

Pupil Premium Plan

Use of Pupil Premium in 2017/18 and the plans for this academic year

John Whitgift Academy has been allocated £199155.00 for the academic year 2017/18. We received this money in regular instalments and these funds are in addition to the funding the Academy receives for each pupil on roll.

Pupil Premium is an additional grant for students who:

- have been eligible for free school meals (FSM) at any time in the last six years (£935)
- have been in care for more than six months (£1900)
- have parents/carers in the armed services, who face particular challenges (£300)

At John Whitgift Academy we have now introduced and launched many robust intervention strategies; all of which are designed to support each individual student to achieve their potential. We are proud of the fact that we will do all we can to 'narrow the gap' between different groups of students and fulfil two of our core post-Ofsted objectives: No.1 - **Improve outcomes for students in terms of attainment and progress** and No.2 - **Narrow the gap in attainment and progress for Pupil Premium students**

Below is a list of some of the strategies that we now use to support students within the Academy. The Pupil Premium is used to support all of these strategies:

Curriculum support:

- **Revision sessions are held at regular intervals throughout the year for those students that have an exam. Sessions are provided within the Academy day as well as evenings, weekends and during school holiday time.**
- **Revision guides are provided for students in English, Maths and Science at key stage 4**
- **Directors of English, Maths and Science, History and Geography have been deployed direct from the Delta Academies Trust to support students in achieving their expected targets.**
- **External consultants and examiners from the awarding bodies are engaged in English, Maths and Science to support the implementation of the new curriculum and to ensure raising student attainment is a key focus.**
- **Option English and Option Maths are additional lessons to the core curriculum for these subject areas.**
- **within English and Maths is the deployment of specialist staff to support students with small group and personalised intervention sessions to ensure progress is made, including the deployment of personal tutors working on a 1:1. 1:2 or 1:3 ratio.**
- **Specialist literacy and numeracy support in Key Stage 3 and 4**
- **Students who qualify for Pupil Premium are also supported with enrichment sessions and contributions towards equipment and trips to enhance their learning experience whilst at the Academy.**

Uniform

- **A free blazer and tie has been provided for all students throughout the Academy who are awarded a place at John Whitgift academy including mid-year transfers into any year group. This allows all**

students to be at the same starting point; with additional uniform being provided to vulnerable students.

Careers advice and guidance for Years 7-11

An independent careers team (Careers Inc.) including an Impartial Careers Advisor have been employed to work closely with John Whitgift Academy with students from years 7-11. Presently, all Year 11 students receive an individual 'interview' with the Impartial Advisor to support them with their Post 16 applications, but are also offered the opportunity for further advice from local college providers. Additional consultations have been made available to any student who wishes to receive further support with their Post-16 transition routes. Work is taking place with years 9-11 students, in particular with those students who are at risk of becoming identified as NEETs (Not in Education or Training). Students who are identified by the above criteria are all given time with the advisors with a particular focus on their future and choices.

Pastoral Care

The Academy employs its own Education Welfare Officer (EWO) Who is responsible for ensuring continued attendance and addressing any issues of attendance within the Academy. The Academy Education Welfare Officer is a specialist in the area of Safeguarding; working tirelessly to support our most vulnerable students maintaining strong links with external agency support services.

The Bridge

The Bridge is the Academy's Social Inclusion Centre, coordinated by the Personal Learning Centre Manager. Within the Bridge support is given to students with more complex social, emotional, behavioural and medical issues. It provides a safe and supportive environment for the Academy's most vulnerable students whilst maintaining the links with academic and curriculum areas to support a seamless re-integration.

The PLC

The Personal Learning Centre is coordinated by the PLC Manager/Inclusion Leader and provides students with personalised learning packages designed to meet individual need. Additional schemes run throughout the year:

- **Behaviour for Learning (*reasonable adjustment*) focusing on getting students to have understanding why they are exhibiting behaviours that is a cause for concern.**
- **Study support – working with students to create an ethos of organisation in relation to school commitments as well as preparing students for the future.**
- **We also employ our own Health and Well-being Officer who provides varied and wide ranging support programmes for any student that has barriers to learning, including: Anger Management, Self-esteem and Personal Safety.**

Better outcomes for students

Further plans for 2017/2018

In addition to the above interventions and provision, the following areas will be explored to support students:

Curriculum support

The Academy, with the support of Delta Academies Trust intends to duplicate in Science the support which is given to English and Maths with the support of personal tutors who will work on a 1:1 ratio. Every effort is being made to raise the standards within all three subjects, particularly Science in order to support further student achievement and attainment.

The Bridge and PLC will now have access to Passport Maths, Read, Write Inc. and Numicon education for online specialised lessons for identified students.

SEND (Special Education Needs and Disability)

There is planned additional literacy and numeracy intervention in Key Stage 3 including a Literacy Teaching Assistant fully trained on our new literacy programme Read, Write Inc. Greater enrichment opportunities will also be provided in the field of literacy and numeracy. There will also be a focus on literacy and numeracy through vertical mentor time.

Attendance

With our own full time Attendance Officer and Educational Welfare Officer, we are making improving attendance and decreasing persistent absence over the next academic year a key priority. We have now introduced two weekly attendance 'clinics' targeting students with attendance below 95% and those needing to be formally invited to a meeting with the Principal, Chair of Governors' and the Learning Consequence Manager. We have also launched an attendance celebration assembly every half term, raising the profile of good attendance and publicly acknowledging those that have maintained or improved. All Vertical Mentor bases now have signage outside each room that is updated weekly stating the attendance percentage for that group and the 'stars' of the week.

Provision Map

Please view the John Whitgift academy Provision Map that includes a comprehensive list of the strategies and systems we now use to further support all identified students. This document will remain a 'working document' and is reviewed and updated on a weekly basis with impact reports generated for each provision every half term. The costings attached to each provision in some cases is static, but for

many, it may change throughout the year as prices change and as more students benefit from this additional provision.