



PUPIL
PREMIUM

Wednesfield High Specialist Engineering Academy Pupil Premium 2015-16

Estimated Allocation = £238.485 for the year 2015/16.

Our Academy has 749 students on roll, 34.1% (256 students) of whom are eligible for Pupil Premium Funding (any student that has received free school meals in the past six years).

The Pupil Premium funding has been allocated for targeted support to raise attainment and progress of specific groups who are vulnerable to underachievement.

We will continue to use the Pupil Premium funding to support students at our Academy to raise standards and attainment. The funding is targeted to be used in a number of different areas, including however not limited to:

- Learning across the curriculum
- Leadership and Governance
- Attendance
- Social, emotional and behaviour
- Enrichment beyond the curriculum
- Aspirations and destinations

At Wednesfield High Specialist Engineering Academy, pupil premium is issued to support our young people in the following way:

1. **Focus on Learning across the curriculum** – each department has a Department Pupil Premium Champion to analyse that progress that our disadvantaged students make and manage the interventions that are put in place by their department to feed back to the lead SLT.
 - Collaborative teaching
 - Small group work for intervention
 - Half termly data drops and subsequent analysis
 - Individual intervention programmes
 - Financial assistance for examination courses for additional materials to support learning
 - Educational visits to supplement the learning in the classroom
 - Literacy and numeracy programmes in place for identified students
 - The curriculum is reviewed annually to address the needs of the different year groups. This includes the type of qualification and courses offered to our young people
2. **Focus on Leadership and Governance** – for 2015.16 academic year there is a new structure in place for the leadership and management of pupil premium. It is strategically led by the Deputy Headteacher.
 - Nominated member from the Local Advisory Board (LAB) is the Link LAB member for pupil premium
 - Regular meetings held between the strategic SLT lead and the Lead LAB member
 - Pupil premium funding is documented in the Academy development plan as Key Issue 1, which is updated regularly with progress and impact
 - Department Improvement Plans have 'disadvantaged students' as a key issue with their action plans



3. **Focus on Attendance** – at Wednesfield we have a dedicated Attendance team to focus on attendance of disadvantaged students.
 - Named staff monitor the attendance of disadvantaged students on a weekly basis, particularly where it is below 90%.
 - Breakfast Club for students to improve punctuality, develop social skills and have assistance with homework.
 - Academy reward system used to reward students who have improved attendance.

4. **Focus on Social, emotional and behaviour** – At Wednesfield the learning of our students is supported by various teams and where appropriate outside support. The following enables these teams to function more efficiently and consistently:
 - Additional mentoring
 - Counselling from external providers
 - Home – academy liaison work for students who also have an additional educational need by our AEN department
 - Barriers to learning for each student identified and students are supported to overcome these by our year based Student Champions

5. **Focus on Enrichment beyond the curriculum**
 - Establishment of a STEM steering group to engage students in STEM projects and community activities
 - Life skills taught to identified students
 - Additional trips / visits subsidised
 - Improve student literacy skills by development of a language for learning programme
 - Programme of both lunchtime and extra-curricular activity opportunities are provided
 - Development of a student leadership programme for 2015.16 academic year to develop the confidence and skills to be a student leader

6. **Focus on Aspirations and destinations** – At Wednesfield we have a member of the Senior Leadership Team who is responsible for all aspects of CEIAG and is supported by a working party to develop our CEIAG programme for all of our young people in Years 7-13. The following enables us to put our vision into place:
 - Comprehensive CEIAG action plan is in place which is monitored by a member from our LAB
 - All students receive independent advice on Careers from a specialist professional
 - Higher Education days to engage with Wolverhampton University for subject learning / projects
 - University open days are advertised and assistance is given to students who want to visit a university
 - Engineering links enable our students to pursue apprenticeships in engineering with some of our link Businesses
 - IAG forms a major part of the development of CEIAG as it permeates into KS3



The proposed expenditure is given below.

Action areas	2015.16 proposed cost	Examples of activities, resources, projects to address action 2015.16	Was the intervention effective?
1. Focus on Learning across the curriculum	129.585	<ul style="list-style-type: none"> • Collaborative teaching • Small group work for intervention • Individual intervention programmes • Financial assistance for examination courses for additional materials to support learning • Educational visits to supplement the learning in the classroom • Literacy and numeracy programmes in place for identified students • The curriculum is reviewed annually to address the needs of the different year groups. This includes the type of qualification and courses offered to our young people • Student Champions x 3 for Years 7-11 to support the learning by mentoring • Intervention for literacy, SPaG, numeracy in Lesson 7 • Revision materials purchased for core subjects for students in KS4 • Abridged version of Shakespeare texts purchased for Year 10 students intervention group • Additional members of staff in mathematics and science allow the possibility of smaller classes and bespoke intervention groups 	
2. Focus on Leadership and Governance	5.000 (CONT)	<ul style="list-style-type: none"> • Nominated member from the Local Advisory Board (LAB) is the Link LAB member for pupil premium • Regular meetings held between the strategic SLT lead and the Lead LAB member • Pupil premium funding is documented in the Academy development plan as Key Issue 1, which is updated regularly with progress and impact • Department Improvement Plans have 'disadvantaged students' as a key issue with their action plans 	



		<ul style="list-style-type: none"> Log kept throughout the year of what premium funding is spent on under this heading. 	
3. Focus on Attendance	43.900	<ul style="list-style-type: none"> Named staff monitor the attendance of disadvantaged students on a weekly basis, particularly where it is below 90% The named staff member is to work with parents of students who have a high persistent absence Breakfast Club for students to improve punctuality, develop social skills and have assistance with homework Academy reward system used to reward students who have improved attendance Alternative Provision is provided for a number of students to access off-site provision to achieve vocational qualifications 	
4. Focus on Social, emotional and behaviour	15.000	<ul style="list-style-type: none"> Additional mentoring Counselling from external providers Home – academy liaison work for students who also have an additional educational need by our AEN (<i>Additional Educational Needs</i>) department Barriers to learning for each student identified and students are supported to overcome these by our year based Student Champions Hub centre manager appointed to ensure that ‘at risk’ students achieve GCSE qualifications and especially in core subjects with a pathway at Post 16 secured 	
5. Focus on Enrichment beyond the curriculum	25.000	<ul style="list-style-type: none"> Establishment of a STEM (<i>Science Technology Engineering and Mathematics</i>) steering group to engage students in STEM projects and community activities Life skills taught to identified students Additional trips / visits subsidised Improve student literacy skills by development of a language for learning programme 	



		<ul style="list-style-type: none"> • Programme of both lunchtime and extra-curricular activity opportunities are provided • Development of a student leadership programme for 2015.16 academic year to develop the confidence and skills to be a student leader 	
<p>6. Focus on Aspirations and destinations</p>	<p>10.000</p>	<ul style="list-style-type: none"> • Comprehensive CEIAG (<i>Careers Education Information Advice and Guidance</i>) action plan is in place which is monitored by a member from our LAB (<i>Local Advisory Board</i>). • All students receive independent advice on Careers from a specialist professional • Higher Education days to engage with Wolverhampton University for subject learning / projects • University open days are advertised and assistance is given to students who want to visit a university • Engineering links enable our students to pursue apprenticeships in engineering with some of our link Businesses • Alumni established for past students to come and speak in assemblies to various groups for students about higher education • IAG forms a major part of the development of CEIAG as it permeates into KS3 • Careers fair event to be established in Spring term 2016 • Expert advice given to students on Higher Education finance 	