 Termly PP voicing and QA of students' work for impact of PP charter.</p>	<p>100% of staff demonstrate rigorous application of the literacy marking strategy</p> <p>Positive response from PP students as to the impact of new routines on their learning.</p> <p>Improvement in the typicality of teaching across the school</p> <p>100% of students feel that they are questioned, checked in on and recognised for their achievements.</p>	<p>£38,000</p> <p>£1,800</p> <p>£1,200</p> <p>£1,720</p>			
<p>2. Ensure that interventions are bespoke and impactful</p>	<p>2.1 Meetings to take place with every PP student in order to understand all</p>	<p>100% of PP students with a Pupil Passport</p>	<p>£467</p>			

<p>number of persistent absentees</p>	<p>absence is understood and that any necessary action is in place, whether phone call home, meeting, referral to educational to EWO.</p> <p>3.2 PP champion to and highlight PP attendance concerns in Monday briefing.</p> <p>3.3 AO to call home for PP students after first day of absence.</p> <p>3.4 JCA, Cohort leads and AO to meet with PA PP students at the start of terms 1, 3 and 5 in order to review attendance and implement attendance contracts where necessary.</p> <p>3.5 Attendance officer to launch support programme during tutor time for PP students with attendance below 90%.</p> <p>3.6 AO to identify students at risk of</p>	<p>Reduction in % attendance <90% Baseline 2018: 22.2%</p> <p>Termly celebration for 96%+ attendance</p> <p>Reduction in number of at risk students</p>	<p>£126</p>			
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	<p>becoming PA for targeted support and intervention.</p> <p>3.7 AO to ensure swift action when attendance fails to improve or when a pattern of poor attendance emerges.</p> <p>3.8 Termly recognition and celebration of those with attendance above 96%</p>					
<p>4. Improve engagement among difficult to reach PP students and further reduce fixed term exclusions.</p>	<p>4.1 PP students to have an identified champion in school.</p> <p>4.2 PP students to be recognised and rewarded as per the PP charter.</p> <p>4.3 Involve the PP academy councillor when recognising PP students.</p> <p>4.4 Use of 'red report' every week to identify students who aren't engaging, or who are at risk of not engaging so that a bespoke intervention to re-</p>	<p>PP Champion identified</p> <p>Number of CEAIG opportunities accessed and + Survey Response</p> <p>Reduction in incidents of parking of PP students per term Baseline 2018: 0.8 for all PP students (3.2 for PP students involved)</p> <p>Reduction in behaviour points issued to PP students per term Baseline 2018: 3.7 for all PP</p>	<p>£1,436</p>			

	engage that student can be put in place. 4.5 All PP students engage with at least one CEIAG opportunity each year. 4.6 Access to pastoral support from student managers.	students (6.3 for PP students involved) Reduction in % PP FTE Baseline 2018: 26% Increase in positive conduct points for PP students per term Baseline 2019 3.7 Increase in % of PP students who report that their achievements are recognised.	£1,900 £4,831			
5. Improve engagement of families of disadvantaged students.	5.1 Include parental engagement as element of PP tracker 5.2 Ensure that termly family learning opportunities are in place in order to engage families to engage with the academy. 5.3 Tutors to phone home for PP students at the end of each term to review progress and inform of upcoming events/calendar items.	Increase number of families engaging with family learning Increase % of PP students who parents attend parents' evening Y7 = 61% Y8 = 62% Y9 = 44% Y10 = 50% Y11 = 55% Increase % of 'engaged' parents (Green when RAGd)	£960 £533			

	<p>5.4 Ensure all PP students receive a minimum of one positive call home per term.</p> <p>5.5 Pastoral support from support managers.</p>	<p>100% of PP students receiving positive call each term</p>	<p>£4,831</p>			
<p>6. Improve levels of attainment and progress for PP students.</p>	<p>6.1 In line management review PP data and following each progress check securing next steps with teachers.</p> <p>6.2 Provide PP students with PLCs for each subject following each progress check and share with parents / carers.</p> <p>6.3 Provide PP students with a termly 1:1 in subjects where they are underachieving in order to provide focussed support.</p> <p>6.4 To provide PP students with reading support when their reading age is lower than their chronological age.</p>	<p>55% EM 4+ - PP 50% (from 17% 2 students) 40% EM 5+ - PP 50% (from 0%)</p> <p>Reduction in overall average residual over time</p> <p>KS3 Reduction in overall average residual over time</p> <p>Increase % with matched chronological and reading age Baseline 2017 - 2018: 67%</p>	<p>£253</p> <p>£2,200</p>			

	6.5 To provide students with after school homework support and access to computers.		£608			
	6.6 To establish a schedule for Year 11 afterschool revision and exam support. PP students to be directed to these sessions.	Year 11 sessions are routinely and well attended by PP students	£6,080			

'PP Charter' - every lesson, staff will:

- **'Check in'** with every PP student in order to ensure the welfare of the student and that instructions are understood
- **'Question'** each PP student in order to assess learning, build confidence and extend understanding.
- **'Recognise'** every PP student for their achievements and effort

All PP students will:

- Access at least one CEAIG opportunity
- Access a trip
- Have a reading book