

Pupil Premium

Allocation, Spend and Impact Summary

2020-2021

Summary for Governors

Item of PP expenditure	Amount	RAG - Impact
i: Quality teaching for all	£22,000	
ii: Targeted support and intervention	£7,700	
iii: Behaviour, attitudes and attendance improvement strategies	£89,000	
iv: Catch Up Premium improvement strategies	£16,700	
v: SEND improvement strategies (PP & SEND)	£78,675	
vi: Minimise the impact of the Covid pandemic on our disadvantaged students	£24,620	
	£238,695	

Pupil premium strategy / impact

1. Summary information							
Academic years	2020-2021		Total PP budget	£262,030 (2020-21)		Date of most recent PP Review	July 2020
Total number of pupils on roll	KS3&4 =1430 KS5 = 301 Total = 1731		Number and % age of pupils eligible for PP	NSG 235 KS3&4 16% Sept 2020 17.1% Jan 2020	Nat 36%	Date for next internal review of this strategy	November 2020
	KS3	KS4		KS3	KS4	Year 7 Catch Up Funding Allocation	£17500 (2019)
Number of PP eligible pupils by key stage (Sept 2020)	Yr7 =34 Yr8 =47 Yr9 =50	Yr10 =43 Yr11 =55 Yr12=24 Yr13=25	Budget split by key stage	30%	70%	Number of pupils with dual eligibility PP and SEND	41 students =17%

Funding	KS3	KS4	KS5/ FSM			KS3	KS4	KS5
PP	122	98	54		PPP	9	5	1
Income (£955 pp)	£210,000		16-19 bursaries up to £1200		Income (£2345 pp)	£32,830	2019: £27,000	
Totals- bursar received	£229,200 Based on 2019 census	Nor 1411 17.01%	£27,500 pa			Received £0 October 2020	April £7750 Spring £1540 Summer £775	

Total Funding for 2020-21 = £229,200 + 17500x50% Year 7 & 8 catch up = £237950

2020 OUTCOMES <i>FFT CAG (2019)</i>	NSG Pupils eligible for PP	NSG Pupils not eligible for PP	NSG Progress GAP PP vs Non PP	Pupils eligible for PP - national average (2019)	Pupils not eligible for PP- National average (2019)	National Progress Gap PP vs Non PP	NSG difference to national PP CAG (2019)
Progress 8 score average	0.01 0.39 (-0.06)	0.49 0.77 (0.60)	- 0.48 -0.38 (-0.54)	-0.45	0.13	-0.58	+0.85 (+0.39)
Attainment 8 score average	45 45.41 (44.89)	59 58.97 (53.94)	14 -13.5 (-9)	36.7	50.3	-13.6	+8.7 (+8.2)
5 + Basics (Eng & Maths)	39.3% (32.7%)	60.1% (55.5%)	20.8% (22.8%)	24.7%	50%	-25,3%	+10% (+8%)
Ebacc entry	36% (42.9%)	50.5% (51.8%)	14.5% (8.9%)	27.5%	44.5%		+8.5% (+ 15.4%)

2. Planned expenditure 2020 - 2021

The six headings below enable you to demonstrate how you are using the Pupil Premium: to improve classroom practice; to provide targeted support; to improve attendance, attitudes and behaviour; to support pupils who need to catch up; and to address pupils' special educational needs and respond to the effects of the Covid pandemic. Pupil Premium students receive £955 p.a and Children in Care receive £2345 p.a

i. Quality teaching for all

Action	Intended outcome	Cost
Curriculum Development – knowledge organisers and knowledge tests to increase student retention of key knowledge	<p>Knowledge organisers for every subject in each Key stage to include key information for student success. All students to develop key memorisation techniques that also transfer into revision techniques.</p> <p>Reduce student cognitive overload by building student memory and database of automatic recall for fundamental knowledge in each subject,</p> <p>Self-quizzing homework is introduced and knowledge organiser tests used to develop student skills in memory recall.</p>	£6000
Increase in staffing for English, Maths, Science and EBACC where there is capacity	<p>Maintain high quality teaching and increase the number of teaching groups to allow for subject specialist intervention at KS3 and KS4.</p> <p>Improve uptake for EBACC subjects for PP students (currently 14% and 9% in 2019)</p>	<p>Maximise the capacity in maths Science</p> <p>£5000</p>
Deliberate Practice CPD – improving knowledge and capability as part of the directed professional learning sessions led by in house experts as well as visiting external providers	<p>SLT use a designed programme of training to improve progress for PP students, particularly High Prior Attaining PP students through stretch and challenge and high impact feedback. Consistency of approach for PP and SEND students across departments</p>	<p>Cost of external trainers, Disaggregated Days X 20%</p> <p>£5000 X20%</p> <p>£1000</p>

Action	Intended outcome	Cost
<p>Curriculum Masterclasses are provided by middle leaders and Heads of Faculty in subject specific meetings as well as external providers, exam boards, local hubs and SLEs</p>	<p>Department and Faculty time allocated to subject specialist CPD and curriculum development at all Key Stages, to ensure consistency in pedagogy and delivery of content across department. To support teachers in raising their standards in the classroom and ensuring a positive culture of feedback and improvement.</p> <p>Staff opportunity to develop their subject knowledge in all areas of the curriculum to ensure stretch and challenge and support strategies for all students to ensure PP attainment and progress remains in line with non-PP students</p>	<p>9 meetings x 1 hour 122 staff at cost per session x20%</p> <p>£10,000</p>
Total budgeted cost		£22,000

ii. Targeted support and intervention

Action	Intended outcome	Cost
<p>Year 11 Intervention Programme</p> <p>'Raising Standards Leader for year 11 appointed.</p>	<p>All Year 11 students received targeted intervention in all of their subject areas from September ensuring they have more contact time with their class teacher to close gaps in their learning.</p> <p>All students are provided with targeted support in all of their subjects, provided with quiet workspace and explicitly taught independent study skills in order to improve the attainment 8 and progress 8 score for all students, particularly PP students.</p> <p>The library to remain open until 6pm and be staffed by teachers.</p> <p>Rigorous and timely tracking informs intervention strategies for our vulnerable students.</p> <p>Use of Walking-talking mocks.</p> <p>Students receive specialist support for time management and organisation</p> <p>Academic monitoring (see section vi) informs intervention in September.</p>	<p>£3500</p> <p>£600</p>
<p>Literacy Intervention</p> <p>Appointment of Reading and Comprehension coordinator (whole school literacy coordinator)</p> <p>Accelerate the progress of PP & SEND students through our reading programme.</p> <p>Develop Whole school literacy projects to : (Fixed term whole school literacy appointment)</p> <ul style="list-style-type: none"> Improving academic writing Vocabulary development Slow writing / Academic Oracy Literacy in Maths 	<p>Increase the number of students reading regularly and reading whole books outside of English lessons. Continue to raise the profile of reading, build effective reading habits, develop enjoyment and increase the number of students reading for pleasure (particularly in KS4). This will support students' knowledge base, concentration skills, literacy development which all has a direct impact on academic achievement across all subjects.</p> <p>Students access to high quality fiction that is appropriate and varied to continue to improve literacy across the school. Library usage and book borrowing will increase. Digital resources are expanded upon</p> <p>Staff and student librarians recruited and engaged to support with raising the profile of reading.</p> <p>Increase pupils experience of strategies which develop effective learning habits through a focus on metacognition Increase in opportunities to develop Oracy- greater number of PP students attend Debate club, drama club – look into Talk for writing resources LINK Let's Think in English in place what about Let's Think in Maths ? LINK Enter more competitions</p>	<p>£800</p> <p>Renaissance Reader £4000 x 20% £800</p> <p>Extra fixed term bursary PIXL unlock resource – used to be free?</p> <p>£1000</p>

Action	Intended outcome	Cost
<p>Raise the profile in Numeracy to raise standards in maths</p>	<p>Increase the number of students involved in Numeracy quizzing / challenges set outside lessons. Eg. Staff v student ‘number-off’ Numeracy or number ambassadors from student body selected Profile of Hegarty Maths is raised through competition , assemblies, tracking Yr 7 mother and daughter numeracy events introduced to break down gender bias – Gunderson research LINK LINK2 article: Introduce Let’s think in maths into the maths curriculum / tutor times? Link development to the programme of Literacy for Numeracy Launch and celebrate Hegarty Maths with students in assemblies and lessons. Develop student independence and numeracy skills through use of Hegarty Maths.</p>	<p>Bursary £1000</p>
Total budgeted cost		£7700

iii. Behaviour, Attitude and Attendance improvement strategies

Action	Intended outcome	Cost
<p>Provide an Inclusion space for pastoral and academic tutoring to support our most vulnerable students. 3 Student support workers Line managed SLT / HLC Subject tutors – Kim Pinney & Lee Souter Smith</p>	<p>Provide a dedicated space called the Pink room which enables our Student support workers to provide curriculum support and early intervention to prevent escalation of behaviour issues in school as well as issues that students struggle with outside of school that have a significant impact on them in the classroom. Students receive specialist teaching in small groups and 1:1 to boost their confidence, attitudes to self and school/learning and improve outcomes.</p>	£7400
<p>Behaviour for Learning B4R Teaching staff – supported by heads of year and Heads of House Rosie Mullings and Julia Bradshaw</p>	<p>Further support for students repeatedly sent to isolation to help them with to develop better learning strategies in the classroom and around the school. Re-induct students to the whole school behaviour policy, to understand the importance of good habits and reduce their number of isolations. The programme involves the explicit teaching around the expectations and routines for NSG students but also a personalised approach with opportunity for self-reflection and target setting.</p>	£3000
<p>Counsellor Services Fully qualified counsellor. 2 learning mentors, including one that works specifically with girls from the muslim community (16 hours). <i>Zahira – 16 periods, Tammy Enright & Tineka Edwards full time.</i></p>	<p>To continue to offer in house counselling to ensure students receive support as soon as possible to reduce impact on their learning. Targeted KS3 programme called NSG & me supports students to settle in to school and make friends, raise their self-esteem and make choices for the future. in place to build a sense of place and worth.</p>	£4500
<p>Parent liaison Officer 1 member of full time staff Lizanne Hudson</p>	<p>Supports the heads of year and heads of house in working with our hardest to reach parents and students</p>	£12,000

iii. Behaviour, Attitude and Attendance improvement strategies ...continued

Action	Intended outcome	Cost
<p>Attendance Team</p> <p>Student services and SLT - STS</p>	<p>Increased attendance rates for PP students. Early intervention for school refusers or students with significant barriers to learning due to poor attendance.</p> <p>PP first system 1-2-1 mentoring with lowest attending students</p> <p>Supported by a mentoring programme for low attenders. Students are supported to be punctual and ready to learn</p>	<p>£12,000</p>
<p>Student leadership entitlement programme ABY</p> <p>Positively encourage PP students to attend and participate in the varied extracurricular programme</p> <p>Duke of Edinburgh award promoted to PP students SBN HCS</p>	<p>Aims to develop all students growth mindset...</p> <p>Broaden horizons, raise aspirations and enrich the lives of all students. Ensure that all students develop beyond the curriculum to become more well-rounded individuals and contribute towards a more positive attitude to learning and development of relationships with adults and peers. Ensure access to trips, activities and music lessons and transport.</p> <p>The number of PP students involved in the D of E award increases. Participation of Bronze award in Yr 9 and Y10 and Silver award in KS5. PP students to develop skills outside the classroom and beyond the curriculum.</p> <p>All students receive an NSG entitlement which builds the development of their character and enriches their cultural capital</p>	<p>£3000</p> <p>£200 per expedition approx. 10 students</p> <p>£2000</p>

iii. Behaviour and Attendance improvement strategies ...continued

Action	Intended outcome	Cost
Continued..	<p>Theme weeks for Diversity, Anti-bullying and Youth Crime and fundraising opportunities for the community.</p> <p>Create a house system to build sense of community across all key stages. Awards Evening, Mock election, Praise, reward and appreciation opportunities, development of politeness and manners and Inter-House competitions.</p> <p>All PP students participated in at least 2 of these opportunities, many being involved in much more.</p> <p>Greater number of PP students attend the 'Brilliant Club' contributing to NSGgifted activities and greater presence of contributions on the Instagram / social media pages.</p>	Extra-curricular Budget pa £10000 X20% £2000
Enabling equitable access to school and the NSG curriculum offer.	Provide subsidy for transport to school, food technology ingredients, Revision guides, stationary, Music lessons, trips and uniform.	£36,000
Year 7 first 100 days Induction programme – Sarah Timms , Appointment of Year 7 Raising standards Leader - George Simmons NEW Year 7 University Visit (or yr8 due to disruptions?)	<p>Year 7 induction programme to support students with transition to secondary school, particularly with the high standards for behaviour, homework, self-quizzing and number of subjects and teachers.</p> <p>Raised aspirations at the start of year 7 that all can attend University. Student survey showed that 97% of students at PA aspire to attend university, regardless of whether they are PP or not.</p>	£5000 (10 teachers 1 day cover & transport)

Action	Intended outcome	Cost
<p>Provide bespoke CEIAG support with targeted intervention for disadvantaged students & SEND</p> <p>Careers advisor employed. Cathy McGauran LFR Prospects</p>	<p>Highly personalised careers education programme is delivered throughout the key stages. Individual info and guidance given to vulnerable groups in line with their needs and age.</p>	<p>£1200</p> <p>Prospects Cost (33% - includes SEND)</p> <p>£900</p> <p>£220 per day</p>
Total budgeted cost		£89,000

iv. Catch-Up Premium improvement strategies (including transition Y6-Y7) Move to Covid response?

Action	Intended outcome	Cost
Catch up Literacy & Numeracy 10 hours literacy teacher 10 hours numeracy with literacy teacher LSA literacy KS3 & 4	Students who are identified through CATS, PIEs & PIMs testing on school entry and yearly reading tests enter a Catch up programme which closes the gaps for all students so that they can graduate from the support Continue to keep reduced class sizes in English and Maths in Year 7 and KS3 to ensure student are receiving targeted numeracy and literacy support . Use surplus / additional staffing to boost outcomes for vulnerable groups.	£6500 £6800 £3400
Other catch up strategies for 2020-21 have been added under the Minimise the impact of Covid catch up in section vi.		<p style="text-align: right;">Total budgeted Cost £16700</p>

v. SEND improvement strategies (PP eligible pupils who also have identified SEN)		
Action	Intended Outcome	Cost
CPD and 'Spotlight Sessions' for teaching staff to share strategies to support SEND students	Regular spotlight sessions to share strategies for students with specific needs. Staff and class teachers to attend for students they teach or work closely with in order to ensure they are able to support the student to make excellent progress and overcome any barriers to their learning.	Pre-school 8:30-8:45am £50
Provide a dedicated space for SEND students including classroom for nurture group and breaktime and lunchtime provision	Blue Lagoon provisions enable our most vulnerable students' access to high quality 1:1 and small group curriculum and nurture support 8am-5pm A space for SEND students to complete their homework and develop their skills outside the classroom through clubs in smaller groups.	£225
All EHCP students assigned Key Workers	There is a meet and greet provision in place for each EHCP student. Students are able to develop strategies to overcome barriers to their attitude to learning, including practical strategies. Students able to develop their self-confidence and self-esteem and build positive relationships with adults	£77,000
Deliberate practice training for LSAs and SENDCO Application in place for the national EEF SEND Review (cost of one TTD per LSA)	Deliver online training opportunities for LSA staff during lockdown Produce a SEND magazine demonstrating LSAs action research projects Enable LSAs to visit Special schools for experience and context. Sharing good practise.	£900
Summer School and year 6 to 7 transition provision for most vulnerable new students.	Small group induction for SEND students to support transition from year 6. More time to focus on routines, expectations and knowledge of the school following lesson concerns and needs highlighted from primary.	£500
	Total budgeted cost	£78675

vi. Minimise the impact of the Covid pandemic on our disadvantaged students		
Action	Intended Outcome	Cost
<p>Yr10 : Audit students view of progress during lockdown to inform intervention in September</p> <p>Utilise the government Catch up funding to support the closing of the disadvantage gap</p>	<p>All Yr10 students receive academic monitoring from tutors and SLT in July in school or via Google Meet. Information used to close the disadvantage gap in learning and support pastoral interventions.</p> <p>Provide additional opportunities and support for students to receive academic catch up sessions 3:45-4:45pm or twilight sessions 3:45-6pm and Holiday catch up sessions</p> <p>Offer 1:1 tutoring sessions through the government national tutoring programme and through own current specialist tutors.</p> <p>National Tutoring project – high quality tuition available to students who have missed out on their learning due to COVID-19 including the most disadvantaged. NTP coaches will be employed to provide intensive catch up</p>	<p>£700</p> <p>Utilise government extra catch up funding £80 per students has been allocated to each student Approx:200 students</p> <p>£16,000</p>
<p>Audit student's access to IT and internet services</p>	<p>Ensure that the school maximises the additional computer equipment provided for yr10 to yr11 students (14) and supplements additional equipment during lockdown. Reduce the barriers to learning involving IT and the internet. Students access to home learning tasks and blended learning is equal to non PP students. There is no difference between PP and Non PP engagement during further lockdowns or in levels of home learning completion</p> <p>Provide a Chromebook to students on request from our current supplies to support their access to learning during lockdown</p>	<p>70 Chromebooks on loan £200 each 50% were PP students</p> <p>£6000</p>
<p>CPD: Developing IT skills in teaching and learning and learning from the expertise gained.</p> <p>Investment made in IT resources for staff – visualisers and staff laptops</p>	<p>T& L group set up to include faculty representatives who are online learning champions who in turn develop the T&L capabilities of staff in their subject teams . Investment made in IT resources for staff</p> <p>Staff able to minimise movement around the site of sets of textbooks and sharing of resources by using visualisers. Staff have quality IT resources to improve pedagogy</p>	<p><i>Staff devices to support lockdown/ blended learning (£110000)x20%</i></p> <p><i>£22000 (funded through additional Covid fund)</i></p>

<p>Lost learning Literacy and Reading support</p> <p>Extending Accelerator reading year 9 Provision until Christmas</p> <p>Summer reading projects set for years 6-10</p> <p>Supply all year 7-9 PP students with a reading book matched to their ZPD to read over the summer</p> <p>All years receive a reading test in September</p>	<p>English use reading projects to build confidence in students English skills and knowledge in first term.</p> <p>PP students reading age in relation to their chronological age does not fall over the summer holidays.</p> <p>Our summer reading projects for 6-7 , 7-8 and 8-9 are set to minimise RA vs CA drop off over the summer holiday.</p> <p>A reading age benchmark enables targeted intervention for disadvantaged students</p>	<p>AR – extra term for yr9 £700</p> <p>£100</p> <p>£1000</p> <p>New set of reading tests for yr11 £120</p>
<p>Ensure wellbeing and curriculum access to EHCP students</p>	<p>Organise for all our EHCP students (including our new EHCP students) to visit the school during lockdown and experience a reintegration programme and academic monitoring discussion</p>	<ul style="list-style-type: none"> - see transition programme JTE
Total budgeted cost		£24620