



Exmouth
Community
College
Academy Trust

Pupil Premium Policy

| Policy Details | Date |
|----------------------------|---------------------|
| Policy Written | Nick Smith |
| Policy ratified by | Resources Committee |
| Policy agreed by governors | 29.10.19 |
| Review Cycle | Annually |
| Policy Review date | Autumn 2 2020 |

MISSION STATEMENT

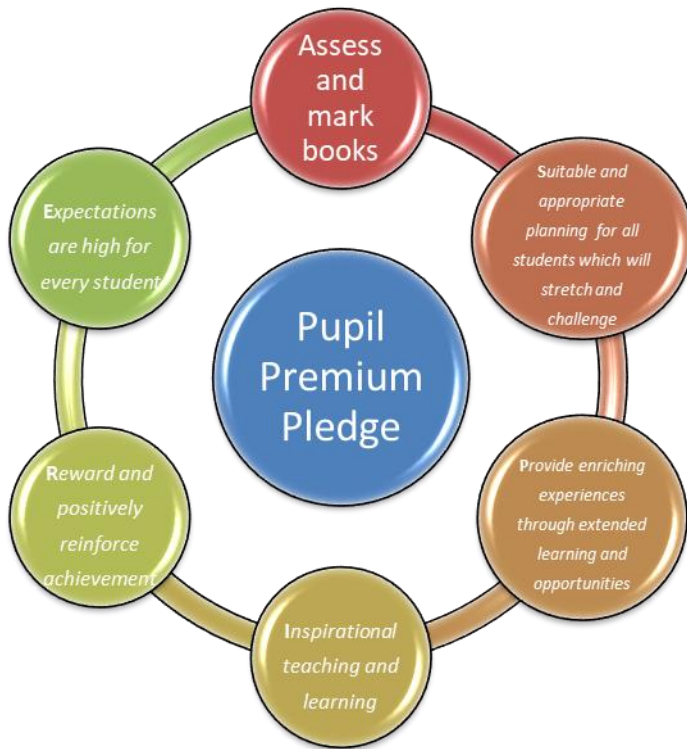
"At Exmouth Community College we aim to enable students to develop fully their personal talents and academic abilities in a happy and supportive environment."

This document explains how we spend our Pupil Premium Funding to make our Mission Statement a reality for **all** young people eligible for Pupil Premium.

For students entitled to free school meals, children in care, children of parents in the armed forces, the school receives the pupil premium. For 2019/2020 this will be £935 for students entitled to free school meals, £2,300 for children in care and £300 for children of parents in the armed forces.

Students on roll at the annual census who have been on free school meals in the last six years will also gain extra funding for the College.

The College has a Pupil Premium Pledge which sets out clearly the expectations of each lesson and the actions teachers will take to ensure students make the necessary progress. The Pupil Premium Pledge is as follows:



Assess and mark books

- Ensure students **respond appropriately to feedback** and know how to improve through PAR and Think Pink
- **Track the progress** and regularly moderate their work

Suitable and appropriate planning for all students which will stretch and challenge

- **Encourage independent learning** and the development of independent thinking skills
- **Targeted support and personalisation** in the classroom to effectively support students to make appropriate and expected progress

Provide enriching experiences through extended learning and opportunities

- **Encourage students in the PP category to engage in trips** and aim to increase the percentage accessing trips
- Encourage **students to join extended learning opportunities** in your department

Inspirational teaching and learning

- **Actively developing both literacy and numeracy skills** in every lesson
- **Use a range of teaching and questioning techniques** to engage a variety of learning styles

Reward and positively reinforce achievement

- **Highlight achievements to parents/carers**
- **Celebrate success** and a culture of respect in every classroom

Expectations are high for every student

- Instil and promote **positive behaviour for learning** in every classroom
- **Modelling examples** of good work and use as a benchmark for achievement to others

Priority One - Securing Success For All Young People

When students enter Exmouth Community College we ensure we know and understand the starting points for their academic progress through our thorough transition process and partnership work with Exmouth Primary Schools. We gain valuable information from their Primary Schools and additionally we carry out important baseline assessments such as student reading ages and CAT4 testing. This acts as a basis for focussed tracking in student attainment and progress, ensuring the impact of outcomes from effective teaching and learning are maximised and cost effective.

The pupil premium will be spent on ensuring that **all students eligible for Pupil Premium** are making progress in the key skills required to succeed at the College and ensure they are properly prepared for each stage of their education.

The most important skills are;

- Reading
- Speech and Language skills
- Writing (including spelling)
- Use of Number.
- Listening and auditory processing

Without these skills students will not reach their potential.

For students who enter the school with reading ages well below their chronological age we will deliver a personalised programme of “catch up” to help them improve on this vital skill. The catch up reading and literacy programme will be based on regular intensive small group sessions.

Alongside this we want to encourage students to read for pleasure. Ensuring that both young people and their parents have access to high quality stimulating reading materials is a priority.

Within the curriculum we pay for additional staffing which can help us design learning which is personalised to the needs of individual and to groups of learners.

Throughout their time at Exmouth Community College, we will intervene to support students who fall behind in these core skills. This will be done through interventions such as:

- Setting Pupil Progress Passports where applicable
- Small group interventions
- One to One Tuition
- Additional support classes, either after College or during Holiday time (i.e. Summer School, Easter Revision and Saturday ‘Aim Higher’ sessions)

In recent years, we have found this particularly effective in helping students gain the skills and confidence to succeed.

Each term, the College will use the following five barriers to learning to determine the level of support and intervention for students eligible for the Pupil Premium:

1. **ACADEMIC** – if a student has one or more subject which indicates expected progress is not met against their target band or grade.
2. **ATTENDANCE** – if a student is below 90% attendance.
3. **BEHAVIOUR** – if a student has behaviour points which indicate they are not working to their potential.
4. **Aspiration** – Pupil Premium students often have lower levels of aspiration than their peers.
5. **PASTORAL FACTORS** – if a student has external pastoral factors which could affect progress.
6. **SEND** – if a student has significant SEND needs which could be a barrier to progress.

Data will be monitored using 4Matrix, iDASH, Atkinson Reports and SIMs which not only demonstrates progress and impact but can also help demonstrate value for money. The information will be used by staff to evaluate and target progress within departments. The impact of the Pupil Premium is tracked through Provision Map where individualised Pupil Progress Passports and Provisions/Interventions are recorded. The plans can then be accessed by classroom teachers in Class Charts. Impact will be shown on an annual basis through our College Pupil Premium Report. This is published every September on the College website.

The impact of the pupil premium and the interventions used for students in care is recorded in detail through their Personal Education Plan which is completed every six months by the College in conjunction with all agencies.

Priority Two - Supporting students Well-Being and Behaviour

For many students becoming a teenager is not the easiest of times. This can lead to emotional difficulties both at home and at College. We believe that employing high quality staff to help students overcome their particular barriers to learning is essential. Student Support Mentors will meet with all students within the disadvantaged category and set individualised Pupil Progress Passports regularly. There are many students who rely on this to succeed at College and without this personal approach will become disengaged from College. This mentoring will mean supporting students, emotionally, including counselling, but also ensuring that they are challenged to work hard, succeed and overcome their barriers to learning. Some of this work involves helping students to raise their aspirations. In addition, support will be provided through the Education Welfare Officer. Therefore some funding will be targeted at helping students identify future opportunities. For example, opening their eyes to the possibilities of further and higher education through the Careers Fair and external speakers. Students eligible for Pupil Premium will also have an entitlement of identified support to help them fully access their learning. This will be outlined in their Pupil Progress Passport and will include support with equipment and extended school provision.

Priority Three - Ensuring Equality of Access to the Curriculum

A key aspect of our ethos at Exmouth Community College is our belief that we need to develop memorable learning experiences through quality teaching. This includes curriculum trips and visits. We also believe that all students benefit greatly from a residential experience.

This funding will be used to support students who are eligible to Pupil Premium to access our extensive and inclusive Youth Programme by contributing up to 50% towards costs. The College will also contribute 25% of costs towards board and lodgings for those families on low income and to forces students for trips abroad.

Similarly whilst Activities Week has been designed to be very cost effective we understand that for some students this still could be a barrier.

A key part of our mission statement focuses on developing the talents of the students. We believe that talents such as sport music dance drama will only develop into a lifelong passion by providing a high quality extended curriculum.

The pupil premium will also help all students eligible for the Pupil Premium access this curriculum and help students discover their talents.

Priority Four - Supporting Parents

Bringing up teenagers is never an easy time. The additional stresses provided by financial worries will also impact on this. We believe that providing high quality support to parents of students who are finding it difficult to progress at College can impact greatly on their success at College. We provide regular meetings where parents can discuss their concerns and jointly identify strategies which can help students succeed at College and at home. This is achieved through the Pupil Progress Passport in conjunction with the Student Support Mentor.

This Policy is to be read in conjunction with our Charging & Remissions Policy and with the Equality Policy. No one will be unlawfully disadvantaged on the grounds of age, race or ethnicity, disability, gender and marital status, gender identity, sexual orientation, religion or belief under the operation of this policy.

This policy is also compliant with General Data Protection Regulation.