

## Pupil Premium (Disadvantaged) – Proposed Spend 2019/20

**PP Income - £282,758**

**Projected Expenditure - £681,678**

General academy picture		Pupil premium year group totals					Gender		Prior attainment band		
NOR	Total Pupil Premium and %	Year 7	Year 8	Year 9	Year 10	Year 11	Male	Female	HATs PP	MATs PP	LATs PP
903	349 (39%)	77	81	74	58	59	183	166	77	152	102

### Identified Barriers:

#### Barrier 1:

Students enter the academy with depressed levels of Literacy and Numeracy in comparison with the national average.

#### Barrier 2:

The attendance of disadvantaged students is below those not in receipt of the funding. This reduces their school hours and causes them to fall behind.

#### Barrier 3:

The behaviour of disadvantaged students is below that of those not in receipt of the funding. Some of our disadvantaged students require additional support or an alternative curriculum to meet their needs.

#### Barrier 4:

Many of our most disadvantaged students have not had anyone in the family attend University, so do not have the same level of knowledge at home to draw from when considering future options. In addition, resources at home such as the internet, books, stationary, quiet space to work can be limited. The most disadvantaged, poorest students make up just 2% of University places at Russell Group Universities.

**Barrier 5:** Our disadvantaged students may not have had the same access to as wide a range of enrichment activities as their peers. As an academy we firmly believe that access to enrichment is vital for all students' social, moral, spiritual and cultural development. Some families are struggling to afford a contribution towards trips, stationary and uniform.

Initiative	Aim	Cost/Commentary **also see full Review document for 2018-2019 (LGB October 2019), a copy of which can be requested via the academy Front Office Team.
<p>Education Endowment Foundation</p> <p>1. Additional pastoral leaders to continue to facilitate successful implementation of Community System.</p> <p><b>Link to AIP – Behaviour and Attitudes and Personal Development</b></p>	<p>Evidence suggests that, on average, behaviour interventions and pastoral support can produce moderate improvements in academic performance along with a decrease in problematic behaviours.</p> <p>Support engagement with learning for all students, particularly those in receipt of Pupil Premium funding. This also supports the Community system and the benefit of the Community Staff working with the PP students throughout their academy career.</p>	<p>Increased Pastoral Care Team:</p> <p>2 X Community Assistant Principal - £151,291 2 X Community Lead - £54,666 Include Mentor - £27,644 Counsellor - £18,590</p> <p>The academy was recognised as a centre of “good practice” in June 2019 as part of the DfE Children in Need Review. This was in relation to the care and support which is offered at the academy for vulnerable students and the consequent impact that this has had on their outcomes and life chances. Likewise, internal data indicates that the behaviour and attendance of students in receipt of Pupil Premium funding is continuing to improve. Given these successes and the fact that the “within school gap” has not fully closed in terms of student engagement and progress, a significant proportion of the funding will again be used to support our Pastoral Care systems.</p> <p>In addition to the funding allocated to this last academic year (above), an increasingly personalised approach will be adopted, focusing particularly on Social Emotional Mental Health and Attendance. It will be particularly important</p>

		<p>to identify any vulnerable Lower School students that could be at risk of exclusion and/or attendance proceedings and to put additional early interventions in place.</p> <p>Breakfast club will also continue in 2019-2020 and, as almost 50% of the academy cohort access the provision (more than half of these being in receipt of Pupil Premium funding), ways to expand this important provision are being investigated.</p> <p>Additional Costs:</p> <p>Oasis Provision – £4,750          Young Carer Award – £1,000          Pupil Premium Co-ordinator - £61,811          Attendance Officer (new role) - £25,000          Breakfast Club staffing - £7,500          Aspirations Camp - £500</p>
<p>Education Endowment Foundation</p> <p>2.Home Learning</p> <p><a href="#">Link to AIP – Quality of Education</a></p>	<p>On average, the impact of homework on learning is consistently positive (leading to on average five months' additional progress). There is some evidence that homework is most effective when used as a short and focused intervention (e.g. in the form of a project or specific target connected with a particular element of learning) with some exceptional studies showing up to eight months' positive impact on attainment.</p> <p>Ensure all homework completed and that pupils, particularly those in receipt of Pupil Premium funding are offered support as necessary.</p> <p>Provide a safe study space for students who do not have appropriate facilities and/or resources at home.</p>	<p>Last year, some barriers to learning for students in receipt of funding included collecting siblings from school, transport, other home commitments and employment. Initially it was hoped that Breakfast Club may have served as a platform for support. However, the pastoral needs of our most vulnerable students meant that, whilst the provision was successful, it was not the correct time of day to tackle this need.</p> <p>From September 2019 the after school Homework provision has been put in place for targeted students:</p>

	Also support PP students with understanding/ learning support to ensure homework is a positive experience.	<p>Minibus Driver - £750</p> <p>A lunchtime provision is also being investigated and is due to start in January 2020.</p> <p>TA Support - £600</p>
<p>3. Bursaries/Hardship Fund</p> <p><a href="#">Link to AIP – Personal Development</a></p>	Bursary for students to attend enrichment activities with a view to improving the life chances of those in receipt of Pupil Premium funding. Particularly the benefit of experiencing different aspects of other communities and cultures.	<p>This has proved to be highly successful, with all students in receipt of Pupil Premium funding receiving a funded opportunity in the academic year 2018-2019. As a result, the academy was granted “Gold Status” for our extra-curricular provision.</p> <p>It is intended that this provision will continue in the academic year 2019-2020, with a particular focus on closing the Cultural Capital gap.</p> <p>LHA Pupil Premium Support - £4,000 Enrichment - £10,000 LBU uniform budget - £2,000</p>
<p>Education Endowment Foundation</p> <p>4. Revised Literacy/Numeracy programme for struggling students in the Lower School; introduction of Read Write inc.</p>	<p>On average, reading comprehension approaches improve learning by an additional five months’ progress over the course of a school year. These approaches appear to be particularly effective for older readers (aged 8 or above) who are not making expected progress</p> <p>Improve levels of Literacy and Numeracy in preparation for the more rigorous GCSE specifications and work. Vulnerable students do not always have access to a wide range of books and other resources; this can limit</p>	<p>The ARK English Mastery, and associated Academy Literacy Strategy, was successful in the academic year 2018-2019, with students making an average gain of 1 year. It is intended that the programme will continue this academic year with a greater focus on closing the gap further for boys in receipt of the funding (also see Catch Up Premium Strategy).</p> <p>2 X Intervention TAs - £34,692 Ark English Mastery - £6,300</p>

<p>and Catch Up Numeracy; Lexia early morning reading programme</p> <p><b>Link to AIP – Quality of Education</b></p>	<p>their wider understanding of key concepts and can lead to gaps in their knowledge.</p> <p>Improve reading levels of pupils who enter with lower than expected reading ages. This will improve student ability to access all aspects of the academy curriculum.</p>	
<p>Education Endowment Foundation</p> <p>5. Targeted revision classes during school holiday periods – all subject areas but priority to be given to <b>English, mathematics and Science</b> 1:1 and/or small group support, especially in English, maths and Science Purchase of appropriate revision booklets</p> <p><b>Link to AIP – Quality of Education</b></p>	<p>Greater impacts (as much as four additional months’ progress) can be achieved when summer schools (holiday classes) are intensive, well-resourced, and involve small group tuition by trained and experienced teachers.</p> <p>Ensure all students reach their full potential, particularly in the crucial Core subject areas. PP students will benefit from support with their revision and gaps in learning with specialist teachers and resources.</p> <p>To aid independent study and ensure access to appropriate resources.</p>	<p>Holiday Revision (Teaching Staff)- £6,000</p> <p>The Progress 8 for students in receipt of funding in the academic year 2018-2019 was broadly average at -0.19. This is a +0.15 increase on our 2017-2018 data.</p> <p>Last academic year “My Tutor” was piloted in the academy as part of a wider OAT East initiative. Not all students engaged as well as hoped, so the tried and tested system of small group tuition with a personal, known tutor will be implemented for this academic year.</p> <p>Science tutor - £6,500 Maths tutor - £6,500 Revision Guides - £2,000 (for targeted students).</p>
<p>6. Staffing and CPD costs associated with the “Curriculum Innovation” programme</p> <p><b>Link to AIP – Quality of Education</b></p>	<p>Ensure appropriate pathways for all pupils are available in the curriculum.</p> <p>Increase number of pupils accessing appropriate university courses, apprenticeships etc.</p> <p>Promoting the achievement of all pupils by providing high-quality teaching and learning.</p>	<p>The academy's curriculum intent is ambitious and designed to give all pupils the knowledge they need to succeed in modern life. As a result, students continue to make progress at least in-line with their peers (see above).</p> <p>There is a shared understanding of the academy's curriculum intent and leaders and</p>

		<p>teachers are now in the process of implementing this securely and consistently across the academy:</p> <p>Additional Vice Principal (Teaching &amp; Learning) - £84,000          Lead for early-adopter SRE/SMSC - £41,683          Pupil Premium CPD - £500          Working Party CPD – £2,500          CIEAG support - £3,500</p>
<p>7. SEND provision</p> <p><a href="#">Link to AIP – Quality of Education</a></p>	<p>Promoting the achievement of all pupils but providing high-quality teaching and learning for the ‘most disadvantaged’ pupils</p>	<p>An analysis of academy data during the Summer Term has shown that there is a huge correlation between students in receipt of the funding and “other needs”:</p> <p>Additional Lead SENCO (on Senior Leadership Team) - £45,479          Appointment of additional Intervention TA (effective April 2020) - £5,500          Respectrum - £16,000</p>
<p>8. Challenge Club</p> <p><a href="#">Link to AIP – Quality of Education and Personal Development</a></p>	<p>Programme of events, speakers and outings to improve the life chances of targeted More Able Pupil Premium students and increase their opportunity to experience College and University life.</p>	<p>The Brilliant club was successful in the academic year 2018-2019 so will continue this academic year.</p> <p>Development of Sutton Scholars with LHA.          Brilliant Club - £2,000.00          More Able Coordinator - £48,422</p>