

City Academy Bristol Pupil Premium Funding Plans 2018-19

The Academy wants every child to have the opportunity to go to university, choose their career and improve the world.

The City Academy aims to have no gap between the achievement of advantaged and disadvantaged students and that disadvantaged student attainment is greater than the national average for all students.

The governor responsible for Pupil Premium is **Clare Colvin**.

Research shows that Quality First Teaching is the most important factor in the success of disadvantaged students. High quality teaching and learning is the priority across the Academy and as such, every leadership role in the Academy is focussed on improving the quality of teaching that students experience.

The City Academy also offers a wide range of different types of support to help disadvantaged pupils such as: additional staff; school trips; out of hour activities; provision of materials or resources; parental support; and support from specialist services. The types of support that are offered are determined by the needs of the pupils.

The vast majority of students who benefit from the pupil premium are registered as FSM. A small number of students also benefit from the funding who have been identified as disadvantaged due to economic disadvantage (including low income families, families in receipt of benefits, lone parent families, families in poor accommodation and those recently arrived in the country) or students who have low attainment or lack of progress.

Pupil Premium Student Outcomes 2016-17

55.1% of disadvantaged students achieved **Basics (9-4 in English and Maths)**. This compares to 43% of students last year. Non-disadvantaged students achieved 52%. Therefore there is no in-school gap between disadvantaged and non-disadvantaged attainment. The national average for Disadvantaged students is 44%. The national average for all students is 64%.

Progress 8 for disadvantaged students at the Academy is +0.20 which means that disadvantaged students perform better than the national average for all students.

89 students were pupil premium accounting for 78% of the cohort

Basics 9-4	55.1%
Basics 9-5	25.8%
Progress 8	+0.20
Maths 9-4	59.8%
Maths 9-5	36.0%
Maths Progress 8	+0.60

English 9-4	65.2%
English 9-5	40.4%
English Progress 8	+0.15
English as Additional Language (EAL) Basics 9-4	65.2%
EAL Progress 8	+0.77

The City Academy Bristol strongly believes that Quality First Teaching is the most important factor in the success of disadvantaged students. High quality teaching and learning is the priority across the Academy and as such, every leadership role in the Academy is focussed on improving the quality of teaching that students experience.

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Spending 2017-18

Currently 437 students at the City Academy Bristol are eligible for Pupil Premium. This equates to **£400,000**.

Spending will be reviewed in January and September 2019.

The following shows what the City Academy will be spending Pupil Premium on during 2018-19. This will be updated throughout the year as spending is confirmed following needs and impact analysis.

We have focussed the spending of this funding on 5 areas:

- Interventions addressing Teaching and Learning
- Interventions addressing emotional, social and behavioural needs
- Interventions addressing educational support needs
- Interventions addressing underachievement
- Interventions addressing financial hardship needs.

Interventions addressing Teaching and Learning

Smaller Class Sizes for English and Maths

Ensuring staff to pupil ratios in the classroom are low to enable effective learning. As the size of a class or teaching group gets smaller it is suggested that the range of approaches a teacher can employ and the amount of attention each student will achieve will increase. Extra English and Maths teachers have been employed.

Increased Planning and Assessment Time for Teachers

Teachers at the City Academy have received at least an extra 5% of planning and assessment time. The maximum teaching contact time is 84%. This time is to be used by teachers to provide excellent feedback for students so that they know what they need to do to improve. The teacher should also use this time to evaluate the strengths and weaknesses of classes before planning next steps and reteach.

Provision for 1 x Teaching and Learning Administrator

The Vice Principal is charged with delivering 'Quality First Teaching' for all. Excellent teaching leads to students making greater progress across the board, but disadvantaged students will make gains on their peers. The Vice Principal will be responsible for the monitoring of Teaching and Learning across the Academy and developing training that meets the needs of the Academy to ensure that all teachers teach good and outstanding lessons every day. The Teaching and Learning Administrator will act in a supporting role to continue the improvements in standards at the City Academy.

Staff Training and SLE Support

Teaching and Learning is fundamental to raising attainment and progress of disadvantaged students. Therefore the Academy has produced a schedule for bespoke staff training based on creating an environment where every day good and outstanding lessons take place. The Academy is also paying towards the use of the School to School Support package from the Cabot Learning Federation and making use of Specialist Leaders of Education.

Yr11 Pastoral Support Worker

This position will provide support to those Year 11s who have barriers to their learning. This position will work alongside the Pastoral Leader to devise a Year 11 strategy focused on targeted interventions.

First Story

First story is a project that aims to nurture the development of young people's creative writing, particularly in areas of deprivation and disadvantage. Students will work with an acclaimed author culminating in a professionally published anthology and a celebratory book launch event.

Provision	Total Cost	Intended outcome	Review Dates
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Provision for Teaching and Learning and Administrator	£23,613	Progress 8 score for the Academy to improve to above +0.25	Jan 2019 Sept 2019
Smaller Class Sizes in English and Maths	£87,488	Progress 8 scores in English and Maths to be greater than +0.25	Jan 2019 Sept 2019
Increased planning and assessment time for all teachers increased by 5%	£143,705	Progress 8 score for the Academy to improve to above +0.25.	Jan 2019 Sept 2019
Federation Network Staff Training Allocation Academy Staff Training Budget	£48,859 £8,000	Progress 8 score to improve to above +0.25. Basics 9-4 to improve to 57.5%.	Jan 2019 Sept 2019
Year 11 Pastoral Support Worker	£24,911	Progress 8 score to improve to +0.25. Basics 9-4 to improve to 57.5%. Attendance for Year 11 to improve to 94.0%	Jan 2019 Sept 2019
First Story	£3,500	Participating students in Year 10 outcomes to improve.	Feb 2019 Sept 2019
Total	£340,076		

Interventions addressing emotional, social and behavioural needs

Counselling

Targeted counselling for the most vulnerable students by an internal qualified counsellor. The counsellor is employed for two days a week during term time. 100% of the counsellor's caseload last year was eligible for Pupil Premium. Individuals are supported through specific experiences and able to re-focus on learning.

Pastoral Support Worker

The Pastoral Support Workers will be responsible for the well-being of all disadvantaged students in their houses. They will monitor attendance and will identify and help overcome barriers. The

Personalised Learning Centre

This centre is aimed at students who are struggling to access the full curriculum. Students will attend the personalised learning centre to have individualised learning timetables that could range from full-time to one lesson a week. During their time there, learning will be focussed upon their needs with the aim of making rapid progress and students being reintegrated back into the whole school. Academic and pastoral needs can be addressed.

Attendance Officer

Employment of Attendance Manager with the purpose of ensuring all students attend school. To give support where students fall below expected levels of attendance including support packages and home visits.

Provision	Total Cost	Impact	Review Dates
Counselling	£11,580	Students who access councillor to show improved attendance and outcomes.	Jan 2019 Sept 2019
Pastoral Support Workers	£114,468	Increased engagement, attendance and attainment.	Jan 2019 Sept 2019
Personalised Learning Centre	£59,601		Jan 2019 Sept 2019
Attendance Officer	£36,846	Disadvantaged student attendance to improve to 94.0%	Jan 2019 Sept 2019
Total	£222,495		

Interventions addressing educational support needs

Alternative Education Placements

Alternative provision aimed at providing personalised learning for those at risk of exclusion.

Careers Advisory Programme

Careers Advisory Programme that aims to ensure all students have strong aspirations and equipped with the skills and knowledge of the process to achieve what they want. Will include work experience, careers interviews and experiences of work within different industries and settings.

Specialist Inclusion and Dyslexia Teachers

These teachers will work with students in small groups and individually where students have been identified as having specific learning barriers that are stopping them from progressing.

Provision	Total Cost	Impact	Review Dates
Alternative Education placements	£40,000	Impact measured on individual basis.	Jan 2019 Sept 2019
Careers Advisory Package	£10,000	100% of students to have a clear destination pathway into education, employment or training.	Jan 2019 Sept 2019
Specialist Inclusion and Dyslexia teachers	£18,127 £33,316	Impact measured on individual basis.	Jan 2019 Sept 2019
Total	£101,443		

Interventions addressing underachievement

Year 11 Interventions

This fund is used to support disadvantaged students in Year 11. This includes the running of revision classes during holidays and any mid-year interventions that improve the outcomes of disadvantaged students. This year spending will also focus on disadvantaged students in Science and Humanities subjects.

EAL Funding

This funding provides a team of specialist EAL teachers. Students are tested on entry and given intensive EAL lessons if required. Students are supported through the different stages of EAL until they are ready to fully participate in all lessons. Outstanding EAL teaching will lead to accelerated progress for EAL students.

Literacy Programmes

A range of bespoke interventions to help disadvantaged students with low literacy improve and close the gap upon their peers. A range of actions will be delivered both individually and in small groups. Read, Write Inc Phonics is used with groups of students alongside Lexia. These programmes are aimed at students in Year 7 and Year 8 to help them catch up as quickly as possible.

Provision	Total Cost	Impact	Review Dates
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Year 11 Interventions	£5,000	Increase Basics attainment to 40% and improve progress 8 score to +0.22.	Jan 2019 Sept 2019
EAL Funding	£88,427	Increase Basics 9-5 attainment to 45% and improve Progress 8 score to +0.75.	Jan 2019 Sept 2019
Literacy Programmes	£10,000	Reading ages of those below their chronological age to improve on average by 18 months.	Jan 2019 Sept 2019
Total	£103,427		

Interventions addressing Financial Hardship

Curriculum Enrichment

This fund allows students to attend trips that they might not otherwise be able to afford.

School Uniform

The Academy expects all parents to pay the costs of uniform. In extreme cases where parents may be unable to meet these costs, the Academy will take on a portion of the costs to allow all students to take part fully in the life of the school.

Provision	Total Cost		Review Dates
Curriculum Enrichment	£4,000	No measurable impact	Jan 2019 Sept 2019
School Uniform	£3,000	No measurable impact	Jan 2019 Sept 2019
Total	£7,000		

Total Confirmed Spending: £774,441

Attributable Costs for Pupil Premium

Provision	Cost	Caseload	Attributable Cost
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Provision for Teaching and Learning and Administrator	£23,613	63.8%	£15,065.09
Smaller Class Sizes in English and Maths	£87,488	63.8%	£55,817.34
Increased planning and assessment time for all teachers increased by 5%	£143,705	63.8%	£91,683.79
Federation Network Staff Training Allocation Academy Staff Training Budget	£32,500 £9,000	63.8%	£26,477.00
Year 11 Pastoral Support Worker	£24,911	63.8%	£15,893.20
First Story	£3,500	100%	£3,500
Counselling	£11,580	75%	£8,685
Heads of House and Behaviour Support Worker	£114,468	63.8%	£73,030.58
Personalised Learning Centre	£59,601	80%	£47,680.80
Attendance Officer	£36,846	63.8%	£23,507.75
Alternative Education placements	£40,000	100%	£40,000
Careers Advisory Package	£15,000	63.8%	£9,570
Specialist Inclusion and Dyslexia teachers	£51,443	75%	£38,582.25
Year 11 Interventions	£5,000	100%	£5,000
EAL Funding	£88,427	21.91%	£19,347.36
Literacy Programmes	£10,000	63.8%	£6,380
Curriculum Enrichment	£4,000	100%	£4,000
School Uniform	£3,000	100%	£3,000

Total spend: £487,220.16