Carew Academy Pupil Premium Action Plan 2019/2020

The government believes that the Pupil Premium Grant (additional to main school funding) is the best way to address inequalities in students' attainment by ensuring that there is financial support to tackle disadvantage. Students at Carew Academy are already vulnerable to under achievement due to their SEND, it is therefore, pertinent for the school to consider additional strategies when planning effective interventions to maximise the impact of this funding for PPG students or any other students that the school has legitimately identified as socially disadvantaged.

Main Barriers to Achievement at Carew Academy:

The main barriers to achievement for students at Carew Academy centre around students' additional learning needs as identified in their Education, Health and Care Plans. Those students who are eligible for Pupil Premium funding benefit from support which focuses on addressing the three areas of our ABC of Success; great Attendance, positive Behaviour and appropriate Challenge alongside their individual EHCP Outcomes.

Due to the complex nature of our cohort it is generally likely that attainment of students will be lower than national expectations. However, we will utilise Pupil Premium funding to ensure that our most vulnerable students make at least good or better than good progress, through ensuring they attend school, are engaged and inspired by lessons and have appropriate destinations secured.

Carew Academy Pupil Premium Action Plan 2019/2020			
Principal		Rob Watkins	
Chair of Governors		Jamie Bean	
Pupil Premium Profile			
Criteria	**Number of Pupils**	**Amount Per Pupil**	**Total Amount**
Primary FSM Ever 6	23	£1,320	£30,360
Secondary FSM Ever 6	86	£935	£80,410
Left LA Care through adoption	10	£2,300	£23,000
CLA	8	£2,300	Paid to the LA and requested through PEPs.
TOTAL			**£133,770**

Carew Academy, takes a tiered approach to distributing the Pupil Premium funding, covering three areas which support our ABC of Success.

- Teaching – Professional Development of staff to improve the impact of teaching and learning for pupils.
- Academic Support – Providing additional support for students to promote great Attendance, positive Behaviour and appropriate Challenge
- Wider Approaches – Providing broader support for students outside the curriculum.

Overview of Spending

Area	Strategy	Success Criteria	Staff	Monitoring	Review	Total Cost	Cost Per Pupil
Teaching	Specialist Training	Strategies embedded	JS	Learning Walks evidence specialist approaches	Half Termly	£4k	£37
Teaching	Diploma in Education	No teaching vacancies	JS	All Diploma in Education Students pass their course	Annually	£10k	£92
Teaching	Masters in Drama Therapy	Increase in therapy provision	JS	Completion of Drama Therapy MA	Annually	£3k	£28
Academic Support	Student Support Post	No PEX No FTE	JD	SIMs Behaviour Incidents Half Termly Data Dashboard	Half Termly	£30k	£275
Academic Support	Merit Rewards	PP students achieve at least Bronze Award	JD	SIMs Merits Half Termly Data Dashboard	Half Termly	£3k	£28
Academic Support	Family Lead Post	Attendance >95%	RW	Weekly Attendance Monitoring Half Termly Data Dashboard	Termly	£45k	£413
Wider Approaches	Breakfast Club	Breakfast available daily	RW	Breakfast provided to all students and food available in Student Support	Annually	£10k	£92
Wider Approaches	Jamie's Farm	4 Jamie's Farm Trips	RW	Reduction in behaviour incidents for students who have attended	Each Visit	£30k	£275
					TOTAL	**£135k**	**£1,240**

Intentions of Spending

Carew Academy intends to use the Pupil Premium Funding to:

- Increase pupils' confidence and resilience
- Encourage pupils to be more aspirational
- Benefit non-eligible pupils

Through effective implementation of the funding Carew Academy will ensure the impact is that students eligible for Pupil Premium:

- Have high rates of attendance; this is because nationally students in receipt of Pupil Premium and those with Special Educational Needs have lower rates of attendance. At Carew Academy we intend to focus our spending to address this inequality and ensure all students have good attendance.
- Are equally recognised for their efforts and achievements; this is because nationally students with Special Educational Needs have higher rates of exclusion. At Carew Academy we intend to focus our spending to ensure disadvantaged students are recognised for their achievements and we aim to have no Fixed Term Exclusions.
- Have effective support at home through a positive home school partnership. This is because we understand that our families face a wide range of challenges and we want to ensure we allow our parents to access the support available to them.
- Make good progress compared to their peers. This is because we understand our students have a wide range of barriers to learning and we want to ensure our spending helps allow them to overcome these barriers.

Area	Strategy	Intent
Teaching	Specialist Training	We have a strong commitment to staff CPD and one of our Development Plan objectives is to offer more personalised CPD to staff. We want to use pupil premium funding to provide additional bespoke training to teachers to support pupils' needs. This will include: Trauma Training, Zones of Regulation, ASD Teaching Approaches, thus ensuring our pupils can better access learning, are more aspirational and make at least good progress.
Teaching	Diploma in Education	Carew Academy wants to ensure high quality teaching for all pupils, we have an excellent record of teacher retention, but want to ensure our teachers have the right skills to encourage our pupils with a complex range of additional needs to be more aspirational. Supporting our current staff to complete the Diploma in Education (Special Needs), will mean we never have any teaching vacancies ensuring our pupils continue to make at least good progress.
Teaching	Masters in Drama Therapy	Carew Academy already has a part time music therapist to support pupils. We are funding a member of staff to complete an MA in Drama Therapy, to allow us to increase the amount of therapeutic intervention available to students. An increased therapy offer will impact on pupils' engagement with the curriculum, ensuring students have the tools they need to make at least good progress.
Academic Support	Student Support Post	The additional student support post will provide additional capacity to allow a range of interventions to support students including ELSA, Lego Therapy and Drawing and Talking Therapy, alongside the close monitoring of offsite provision. This will ensure all our students in receipt of pupil premium have the additional support they need to access the curriculum, ensuring that there are no Fixed Term or Permanent Exclusions.
Academic Support	Merit Rewards	Carew Academy will actively promote the use of Merits to increase pupils' confidence and resilience. Merits are awarded particularly for pupils Challenging themselves in lessons, which in turn supports progress. The spending will allow rewards for Bronze, Silver, Gold and Platinum winners. Close monitoring will take place, ensuring all pupil premium students achieve at least their Bronze Award.
Academic Support	Family Lead Post	The Family Lead will work with families to provide a wide range of support, including support with accessing income they are entitled to. The Family Lead will closely monitor attendance of all students in receipt of pupil premium, ensuring that attendance remains above 95%.
Wider Approaches	Breakfast Club	Carew Academy will provide a Breakfast Club each day, providing staff and free food. Food will also be available during the day in Student Support. This will also benefit non-pupil premium students. Breakfast club will support students by ensuring they are ready to learn!
Wider Approaches	Jamie's Farm	Carew Academy will run at least 4 trips to Jamie's Farm across the year. Attendance will be prioritized for our CLA and post CLA students. These trips work to develop pupils' confidence and resilience, and have a significant positive impact on pupils' behaviour at school. Thereby ensuring that pupil premium students are more aspirational.

This plan will be reviewed on 31st July 2020.