

Pupil Premium Funding 2016-17 £304,808 (estimated)

The Academy will continue to spend the majority of funds on Facilitating Progress and Academic Success for All, due to successful impact of such initiatives last year, equating for 40% of the total spend. The next priority for spending will continue to focus on addressing support for SEN and GLA support for students which remain a priority for the Academy in 2017-18, 17% of spend on improving attendance initiatives, 15% on encourage aspiration and enabling experiences beyond the curriculum.

As outlined in our Pupil Premium Policy, at Victory we prioritise use of the grant to support structures and processes which remove barriers for learning and progress, reviewed termly and adjusted as necessary. Many of our students continue to face circumstances that create barriers to them progressing in line with their non-disadvantaged peers and the new Year 7 group is much larger and continues with the trend of approx. 50% Pupil Premium students. These barriers may be financial – a lack of the resources needed for their studies or to pay for visits, or they may be social, emotional or educational – challenges or stresses and that make it more difficult for them to access the learning opportunities provided.

We will continue to prioritise funding for supporting student attendance which may also affect their access to the curriculum.

Funds spent of raising aspirations will continue and move into the next phase of ‘enabling and providing clarity for students’ on how to fulfil those aspirations and possible pathways and preparations. The Academy continues its mission to dispel assumptions or stereotypical views that disadvantaged pupils lack ambition or aspiration, but to focus on ensuring they have essential knowledge and understanding about careers and the learning behaviours and qualifications required to gain access to their chosen careers.

As such, Pupil Premium funding will continue to be used to support projects and opportunities, enabling access for all, by eliminating the barriers created by financial difficulties. Funding will enable the employment of staff and establish projects and services that will help students tackle social, emotional and educational barriers to learning.

The School will continue to benefit from the following initiatives and support, which continue to have a positive impact for our students.

- Thinking Schools Trust Support and Thinking Skills Introduction
- Change of Ethos, Branding, Identity

- Emphasis on Quality First Teaching

The Academy's intake of students is 3 KS2 points continues to be below the national average, placing the school in the 50 lowest prior attaining schools nationally (97.5% of secondary schools have higher KS2 prior attainment). The FSM percentage is nearly twice the national average and places the school in the top 10% of schools for the proportion of students on FSM. The school has a much higher than average proportion of students requiring EAL and SEN Support.

FSM/PP numbers for 2017/18 are provided as follows

Year Group	PP Students	Total	Percentage
Year 7	78	173	45.09
Year 8	66	132	50.00
Year 9	60	117	51.28
Year 10	58	121	47.93
Year 11	40	94	42.55
Year 12	20	52	38.46
Year 13	19	53	35.85
	341	742	45.96

In addressing these barriers, our priorities for 2017/18:

- Ensuring Attendance
- Developing Key Skills including academic literacy focus
- Encouraging Aspiration, enabling students and greater facilitation of career choices
- Facilitating Progress and Academic Success for All
- Addressing Student's Special Educational Needs.
- Enabling Experiences beyond the Curriculum.

New initiatives specifically to be funded and implemented in 2017/18 include the following:

- Introduction of a sea cadet unit on site
- Participation in an EEF Project regarding EAL in the mainstream

Spending plan – updated September 2017 – based on funding estimate of £304,808

Teaching Staff Salaries - £100,000				
Area of Spend	Percentage	Priorities addressed	Impact of Spend	Outcome to be Assessed Sept 2018
Vice Principal with Responsibility for Pupil Premium	22 percent	All	Responsible for PP across the academy, leading training on supporting PP students, monitoring progress of PP, working with middle leadership on strategies to support PP students.	
SENCO	30 percent	iv, v.	To ensure that the needs of disadvantaged SEND students are identified and met.	
Teacher of Key Skills Provision	50 percent	ii, iv, v.	To foster accelerated progress of disadvantaged students in core skills, providing a strong foundation for continued progress. Provide support in the identification special educational needs of disadvantaged students.	
Curriculum Lead - Key Skills	30 percent	ii, iv.	To develop and drive the development of the Key Skills curriculum to ensure accelerated progress for disadvantaged students.	
Educational Support Salaries - £100,000				
Area of Spend	Percentage	Priorities addressed	Impact of Spend	Outcome
Assistant SENCO	30 percent	iv, v.	To assist the SENCO in ensuring that the needs of disadvantaged SEND students are identified and met.	
Community Liaison Officer	10 percent	All	To liaise with community families of disadvantaged students to ensure that their needs are met. Oversee	

			the provision of funding of disadvantaged students attendance on trips.	
Safeguarding	30 percent		To ensure that all safeguarding concerns relating to disadvantaged students are addressed in an expedient and effective manner.	
Attendance Improvement Manager	50 percent	i, iii, iv.	To support disadvantaged students to attend the academy regularly and on time to ensure maximum contact time and provide a strong foundation for progress.	
Dockyard Manager	50 percent	iv	To oversee bespoke provision for disadvantaged students who are temporarily unable to access lessons.	
Inclusion Officer	50 percent	iv.	To oversee the provision of the internal exclusion unit, fostering positive behaviour for learning and maximise in school time for disadvantaged students.	
Graduate Learning Assistant	50 percent	ii, iii, iv	To foster the development of literacy via providing support for lower attaining students in the English department.	
Graduate Learning Assistant	10 percent	ii, iii, iv	To support disadvantaged students' progress via the staffing of academic extra-curricular initiatives including homework club and intervention sessions.	
Graduate Learning Assistant	10 percent	ii, iii, iv	As above.	
Graduate Learning Assistant	10 percent	ii, iii, iv	As above.	
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Graduate Learning Assistant	10 percent	ii, iii, iv	As above.	
Graduate Learning Assistant	10 percent	ii, iii, iv	As above.	
Support Salaries - £14,500				
Area of Spend	Percentage	Priorities addressed	Impact of Spend	Outcome
Catering Manager	20 percent	i, iv.	To provide staffing for the provision of free breakfasts and catering for additional sessions to increase attendance and focus of disadvantaged students.	
Site Manager	13 percent	iv.	To enable Academy facilities to be open for the provision of support sessions - maximising contact time between staff and disadvantaged students in preparation for public examinations.	
Initiatives & Programmes £90,000				
Area of Spend	Spend	Priorities addressed	Impact of Spend	Outcome
Continuing Professional Development	£15,000	lii, iv.	To enable staff to access appropriate educational training to support the teaching of disadvantaged students and enable the closing of the attainment gap.	
Catering	£5,000	i, iv.	To provide free breakfasts to increase attention/focus in disadvantaged students and sustenance during extra-curricular study periods/events	

Rewards	£5,000	i, iii, iv.	To provide motivational rewards for behaviour, attitude to learning and attendance fostering improvement in attendance/attainment for disadvantaged students	
Curriculum Materials including Mocks/Revision guides	£9,000	iv.	To provide PP students with access to curriculum and revision resources to provide a foundation for academic attainment	
Extended Schools Club/Enrichment Access	£11,000	iii, iv.	To provide disadvantaged students with support in accessing clubs, trips, competitions, masterclasses and enrichment activities including STEM, Pop Up (Baltic) project, visiting artists, sporting events and performing arts visits.	
Learning Centre Resources	£750	ii, iii, iv, vi.	To provide resources designed to foster cultural understanding and enhance literacy levels amongst disadvantaged students.	
Sea Cadet unit* New	£4,000	iv.	To enable the successful completion of off-site vocational training courses currently undertaken by Year 11 disadvantaged students.	
EEF EAL in the classroom	£1,000		Participation and cover implications to enable staff to participate in research area and for our students to benefit from key learning and initiatives launched as a result	
Library/Raising Literacy initiatives	£3,000	iv.	To provide resources focussed on the assessment and development of literacy levels amongst disadvantaged students.	
Raising Attainment include PIXL and intervention support	£12,000	iii, iv	To provide staff access to current educational research on how to provide support for disadvantaged	

			students and enable the provision of additional intervention to maximise its impact.	
Exam Fees (including resits) and additional or specialised exam concession support	£9,000	iv, v.	To ensure PP student access to appropriate examination qualifications with differentiated support as required by student needs	
School Production/Studio VA	£1,000	iii, iv, vi	To enable PP students to access and contribute to key cultural events within the school life. Providing Performing Arts/Creative Arts work and curriculum to enable disadvantaged students to excel and build confidence through displaying work to internal and external audiences. Funding additional supports materials, resources and costumes for disadvantaged students to ensure access.	
Enrichment/Careers and Work Experience/Careers	£3,000	iii, iv	To provide disadvantaged students with appropriate advice and insights to raise aspirations as to destinations once they move on from the academy. To provide a focus for success in public examinations and building skills needed in the wider world.	
Student Support Services	£2,500	i, iii, iv	To foster disadvantaged student attendance, attainment wellbeing via the provision of general and specialised pastoral, social and emotional support programmes.	
Music Services Costs - free music lessons	£900	iv	To enable disadvantaged students to secure fair access to music tuition to attain their qualification or continue their music studies, previously funded by the Academy	
Uniforms Expenditure	£2,500	i, iii, iv	To provide disadvantaged students with uniform and kit enabling them to feel full and valued members of	

			the school community, ensuring standards and expectations are met by all.	
Trips	£3,000	iii, iv, vi	To enable disadvantaged students to attend trip/enrichment activities to motivate and extend knowledge for the subject/related field of study	
Solomon Fund	£1,000	All	To provide support for disadvantaged students on an individual needs basis.	
Pupil Travel	£600	i, iii, iv.	To enable disadvantaged students to attend school regularly and on time to maximise learning time.	
Pupil Premium Projects	1,000	All	To enable Independent Pupil Premium review to evaluate impact of interventions and progress to improve impact further	