

## Pupil Premium Strategy

At Ash Hill Academy we believe that every student, irrespective of background or prior attainment, should make outstanding progress and reach goals beyond that which they may initially believe is possible. We understand that many students face barriers to their learning and as a team we work hard to overcome them. Some of these barriers can include:

- Low aspirations resulting from a lack of ambition and family history of further education.
- Historical attendance issues; students have undervalued education and not been challenged to attend well.
- Lack of support in key subject areas for example low reading ages from a lack of early reading opportunities.
- Lack of educational support at home to supplement that delivered through the curriculum.
- Lack of resources and opportunities to develop themselves further outside the curriculum.

We are determined to create a climate that does not limit an individual's potential in any way; we have a high number (over 50%) of students who are eligible for Pupil Premium funding.

A greater focus on attendance has been adopted to support all students in meeting the minimum requirement of 97% attendance. An Attendance Improvement Officer is employed by Delta Academies Trust to drive attendance and work closely to support the most vulnerable groups of students and families. There is also an allocation for hardship funds to assist pupils who may struggle to attend school due to transport or uniform issues. As an Academy, we have a number of initiatives to further identify and support students with low attendance.

As a number of our PP students start secondary school with lower academic attainment than their peers, we ensure they receive intense support to fill any gaps in their progress. This support and intervention is bespoke to the individual learner but can take the form of literacy intervention through Accelerated Reader, Rainbow Reading or Nessler program and numeracy support in small groups developing the basic and fundamental skills needed for maths, with the Hegarty Maths package providing targeted support for students both in

school and at home. This bespoke intervention continues as our students progress through the academy and into the GCSE programs of study.

Students' social and emotional needs are also identified early as a potential barrier to learning and progress and again depending on need, special programs are designed with our pastoral staff to break down these barriers and allow students to enjoy the curriculum. The Bridge is the Academy's Social Inclusion Centre, co-ordinated by the Bridge Manager. Within the Bridge, support is given to students with more complex social, emotional, behavioural and medical issues. It provides a safe and supportive environment for the Academy's most vulnerable students. The Personalised Learning Centre is co-ordinated by the PLC Manager and provides students with personalised learning packages designed to meet individual student needs, provide focused intervention to support and raise attainment.

Together with the academic and pastoral support we offer our PP students a whole range of further interventions and support. These include: helping students enjoy and experience the 'arts' through music lessons and tuition; support with funding for a broad range of trips; breakfast clubs to ensure PP students enjoy a healthy and nutritious start to the day; alternative provision for students whose needs are more complex and extra resources across the whole range of subjects as and when they are needed.

Uniform is provided for all students in Year 7 who are awarded a place at Ash Hill Academy, so that all students have an equal starting point. Ash Hill Academy offers financial assistance for families and students wishing to attend school trips and excursions, this ensures that all students benefit from a variety of experiences designed to enhance life chances and removes what could be a financial barrier.

Career Guidance Advisors, are employed by Delta Academies Trust to work with students from Year 8 – 11. Year 11 students receive advice and guidance to support them with their Post 16 applications, they also offer the opportunity for 1-1 support with their Post 16 transition route, so as to ensure that the risk of them becoming NEETS are checked. The Career Guidance Advisors also support students with their option choices by attending Option Evenings, and providing bespoke information, advice and guidance.

All these measures alongside the consistently high expectations we have of all our students have led to the improved results achieved in GCSE examinations as well as positive feedback received from Ofsted and other external organisations.