



The Sutton Academy

Pupil Premium Policy

Status	Non-Statutory
Responsible Governors' Committee	ALT
Date last approved by GB	Not Applicable
Responsible Person	Miss E Parker
To Review Date	November 2026
Last Amended Date	November 2024

Principles

The targeted and strategic use of Pupil Premium will support us in ensuring all students have the opportunity to learn effectively and allow them to have the best opportunities to succeed in life.

Pupil Premium is a government initiative that targets additional funding at children who are in receipt of free school meals or who have been eligible for free school meals within the last 6 years (known as the Ever6 indicator). It also targets funding at children who are looked after (CLA), previously looked after or have parents who are currently serving within the armed forces.

Research shows that generally, disadvantaged children make less progress than their peers. Children who are entitled to Pupil Premium often face a number of challenges such as

- Poor speech, language and communication skills
- A low reading age compared to their peers
- A lack of support or encouragement from families to complete home learning and independent revision
- Disengagement and/or behavioural issues
- The impact of the COVID-19 pandemic
- A lack of confidence
- Issues with their mental health, particularly following the COVID-19 pandemic
- Issues with attendance and punctuality
- Low aspirations
- A lack of cultural capital opportunities
- A lack of engagement with home learning and independent revision

At The Sutton Academy, all members of staff and the governing body accept responsibility for the progress of all groups of students. The Pupil Premium is intended to directly benefit the children who are eligible, helping to narrow the gap between disadvantaged students and other students nationally who are deemed to be at an advantage. However, being a large academy with a high proportion of Pupil Premium students means that some of the interventions that are put in place are shared by children who are not in receipt of the Pupil Premium funding. This promotes good outcomes for all students as well as disadvantaged students.

It is recognised that not all students eligible for Pupil Premium will be disadvantaged although we closely monitor those eligible to ensure that any gap can be closed.

OBJECTIVES FOR PUPIL PREMIUM IN THE ACADEMY:

- The Pupil Premium will be used to provide additional educational support to improve the progress and attainment of disadvantaged students.
- The funding will be used to narrow the gap between the achievement of disadvantaged students and their peers;

- As far as its powers allow the academy will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others;
- We will ensure that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives.

STRATEGY FOR USING THE FUNDING:

The academy has identified the needs of those pupils receiving Pupil Premium funding and will use the following strategies to address them:

- There is a member of the Academy Leadership Team who has responsibility for monitoring the progress of Pupil Premium pupils and who works alongside staff to ensure that any provision and intervention that is required is available.
- Pupil Premium is clearly identifiable within the school budget.
- There is a Pupil Premium Strategy Statement that identifies the priorities for the year and how the funding will be allocated and spent.
- The academy will be accountable for how it has used the additional funding to support the achievement of the pupils eligible and will monitor, evaluate, review and report on how effective the strategies used have been in achieving their aim.
- All students within the cohort will be highlighted on staff data sheets and on Class Charts in order to ensure planning for progress at every level is considered by teachers.
- The academy will publish all relevant information about how we have used the Pupil Premium on the school website.
- There will be a separate Personal Education Plan (PEP) for children who are looked after to demonstrate how their funding is allocated.
- Recruitment and retention of highly qualified staff to deliver quality first teaching.
- Provision of a high-quality CPD programme which develops teachers who are skilled in evidence informed instructional strategies that can effectively support the implementation of the knowledge rich curriculum.
- Provision of high quality instructional coaching for all teaching staff to support teacher development.
- Additional support for Early Career Teachers, ITTs and Teach First participants alongside a bespoke CPD package which enables them to develop into high-quality teachers who can deliver the knowledge-based curriculum effectively.
- A Boost and Secure programme for all students in Year 11 to extend the day Tuesday-Thursday until 3:30pm. All students have an additional 50 minutes in Maths, 50 minutes in English and 50 minutes in another subject dependent on their needs.
- Enhanced staffing to provide intervention to address subject-specific issues with achievement in KS3 maths and English
- Enhanced staffing to provide intervention to address subject-specific issues with achievement in KS4 maths, English, Science, Geography, History, Spanish
- Enhanced staffing to provide intervention to support students with low-literacy levels or reading ages
- Enhanced staffing to provide intervention to support students with Behaviour Emotional and Social Difficulties (BESD), bereavement and other issues requiring counselling/

mentoring such as mental-health issues, confidence and self-esteem, IAG, attendance and punctuality.

- Employment and training of Sixth Form students tutoring low prior attaining year 7 students in reading and numeracy during Ready to Learn.
- Enhanced support packages, including extra tuition, music lessons and access to experiential opportunities.
- Implementation of a range of programmes to address engagement and parental engagement;
- Delivery of additional in-person and online high-quality revision sessions through the school holidays and at weekends as well as a Saturday tuition programme.
- Revision packs are provided physically and electronically;
- Enhanced management roles regarding literacy and tracking for PP pupils are in place and embedded – there is a significant focus on PP tracking and flagging for intervention.
- Trips and activities are offered to PP pupils at reduced cost where appropriate
- Equipment, ingredients and uniform are provided when necessary and where appropriate.
- Support disadvantaged students to complete all home learning to a high standard by ensuring that all students have access to the required resources.
- Provide students with a quiet place to complete homework and access appropriate support to complete all homework to the best of their ability support disadvantaged students to complete all home learning to a high standard by.
- Development of Student Voice, including training and opportunities.

Provisions

Specific provisions that we may consider appropriate include:

- HLTA staffing in English to deliver targeted intervention sessions to small groups of students.
- Additional teaching and learning opportunities provided through Level 2/3 Learning Support Assistants
- Delivery of well-structured, high quality literacy interventions delivered by trained staff to support those students who are identified as having a low reading age or SAS score to improve.
- Providing small group work intervention with an experienced teacher to overcome gaps in learning.
- Support for staff to carry out question-level analysis for students to provide individualised information on specific gaps in knowledge.
- Provision of external Alternative Education provisions for a small number of students who have difficulty accessing mainstream education.
- Provision of an Internal Alternative Education provision for a small number of KS4 students who have difficulty accessing mainstream education.
- Additional resources made available for use in school or at home e.g. revision guides, ICT equipment and specific software packages
- Support disadvantaged students with poor attendance and punctuality by providing transport to school.
- Specific opportunities for high ability students entitled to funding to strive for a grade 7-9 through targeted support.

The academy will ensure that whole academy provision for Pupil Premium students allows those entitled to the funding to experience the same opportunities as their peers. We will

ensure that they have access to school trips that will support their academic achievement and develop social aspects of learning including developing confidence and developing friendships and social skills.

Monitoring and Evaluation

We will monitor and evaluate the achievement of Pupil Premium students as a distinct cohort in a variety of ways across the academic year:

- We will analyse their academic progress formally three times per year for each year group through tracking and the use of SISRA and ensure that appropriate action is taken.
- We will analyse their behaviour through the use of class charts and ensure that appropriate action is taken.
- We will analyse their engagement with learning through work scrutinies and book looks.
- There is strong communication between pastoral support and curriculum provision to ensure all our students are tracked carefully and their needs are met.
- We will analyse their attendance data and take appropriate action.
- We will monitor and evaluate the impact of any intervention students are involved in.
- We will monitor and evaluate the impact of Alternative Education provisions.
- The Pupil Premium strategy will be reviewed annually and updated regularly to ensure the policy is applied consistently and all pupils have the best opportunity to succeed and close the gap.