
Belfairs Academy



Pupil Premium Funding Policy and 3-year Strategic Plan 2022-2025

Date created	September 2022
Version	1.0
Status	Published
Applicable to	Belfairs Academy
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Checked by	CEO Legra Trust

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Context of Belfairs Academy

Total Pupil Premium provision	£249 289
Number of students on roll	1653
% of students eligible for Pupil Premium	16.0%
Date of review of Pupil Premium Strategy	July 2025

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Overarching Principles

- ❖ At Belfairs Academy, all members of staff and governors accept responsibility for those students recognised as 'disadvantaged' and are committed to meeting their pastoral, social and academic needs.
- ❖ Every child who is considered as 'disadvantaged' is valued, respected, and entitled to develop to his / her full potential, irrespective of disadvantage.

Background to the Pupil Premium

Introduced in April 2011, the Pupil Premium is a government initiative that provides additional funding aimed at students from deprived backgrounds. Research shows that students from deprived backgrounds underachieve compared to their non-deprived peers. The Pupil Premium is provided to support these students in reaching their potential by accelerating their progress.

The Government has used students entitled to Free School Meals and those who are looked after as an indicator for deprivation. They have given a fixed amount of money to schools per student, based on the number of students registered for Free School Meals and who are looked after by the local authority. A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these students.

Overall Objectives:

- ❖ Belfairs Academy will ensure the Pupil Premium funding reaches the groups of students for whom it was intended and that it makes a significant impact on their education and lives.
- ❖ The Pupil Premium funding will be used to provide additional educational support to improve the progress and raise the achievement for these students.
- ❖ The funding will be used to narrow and close the gap between the attainment of these students and their peers.
- ❖ The Academy will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.

How we will ensure effective use of the Pupil Premium

- ❖ The Pupil Premium will be clearly identifiable within the budget.
- ❖ The Principal, in consultation with the Governors and staff, will decide how the Pupil Premium is spent for the benefit of the entitled students. Funding will be allocated following a needs analysis which will identify priority groups or individuals.
- ❖ In making provision for socially disadvantaged students, we recognise that not all students who receive free school meals will be socially disadvantaged or underachieving.
- ❖ The Academy will assess what additional provision should be made for the individual students.

- ❖ The Academy will be accountable for how it has used the additional funding to support the achievement of those students covered by the Pupil Premium.
- ❖ The Principal will report to the Governing Body and parents on how effective the intervention has been in achieving its aims, including publishing online information about how the Premium has been used.
- ❖ The Academy will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children.
- ❖ The Academy will monitor, evaluate, and review the success of the impact of the Pupil Premium Funding.

Review of Intended Outcomes within Strategy Statement

Intended Outcome	Success Criteria
1. Progress and Attainment Gaps narrowed across all subjects, specifically Maths and EBACC subjects, for disadvantaged students across all year groups.	❖ The percentage gap of students working at or above forecast and expected grades between disadvantaged and non-disadvantaged has reduced.
	❖ Year 7: 15% of pupils working at, or above, forecast grade
	❖ Year 9: 5% of pupils working at, or above, forecast grade
	❖ Year 11: 15% of pupils working at, or above, forecast grades.
	❖ Year 11: PP Current vs Expected P8 Gap reduced from -0.48 to -0.2 in Mathematics, -0.36 to -0.15 in English Language and Literature
2. To achieve and sustain improved attendance for all pupils, particularly our disadvantaged pupils.	Sustained high attendance from 2012/22 demonstrated by:
	❖ The overall persistent absence rate for pupil premium students drops from 22.8% to 15%
	❖ Year 8: from 23.2% to 18%
	❖ Year 10: from 25.8% to 20%
3. Improved participation in non-whole school enrichment activities by disadvantaged pupils. This includes clubs, events and trips within and outside of the Academy.	❖ Year 11: from 28.5% to 20%
	The percentage of disadvantaged pupils who participate in non-whole school enrichment activities is in-line with non-disadvantaged pupils. 100% of all pupils participate in enrichment activities.
4. To achieve and sustain improved wellbeing for all pupils, particularly disadvantaged and vulnerable students.	Sustained high levels of wellbeing demonstrated by qualitative data from student voice, surveys and teacher observations. Additionally, the high take up and engagement of students participating in enrichment activities exhibits this.

1. Progress and Attainment

[illegible]

		groups focusing on pre and over learning										
Total Budgeted Curriculum Support						£111 420.						

2. Attendance

Desired outcomes (Intent)	Chosen actions/approaches	How will you ensure it is implemented well?	Impact	Staff lead(s)	Mar 23	Jul 23	Sep 23	Mar 24	Jul 24	Sep 24	Mar 25	Jul 25
					RAG	RAG	RAG	RAG	RAG	RAG	RAG	RAG
The overall persistent absence rate for pupil premium students drops from 22.8% to 15%	❖ Rigorous meetings between attendance team, parents, students, pastoral and progress team. Staff will set personalised targets for students and address barriers to learning and attendance.	❖ Belfairs Academy is tracked through rigorous reporting processes from Attendance Officer to the Senior Leadership team who track students' attendance plans to bridge gaps.	❖ Reduction in persistent absence rates identified	NOI LAM Attendance team PLs Yls								
Year 8: from 23.2% to 18%	❖ Recognition and rewards for students celebrating 100% attendance. These are both individual for students and linked to academy colleges to encourage competitive element between the colleges.	❖ Where gaps are identified the academy has a thorough reporting model that ensures accountability and tracks impact of actions.										
Year 10: from 25.8% to 20%												
Year 11: from 28.5% to 20%	❖ Communication of academy attendance to both internal and external stakeholders.											
Total Budgeted Curriculum Support					£111 420*							

3. Enrichment Participation

Desired outcomes (Intent)	Chosen actions/approaches	How will you ensure it is implemented well?	Impact	Staff lead(s)	Mar 23	Jul 23	Sep 23	Mar 24	Jul 24	Sep 24	Mar 25	Jul 25
					RAG	RAG	RAG	RAG	RAG	RAG	RAG	RAG
The percentage of disadvantaged pupils who participate in non-whole school enrichment activities is in-line with non-disadvantaged pupils. 100% of all pupils participate in enrichment activities.	<ul style="list-style-type: none"> ❖ Continue excellent practice with students ❖ 100% of all Pupil Premium students in Induction Phase to participate in at least one Enrichment Activity per academic year. ❖ 100% of all Pupil Premium students in Intermediate Phase to participate in at least one Enrichment Activity per academic year. 	<ul style="list-style-type: none"> ❖ Through a robust monitoring and tracking process of all participation in enrichment activities for all students. 	<ul style="list-style-type: none"> ❖ Exposure to enrichment activities increases Culture Capital as well as promotion of student well-being. 	BUA WIR LIA								
Total Budgeted Curriculum Support					£11 082							

4. Student Wellbeing

Desired outcomes (Intent)	Chosen actions/approaches	How will you ensure it is implemented well?	Impact	Staff lead(s)	Mar 23	Jul 23	Sep 23	Mar 24	Jul 24	Sep 24	Mar 25	Jul 25
					RAG	RAG	RAG	RAG	RAG	RAG	RAG	RAG
Sustained high levels of wellbeing demonstrated by qualitative data from student voice, surveys, and teacher observations. Additionally, the high take up and engagement of students participating in enrichment activities exhibits this.	❖ Regular student feedback obtained	❖ Record of student voice	❖ Positive student and parent feedback ❖ High levels or participation of student enrichment activities	WIR LIA NOI								
Holiday club provision to support emotional health and wellbeing	❖ Evidence from previous holiday clubs show children and parents from disadvantaged backgrounds benefit from focused holiday clubs. ❖ We use our own teaching staff as specialists and provide intensive, well-resourced	❖ Holiday club report ❖ Attendance records	❖ Positive student and parent feedback	WIR								

	sessions within the provision.											
Total Budgeted Curriculum Support						£111 420*						

Additional detail

- ❖ Belfairs Academy will continue to ensure that the Pupil Premium funding reaches the groups of students for whom it was intended and that it makes a significant impact on their education and lives.
- ❖ The Pupil Premium will continue to be used to provide additional educational support to improve the progress and raise the achievement for these students.
- ❖ Belfairs Academy will continue to use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.

Evaluation and Reporting

It will be the responsibility of the Principal to produce a report for the Governing Body that will include:

- ❖ The progress made towards closing the gap, by year group, for disadvantaged students.
- ❖ An outline of the provision made during the term since the last report.
- ❖ An evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.

The Governors will ensure that there is an annual statement to parents outlining how the Pupil Premium funding has been used to address the issue of closing the gap for socially disadvantaged pupils.

Appeal

Any appeals against this policy will be through the Governor's Complaints Procedure.