

## Pupil Premium Strategy

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#### Our Strategy

- To track progress rigorously to ensure children's needs are addressed appropriately
- To identify the needs of children through fortnightly data analysis and appropriate recovery plans to diminish the difference with National expectation
- Pupil premium funding is focused on diminishing the differences with National expectations particularly for the most able disadvantaged pupils and other focus groups

### Objectives of Pupil Premium Spending

**Our key objective in using the Pupil Premium Grant is to diminish the differences between pupil groups.**

- Through targeted and personalised interventions we are working to eliminate barriers to learning and progress
- Targeted interventions to eliminate barriers to learning and progress for our most able Pupil Premium children
- The Academy is further developing our rewards system based on a revised Behaviour Policy which is targeted to increase attendance and punctuality (Target 96%)
- To provide a range of experiences and opportunities to support the curriculum, engage children in their learning and further develop their awareness of the world around them

In addition to this we have identified some key principles (outlined below) which we believe will maximise the impact of our pupil premium spending.

#### Key Principles

##### Building Belief

We will provide a culture where:

- Staff believe in ALL children
- There are "no excuses" made for underperformance
- Staff adopt a "solution-focused" approach to overcoming barriers

**Analysing Data** We will ensure that:

- All staff are involved in the analysis of data so that they are fully aware of strengths and weaknesses across the academy
- Interventions are closely monitored against impact

**Identification of Pupils**

We will ensure that:

- ALL teaching staff are involved in analysis of data and identification of pupils
- ALL teaching staff are aware of who pupil premium and vulnerable children are
- ALL pupil premium children benefit from the funding, not just those who are underperforming
- Underachievement at all levels is targeted (not just lower attaining pupils)
- Children's individual needs are considered carefully so that we provide support for those children who could be doing "even better if....."

**Improving Day to Day Teaching**

We will strive to ensure that **all** children across the academy receive good teaching, with increasing percentages of outstanding teaching achieved by using leaders to:

- Set high expectations
- Address any within-academy variance
- Ensure consistent implementation of the non-negotiables, e.g. marking and feedback, whole class reading, Talk for Writing, Alan Peat sentence types, No nonsense spelling
- Share good practice within the academy and draw on external expertise
- Provide high quality CPD
- Improve assessment through joint levelling and moderation