



Pupil Premium Strategy

Updated September 2019

Pupil Premium Funding Report 2019/20

National Guidelines

The Pupil Premium Grant is a Government initiative designed to provide additional funding to address potential underachievement of our most disadvantaged children, nominally those who are (or have been) eligible for free school meals (FSM), looked after by the Local Authority or adopted, or from families with parents serving (or having served) in Her Majesty's forces. Schools decide how best to use this funding, but must report, in a transparent manner, how it is used, and evaluate the impact of any actions or initiatives funded by the grant.

At NUASt, we track the achievement 'gap' between all students and those eligible for Pupil Premium funding. While the number of students receiving free school meals determines much of our Pupil Premium Grant, we are also required to narrow the achievement gap between all the various groups of students. Consequently, we reserve the right to use this funding to address the underachievement of any student, and not just those students who attract it.

Introduction and Purpose

This action plan sets out NUASt's current approach to closing any achievement gaps. It also outlines how the academy plans to utilise the Pupil Premium Grant (PPG) to effectively raise standards of attainment and achievement for all students.

At NUASt we recognise the importance of ensuring all students, whatever their background or circumstance, are provided with a relevant education of the highest quality. This will ensure that all our students are equipped with the knowledge and skills they will need to succeed in, and beyond, NUASt.

At NUASt, strategies to close achievement gaps between groups and individuals are an integral part of every lesson, and evident in all areas of the academy. Within the classroom there is a clear focus on well planned and differentiated lessons that challenge and stretch all students. All staff are entitled to a programme of training that allows them to continually expand and experiment with a full range of teaching strategies and techniques to ensure the achievement gap is closed rapidly through the use of timely and appropriate interventions.

Quality First Teaching & Intervention

NUASt recognises the value and uniqueness of every student, and we understand that some students need more support to ensure that our community is inclusive and equal. As an academy, we ensure that all staff employed are highly trained and effective, and tailor training for all staff.

At NUASt we are aware that the key to success for all students is ensuring that all day-to-day teaching meets the needs of each learner, rather than simply relying on interventions to compensate for teaching that is less than good. Where more support is needed the school allocates the best teachers to teach intervention groups. All teaching staff are aware of who is eligible for the PPG, and this informs their planning.

The academy is committed to making sure that support and intervention (including adjustments where necessary) are made in a timely fashion. This is achieved through regular half termly monitoring, and the use of regular robust assessments which allow teachers to give students effective and timely feedback.

For 2019/20 our additional funding is broken down into:

PP: £117,000

Top Up Funding: £13,000

Students eligible for Pupil Premium

The PPG per pupil criteria and unit funding for 2019/20 is as follows:

Pupils in years 7 to 11 recorded as Ever 6 FSM	£935
Looked-after children (LAC) defined in the Children Act 1989 as one who is in the care of, or provided with accommodation by, an English local authority	£2300
Children who have ceased to be looked after by a local authority in England and Wales because of adoption, a special guardianship order, a child arrangements order or a residence order	£2300
Service children, pupils in year groups reception to year 11 recorded as Ever 5 Service Child, or in receipt of a child pension from the Ministry of Defence	£300

Pupil Premium funding is presently regarded as being continuous funding, so many initiatives put in place as a result of this will strongly inform spending in future years. Setup costs for many initiatives represent an initial outlay, but enhanced staffing represents an ongoing financial commitment. Given the evolving nature of the Pupil Premium initiative, funding from one academic year may need to be carried forward to cover some initiatives.

Full eligibility criteria and funding guidance can be found here:

<https://www.gov.uk/government/publications/pupil-premium-allocations-and-conditions-of-grant-2019-to-2020/pupil-premium-conditions-of-grant-2019-to-2020>

Impact of Pupil Premium funding:

The strategies to support PP pupils are chosen for their effectiveness based on cost and outcomes, many of the strategies used have been successful in previous years, while others have been adopted because of other schools' successes, empirical evidence or research undertaken by staff. The PP Toolkit provided by the Education Endowment Foundation has been a critical source of guidance in planning the PP allocation in this academic year and informing the strategies chosen. The toolkit can be located here:

<https://educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit>

Aims & Objectives:

Key Aim: Closing the Gap

- To develop a clear direction and focus for closing the gap (Diminishing the Difference) across all areas of the academy, in particular key performance indicators reported nationally
- To embed “closing the gap” across the whole academy curriculum, using a range of effective resources and strategies
- To raise levels of attainment and narrow the gap between targets groups and individuals, specifically for PP students
- To improve the knowledge and understanding of the most effective Pupil Premium approaches, informed by national research and implemented across the academy.

How will we use Pupil Premium funding in 2019/20 to support our students?

Staffing:

Pupil Premium 2019/20	Total
Teaching Assistants	£93,000
Pastoral Support	
Attendance Officer	
Core subject teachers	
121 Intervention	

Provision Overview:

Category	Provision	Cost
Staffing	See breakdown above Academic and Pastoral staff to support students. To ‘narrow the gap’, especially in terms of attainment and progress, in literacy and numeracy, with a particular focus on Pupil Premium students. This includes one to 121 tuition and small withdrawal classes. Data leader to track PP.	£93,000
Attendance support	Subsidised travel to and from NUASt To ensure all Pupil Premium students have access to their learning at the academy; support for students to meet and exceed attendance targets / rewards for meeting attendance targets.	£3,000
Enrichment	To ensure all students are able to access learning inside and outside the classroom through agencies, outside providers, motivational speakers and subsidised educational visits e.g. the academy pays for Year 7 students to visit for a local provider which aims to develop confidence.	£4,000
Subsidised additional uniform	To ensure all Pupil Premium students have access to their learning at the academy by complying with NUASt uniform expectations.	£500
Post 16 Support	Funds are provided to ensure Pupil Premium students are not disadvantaged in terms progression routes and further education.	£500
Student Learning Resources	Providing learning resources to students e.g. revision guides for Year 10 and 11, ingredients for students studying Food, calculators for examinations and in key subjects. Additional tuition outside literacy and numeracy (MyTutor), to support further academic studies in all other curriculum subjects and access to specialist software such as Lexia for further academic support.	£10,000
Student wellbeing support	Provision of mentoring, careers and pastoral support such as the Think 4 The Future Mentoring and Franklin Scholars programme, hygiene packs, behaviour rewards etc.	£2000

Staff training	Training of key staff to ensure they remain up to date and aware of all current initiatives and information is disseminated throughout the academy.	£2000
Assessment	GL Assessment package to encourage reading and support literacy.	£1000

The PP Plan is reviewed on a yearly basis following the publication of national results, we also review key performance indicators at set points within the year to ensure the interventions that have been chosen are having the desired impact.