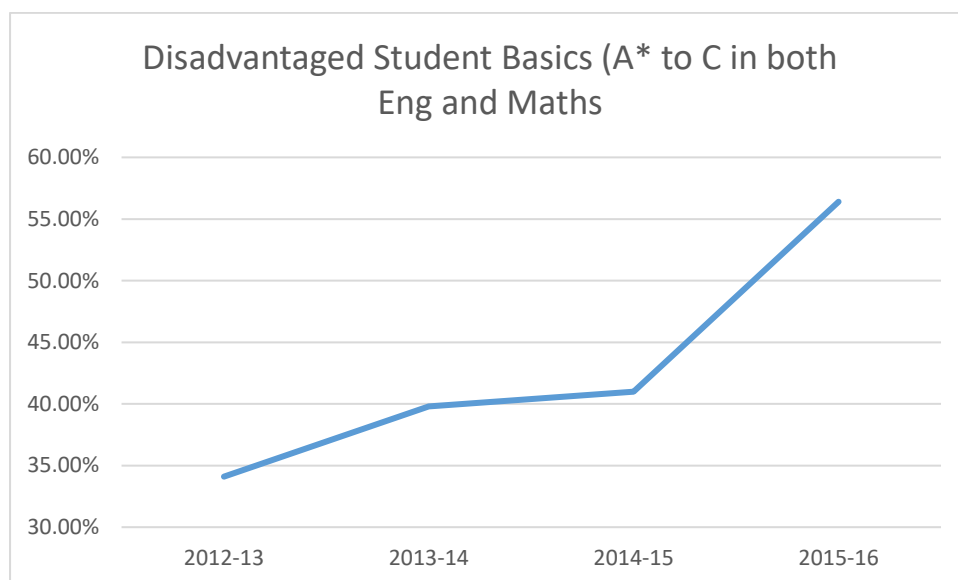


City Academy Bristol Pupil Premium Funding Plans 2016-17

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 Non-disadvantaged students.

This summer (2016), disadvantaged student attainment has seen a record improvement and improved for the fourth year in a row.

56.4% (2014-15 41.0%) of disadvantaged students achieved **Basics (A* to C in English and Maths)**. This was an increase on the 2013-14 figure from 39.8% and the 2012-12 figure of 34.1%. Non-disadvantaged students achieved 51.7% **Basics (A* to C including English and Maths)**. Therefore there is no in-school gap between disadvantaged and non-disadvantaged attainment. The national average for Disadvantaged student Basics in 2014-15 was 38.0%. We are awaiting the 2015-16 figure. Therefore disadvantaged students do considerably better at the City Academy than nationally. The figure for Non-Disadvantaged students was 65% in 2014-15. This is now the gap that the City Academy aims to close.



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.

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.

Currently 399 students at the City Academy Bristol are eligible for Pupil Premium. This equates to £373,065.

The Governor responsible for Pupil Premium is Ryan Castle.

Spending 2016-17

The following shows what the City Academy will be spending Pupil Premium on during 2015-16. 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 in Literacy and Numeracy
- 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. This has created smaller class sizes in Year 11 for Maths and English.

Provision for 1 x Assistant Principals for Teaching and Learning and Administrator

The Assistant 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 Assistant Principals 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.

Lead teachers

Evidence shows that disadvantaged students benefit more from outstanding teaching than other students. Therefore a Lead Teacher is employed who is paid additionally to individually support staff with teaching to ensure that all students make progress. Students in lessons that require improvement make average progress whereas students in lesson that are good or outstanding make more accelerated progress. The Lead teacher will run additional professional development for teachers to improve and develop.

Champion for High Prior Attainers

The proportion of High Prior Attaining Pupil Premium students attaining expected progress and greater than expected progress has been an area of concern Therefore the Academy has created a champion for these students. The role will be to look at all aspects of their Academy experience and ascertain what we need to do to improve the performance of these students.

Champion for Boys

The proportion of Pupil Premium boy students attaining expected progress and greater than expected progress has been an area of concern Therefore the Academy has created a champion for these students. The role will be to look at all aspects of their Academy experience and ascertain what we need to do to improve the performance of these students.

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.

Provision	Total Cost	Intended outcome
Provision for Assistant Principal for Teaching and Learning and Administrator	£26,814	The number of Good and better lessons taking place to increase.
Smaller Class Size	£29,372	Progress made by Disadvantaged students to improve. Increase in percentage of students making expected and greater than expected progress.
Lead Teacher	£2,613	Clear strategies to be used by all teachers following training and monitoring from lead teacher.
Staff Training	£32,410	Staff to attend T&L networks, VP networks, CLF conferences, Federation network meetings, nationally recognized Senior Leadership and Emerging Leadership courses. Staff training schedule commenced. Movement towards Teaching and Learning objective of 90% of Teaching and Learning good or better.

Champion for High Prior Attaining students	£8,959	Increase the outcomes and progress made by High Attaining students.
Champion for Boys	£3,000	Increase the outcomes and progress made by boys
Total	£103,168	

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 three 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.

Year 7 Nurture and Intervention Mentor

Mentor that works solely with Year 7 students to aid the smooth transition into Year 7.

Family Support Worker

This member of staff will be responsible for increasing the engagement of parents. This will include identifying and overcoming barriers including language and culture. Parent Voice will be included.

Attendance Team

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

Provision	Total Cost	Impact
Counselling	£10,000	Student engagement and attendance from students in need of counselling to improve. Attainment to increase.
Heads of House	£48,892	In-house provision of therapies and support for those students who need it. Increased engagement, attendance and attainment.
Year 7 Nurture and Intervention Mentor	£26,521	Smooth transition of students into the Academy in Year 7 shown through improved attendance and engagement

Family Support Worker	£26,521	Engagement with parents to increase. Attendance at meetings to improve.
Attendance Team	£29,823	Increase in Disadvantaged student attendance in line with non-disadvantaged national average.
Total	£141,757	

Interventions addressing educational support needs

Aspire

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

Careers Advisory Package

Careers Advisory package provided by NEWS. Careers Advisor has met with all FSM pupils in Year 11 to complete initial and follow up Careers Advice. He has worked with Year 10 FSM students in helping to find work experience placement.

Provision	Total Cost	Impact
Aspire	£10,000	Attendance, Engagement and attainment of students to increase.
Careers Advisory Package	£10,546	100% of students to have a clear destination pathway into education, employment or training.
Total	£20,546	

Interventions addressing underachievement in Literacy and Numeracy

Year 11 Interventions

This fund is used to support disadvantaged students in Year 11. This includes the running of 5 for 5 motivation groups with rewards. It also includes the cost of the Margham Residential with concentrated learning on English and Maths and revision techniques. 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.

Provision	Total Cost	Impact
Year 11 Interventions	£24,000	Increase the overall attainment of disadvantaged students to 55% 5A* to C including English and Maths
EAL Funding	£68,194	Increase in the number of students achieving 5ACEM. Increase in the number of disadvantaged EAL students making expected and greater than expected progress.
Literacy Programmes	£10,000	Reading ages of all students involved to increase faster than a calendar year and close the gap with peers.
Total	£112,194	

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	
Curriculum Enrichment	£3,400	Increased engagement, attendance and attainment of students.
School Uniform	£2,000	Increased engagement, attendance and attainment of students.
Total	£5,400	

Total Confirmed Spending: £373,065

