

Pupil Premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2023 to 2024 academic year) funding to help improve the attainment of our Pupil Premium pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	Churchill Academy & Sixth Form
Number of pupils in school	1323 (Year 7-11)
Proportion (%) of pupil premium eligible pupils	12%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021-2024
Date this statement was published	October 2023
Date on which it will be reviewed	October 2024
Pupil Premium lead	Fran Dawes Natalie Jones
Governor / Trustee lead	Andy Titerickx

Funding overview

Detail	Amount		
	2021-22	2022-23	2023-24
Pupil premium funding allocation this academic year	£164,555	£138,885	£138,690
Recovery premium funding allocation this academic year	£22,475	£41,400	£39,744
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£2,289	£0	£0

Part A: Pupil premium strategy plan

Statement of intent

The needs of our pupil premium students at Churchill are varied and a one size fits all approach would not be appropriate. The strategy outlined encompasses a range of support we have developed in response to the needs identified here at the academy. We ultimately strive to reduce the achievement gap between pupil premium students and their peers through a holistic package of support led by high-quality teaching. This provision aims to reflect the varying needs including our more academically able pupils who are most at risk of under-performing. The support developed strives to engage our students in line with our curriculum vision and whole school teaching and learning principles.

We communicate openly with our families about the use of our funding and the support we can offer. We work closely with our families to ensure the funding reflects their individual needs. Families are consulted when accessing any of our pupil premium vouchers schemes.

Challenges

This details the key challenges to achievement that we have identified among our pupil premium pupils.

Challenge number	Detail of challenge
1	Literacy skills on entry to Year 7 are lower which slows progress across the curriculum and these remain lower in KS3 than required to successfully access higher level GCSE specifications
2	Historically some higher attaining pupil premium students have made less progress than other high attaining students. Also middle prior attainment pupil premium boys have made less progress than non-pupil premium students of similar prior attainment.
3	A higher proportion of pupil premium students experience social, emotional and mental health issues (SEMH), which can have a detrimental effect on behaviour and attendance.
4	Pupil premium students are typically disadvantaged with the provision of resources and equipment and/or lower participation in educational visits supporting the curriculum and this continues to impact on attainment and progress in some subject areas.
5	Many pupil premium students have a lack of support with learning at home and a lack of engagement of parents of

	pupils who are the most vulnerable to underachievement and this can result in low aspiration and lower achievement and progress
6	Many pupil premium students have significant welfare needs within the family impacting upon resources available with the home to support uniform, footwear, diet.
7	Support previously available to pupil premium families from Health and Social Care sectors has been withdrawn due to reduced funding and academy resources are insufficient to address this deficit.
8	Reinforcing staff awareness on the needs of pupil premium students.
9	Attendance for pupil premium students is lower than their peers.

Intended outcomes

This explains the outcomes we are aiming for by the end of our current strategy plan, and how we will measure whether they have been achieved.

	Intended outcome	Success criteria
1	To develop literacy skills for Priority Learners including pupil premium.	Evidence of improvement in each intervention.
2	Needs of Priority Learners including pupil premium are met in the classroom.	Improved progress for pupil premium students.
3	SEMH needs of identified pupil premium students are further addressed	Behaviour and attendance concerns for pupil premium students are in line with those issued to non pupil premium students.
4	Pupil premium students are not disadvantaged due to resource need and there is improved participation in educational visits and extra-curricular provision supporting attainment and progress.	The work of the pupil premium has significantly reduced resourcing issues facing pupil premium students in all subjects and analysis of participation within extra-curricular activities shows consistent uptake by pupil premium students.
5	Providing revision resources including stationery and revision books, giving students	Pupil premium students' independent revision is in line with non pupil premium students.

	space to work (homework club).	
6	Increase individual pupil premium students attendance and engagement with school	Improved attendance, reduced negative concerns and increased positive rewards. Engagement with Careers by individual meetings to increase awareness of opportunities available and raise aspirations.

Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) this academic year to address the challenges listed above.

Activity		Outline of Role	Link to Strategic Plan 2023-26
Staffing Expenditure (80% of pupil premium Budget)	Inclusion Coordinator (3days)	To develop how Student Services works to support Priority Learners including pupil premium. Oversee the pupil premium provision and support.	Quality of education Leadership and Management
	Pupil Premium Advisory Teacher	Provide CPD for staff on pupil premium needs. Work with the faculties to develop strategies and support Quality First Teaching for pupil premium students. The role will aim to support bridging the gap between attendance and learning.	Quality of education Leadership and Management
	Pupil premium Administrator (2days)	Liaise with pupil premium students and families about provisions. Organise provision and resources for pupil premium students.	Leadership and Management Personal Development
	Safeguarding Pastoral Support Officer & Year 9 Pastoral Support	Monitor and support Safeguarding concerns of vulnerable learners including pupil premium.	Behaviour and Attitudes
	Year 7 & 8 Pastoral Support	Provide pastoral support to vulnerable learners including pupil premium.	Behaviour and Attitudes

	Worker (3days) x2		
	Wellbeing Pastoral Support Worker x2	Provide wellbeing support to vulnerable learners including pupil premium.	Behaviour and Attitudes
	CLA worker (1days)	Support CLA and PLAC students by setting regular targets, monitoring their progress and liaising closely with home.	Behaviour and Attitudes Leadership and Management
	ASC Coordinator	To support students in the Academy Skills Centre.	Behaviour and Attitudes
	% TA	Provide academic and pastoral support to Priority learners in and outside the classroom. TA are assigned specific students to support.	Quality of education Behaviour and Attitudes Leadership and Management

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

The number of students accessing these provisions is available [here](#).

Activity	Evidence that supports this approach	Challenge number(s) addressed	Link to Strategic Plan 2023-26
Home tutors (School led-tutoring programme): Provide academic and pastoral support to vulnerable learners including pupil premium.		1,3,5,6	Quality of education
Small English Support Group: Students with more complex needs are selected for the small English support class with an English Teacher in Year 7 only. Students will follow a modified version of the main curriculum, with more focus spent on developing literacy skills.		1,2	Quality of education

Activity	Evidence that supports this approach	Challenge number(s) addressed	Link to Strategic Plan 2023-26
<p>Literacy Boost Group: Students in Year 7 & 8 who have been identified with significant literacy needs by teaching staff in liaison with the SENCO and parents will have an adaptation to their curriculum to ensure additional time can be spent boosting key literacy skills.</p>		1,2	Quality of education
<p>Book Buddies Scheme: Identified Year 7 students read with a Year 12 mentor each week for 20 mins in a tutor time afternoon sessions in the library. Provision to start term 2.</p>		1	Quality of education
<p>IDL: Students identified with literacy needs have the opportunity to follow an online literacy package to boost spelling. SPAG, reading and typing skills.</p>	<p>An award winning online literacy package to boost spelling. SPAG, reading and typing skills</p>	1	Quality of education
<p>Rapid Reading: Students identified within Years 7-10 have the opportunity to spend a series of sessions working to break down understanding of short stories from a word, sentence, and whole text level.</p>	<p>An independent study by the National Foundation for Educational Research (NFER) found that children using Rapid Reading make more than twice the normal rate of progress in reading.</p>	1	Quality of education
<p>Pupil premium Advisory Teacher: To provide support and guidance to class teachers on how to best support pupil premium Students. (Focus for 2023-24 on 70-85% attendance).</p>		2, 8, 9	Quality of education

Activity	Evidence that supports this approach	Challenge number(s) addressed	Link to Strategic Plan 2023-26
Laptop and IPAD use in lessons.		1,4,5,6,9	Quality of education
Phonics Programme (New for 2023-24) developing Phonological Awareness,	Unlocking Letters and Sounds Phonic Programme	1	Quality of Education
Spellzone An online programme for students to follow.	https://www.spellzone.com/	1	Quality of Education

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Activity	Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
Quality First Teaching	<ul style="list-style-type: none"> -Provide easily accessible information to staff about the needs of our pupil premium students to inform their teaching. -Work with individual teachers to develop their teaching strategies for use with pupil premium students. Focus on Metacognition. -Utilise strategies such as diagnostic assessment for understanding the specific elements of education that 	EEF Metacognition and Self Regulation Review EEF Diagnostic Assessment	1,2,4,5,6 Quality of Education

Activity		Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
	pupils are finding challenging, rather than performance in whole subjects.			
	Ensure the curriculum vision reflects the needs of our vulnerable learners. Individual faculties to summarise and develop approaches for Priority learners (including pupil premium).	High quality teaching benefits all pupils.	1,2,4,5,6	Quality of Education
EBSA Worker (New for 2023-24)	A new role to support attendance focusing on Emotionally-based school avoidance.		2,3,5,8,7,9	Quality of education Behaviour and Attitudes
Uniform Support	Pupil premium families able to claim £50 towards cost of uniform annually Student Services "uniform/PE kit support" available daily.	Continued reduction of concerns for incorrect uniform/ lack of kit / wrong shoes for pupil premium students since introduction in 2015.	4,6	Behaviour and Attitudes
Funding Educational Resources	Voucher Scheme includes curriculum materials, Ed trips, texts books, catering ingredients etc.	177 pupil premium students accessed the voucher scheme. Behaviour analysis indicates	4,5,6	Quality of Education Personal Development

Activity		Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
		<p>lack of resources/books is no longer a consistent barrier to learning for pupil premium students. Equal participation in educational trips for pupil premium and Non pupil premium students</p> <p>120 students had catering ingredients provided. 15 students had Art and textile equipment provided.</p>		
Enrichment Support (Trips and visits)	Facilitates inclusion and supports engagement with learning.	<p>This practice is now embedded within the culture of academy provision and is “the norm”. Faculties continue to report reduction in barriers to curriculum access.</p>	4,5,6,7	Personal Development
Revision Guides and workbooks	Correct revision materials provided for Year 10 and 11 pupil premium students wishing to take up this offer	<p>This practice is now embedded within the culture of academy provision and is “the norm”. Faculties continue to report reduction in barriers to</p>	4,5,6	<p>Quality of Education</p> <p>Personal Development</p>

Activity		Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
		curriculum access.		
Stationery Equipment	Pupil premium students able to collect equipment as and when required in low key manner	Reduction in behaviour concerns for lack of equipment for pupil premium students since introduction in 2015	4,5,6	Behaviour and Attitudes
Summer School	Supports students with transition from Year 6 building upon skills, knowledge and experience to get pupil premium students "secondary ready"	Build positive relationships with vulnerable families and create a further opportunity for parents to become familiar with routines/ expectations/ ask questions and access support with uniform / equipment etc. 23 Students took part in 2023.	6	Personal Development
Period Poverty	All our pupil premium students (and identified vulnerable students) are contacted directly with how to access this provision.	Department For Education Programme	6	Personal Development
1:1 Counselling		Wellbeing support for vulnerable students	3,5,7.9	Personal Development
Clinical supervision (£270)	Provided Pastoral Support Worker for Mental Health with required	Facilitates self-care and reflective practice	3	Personal Development

Activity		Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
	professional supervision.			
Counselling qualification	A member of the wellbeing team is working towards qualification in - Advanced Diploma in Integrative Counselling.	CPD	3,5,7,9	Personal Development
Service Children Pupil Premium	Our pupil premium advisory Teacher oversees the progress and support for our Service Children.	https://www.gov.uk/government/publications/the-service-pupil-premium/service-pupil-premium-what-you-need-to-know	3,4,5,6	Personal Development
Lego therapy	LEGO® Therapy is a social development intervention to help children with social communication difficulties. The programme aims to engage students in a sociable activity by adding structure, clear rules and clear boundaries	LEGO®-Based Therapy: How to build social competence through LEGO®-based Clubs for children with autism and related conditions	3	Personal Development
Extended Work Experience	Opportunity to work off site and gain life		6	Personal Development

Activity		Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
	skills with a local employer.			
Social Skills Group	A weekly social skills group for students during tutor time.	Social, Emotional and Learning: Educational Endowment Foundation	3	Personal Development
1:1 ELSA Support	Staff are ELSA qualified.	ELSA	3	Personal Development
Social Time Support	Structured Sutton Trust support at social time is provided for vulnerable/SEN students at break and lunchtime in Student Services.		3,6	Personal Development
Young Carers	1:1 and small group sessions delivered during tutor and lunchtime to offer guidance and peer support.		3,4,5,6	Personal Development
Wellbeing workshops	Small group sessions based on positive mental health.		3,7	Personal Development
Staff Google Site	Student Services Google site introduced	Continue to develop information and quick links for staff to access information quickly and efficiently.	2	Quality of Education
Provision Map	Provision Plans	Plans provide a summary of the students	3	Quality of Education

Activity		Evidence that supports this approach	Challenge addressed	Link to Strategic Plan 2023-26
	-My Support Plan: -PACE Students -Safety Plan -Student Passports	progress, targets and provision to ensure teachers are up to date and Student Services can review the impact and engagement.		Personal Development
Homework Club	A weekly Homework club available in ASC. This provides space, resources and staff guidance.		4,5	Quality of Education Personal Development
Typing Club	A weekly typing club to support the use of laptops and IPADs for learning.		1,4,5,6,9	Quality of Education Personal Development
Phonics 2023-24	A weekly intervention provided by trained staff.	Phonic Programme	1	Quality of Education
Afterschool Cooking Club (New for 2023-24)	A fortnightly project running throughout the academic year for targeted students. Focus on students with lower attendance.		4,5,8,9	Personal Development

Part B: Review of outcomes in the previous academic year (2022-23)

Pupil premium strategy outcomes

Aim	Outcome	Link to Strategic Plan 2023-26
To develop literacy skills for Priority Learners including pupil premium.	Positive engagement and significant impact on individual students with provisions such as Rapid Reading, IDL, Spellzone, Phonics and book buddies.	Quality of Education
Needs of Priority Learners including pupil premium are met in the classroom.	<p>Staff Training: New starters/NQT/RQT received pupil premium introduction (background and provision) and support for vulnerable learners..</p> <p>Pupil Premium Progress Teacher & Advisory Teacher Role: Incorporate a Faculty wide involvement into the pupil premium strategy with an emphasis on CPD for teachers on their role with pupil premium students. This is to ensure the ownership sits with each individual teacher, not just an assigned member of the faculty as previously 'pupil premium Champion'.</p> <p>Focus for 2023-24 to target pupil premium students with attendance between 70-85%.</p> <p>Student Service Website: The set up the Student Service staff website to make pupil premium (and Student Services) information accessible and up to date for all staff.</p>	Quality of Education
SEMH issues of identified pupil premium students are further addressed	<p>Service Children: A 'Service Child Plan' is set up for each individual student. This provides a summary of the student's needs and identified targets. This is available on Bromcom under the Student's profile. Plans are reviewed 3 times a year and shared with relevant staff.</p> <p>Provision Mapping: All provisions are now recorded using Provision Map to review the support being accessed.</p> <p>Currently: 31 pupil premium students have a "My support Plan", 11 pupil premium students have a "Service Child Plan", 3 pupil premium students with a "Safety plan" and 19 pupil premium students with a "Student Passport".</p> <p>Wellbeing workshops: A number of small group sessions were delivered to</p>	Personal Development

Aim	Outcome	Link to Strategic Plan 2023-26
	vulnerable learners to support their SEMH wellbeing.	
Pupil premium students are not disadvantaged due to resource need and there is improved participation in educational visits and extra-curricular provision supporting attainment and progress.	<p>Example numbers of students accessing funding during 2022-23</p> <ul style="list-style-type: none"> ● 107 individual Students received support funding for Activities week ● 176 individual students received support with the cost of uniform ● 177 individual students accessed funding for their Educational and Enrichment voucher <p>Summer School: This summer we ran a four day provision to support our year 6 Pupil Premium and SEND students. The programme gave students the opportunity to meet academy staff and familiarise themselves with the school site. The activities included cooking, drama, English and Caving with Mendip Outdoors.</p>	Behaviour and Attitudes
Providing revision resources including stationery and revision books, giving students space to work (homework club).	<ul style="list-style-type: none"> ● 120 individual students received support with their Catering Ingredients ● 52 individual students received support with Revision Resources 	Behaviour and Attitudes

- What are the next steps?
- Develop the Pupil Premium Advisory Teacher Role to work more closely with Directors of Learning on how to incorporate pupil premium strategies into their faculties focusing on pupil premium student's attendance between 70-85%.
 - Develop the monitoring and support around attendance of pupil premium students.
 - Develop the [Work with the Faculties](#) to ensure the needs of Priority Learners including pupil premium are met in the classroom.
 - Work with Lighthouse Schools Partnership multi-academy trust to raise the profile of vulnerable learners.