



# Noadswood

## Pupil Premium – Strategy

Policy	<b>Pupil Premium – Strategy</b>
Policy status	<b>Non-Statutory</b>
Member of staff responsible	<b>AHT (HLo)</b>
Date approved by SLT	<b>December 2020</b>
Governor committee to alert	<b>SIC</b>
Date relevant governor committee alerted	
Revision period	<b>1 year</b>
Revision due date	<b>December 2021</b>

## Pupil premium strategy statement 2020/2021 and outcomes for 2019/2020

### School overview 2020 - 2021

Metric	Data
School name	Noadswood
Pupils in school	959
Proportion of disadvantaged pupils	193 = 20.12%
Pupil premium allocation this academic year: 2020 - 2021	£196,743.00
Academic year or years covered by statement	2020/2021 and 2019/2020
Publish date	November 2020
Review date	September 2021
Statement authorised by	Kathryn Marshall - Headteacher
Pupil premium lead	Helen Loveday – Assistant Headteacher
Governor lead	Jade Young

### Disadvantaged pupil performance overview for last academic year (2019/2020)

Progress 8	-0.53
Ebacc entry	2.4%
Attainment 8	41.43%
% Grade 5+ in English and maths	29.3%

### Strategy aims for disadvantaged pupils 2020/2021

Aim	Target	Target date
Progress 8	Achieve top quartile for progress made by disadvantaged pupils amongst similar schools	Sept 21
Attainment 8	Achieve national average for attainment for all pupils	Sept 21
% Grade 5+ in English and maths	Achieve average English and maths 5+ scores for similar schools	Sept 21
Other	Improve attendance to national average	Sept 21

## What are the main barriers to educational achievement faced by eligible pupils at the school?

- **Attendance and punctuality:** A greater proportion of pupil premium students require additional support to maintain an attendance figure of 95% and above and to be punctual to school. Good attendance to school is the first barrier to overcome. If students feel able and supported to come to school, all other intervention strategies then follow from this.
- **Social and emotional difficulties:** A greater proportion of pupil premium students face a range of personal challenges resulting in potential social and emotional difficulties.
- **Pupil progress and achievement:** Students who are eligible for pupil premium are more likely to have poor oral and spoken language communication skills, with this gap being apparent in the early year, KS1/KS2 curriculum. If left unchallenged, this gap continues to grow as the child moves through the education.

The tables below identify 3 main areas of spending to help overcome these barriers to learning; **Curriculum support, pastoral support and wider whole school strategies.**

## Curriculum support

Measure	Cost
Develop initiatives and programmes to help to motivate and progress the understanding of disadvantaged pupils.	Closing the Gap Year Coordinators - TLRs £20,000.00
Help to focus on overcoming barriers to learning and improve learning via accelerated progress through providing small group or 1:1 support.	Flexible Learning Support Assistants £35,000.00
Targeted interventions for appropriate pupils resulting in increased attainment and progress. This will be monitored by House Leaders Learning – monitoring the pupil premium students within their house.	House Leaders Learning – TLRs £5,000.00
Projected spending	£60,000
Barriers to learning these priorities address	Retaining key members of staff within each of the areas; Closing the Gap, Learning Support and Pastoral team.  Prior attainment data and the gap that exists before arrival to Noadswood.  Availability of staff for targeted interventions around school timetable.

## Pastoral support for current academic year

Measure	Cost
Improved attendance of target pupils which will lead to improved levels of understanding and progress in studied subjects. Improve trust and confidence between families and school.	Attendance /Welfare Officer £14,500.00
Enable pupils to complete school work in school and help to prevent them from falling behind.	Oasis (Opportunities After School In School) £3,000.00
Improvements in confidence, organisation, self-esteem and social and emotional learning allowing pupils to attain better levels of progress.	House Leaders Guidance £36,000.00
Projected spending	£53,500

Barriers to learning these priorities address	<p>Impact of C19 on disadvantaged students.</p> <p>Temporary suspension of home visits for those with failing attendance.</p> <p>Attendance of key students at additional revision sessions aimed at supporting disadvantaged students.</p>
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### Wider strategies for current academic year

Measure	Activity and cost
To enable further understanding and home study to improve levels of progress.	Revision Guides £2,300.00
Improvement of the levels of progress and attainment made by students throughout the whole school.	PiXL Membership £3,000.00
Improvement of reading comprehension age.	Sound Training £3,500.00
Enable pupils to take a full and active role in Food Technology lessons.	Food Technology Assistance £900.00
Develop initiatives and programmes on an as needed basis to improve aspects of school life.	Pupil Premium Ad hoc Budget £2,500.00
Projected spending	£12,200
Barriers to learning these priorities addresses	Potential low level of parental support in improving literacy outcomes.

## Monitoring and implementation

Area	Challenge	Mitigating action
Curriculum Support	Ensuring enough time is given over to allow for staff professional development	Use of INSET days and additional cover being provided.
Pastoral Support	Ensuring enough time for Attendance officer and House Leaders guidance to work together on a whole school attendance strategy.	Designated meeting time given to each HLG to meet with attendance officer.  Provision of OASIS staffed by LSAs.
Wider strategies	Engaging the families facing most challenges circumstances and being aware of each family's individual needs.	Working closely with feeder primary schools to identify key families. Consistent review of the progress of disadvantaged students and the quick implementation of any additional strategies and spending.

## Measuring the effect of the pupil premium spend 2020/2021

Throughout the academic year 2020/2021, the school will:

- Regularly assess what additional provision should be made for the individual student, thus ensuring adequate intervention and spend.
- Ensure that the Headteacher regularly reports to the governing body on the varying interventions as identified in this statement.
- The Assistant Headteacher with responsibility for Pupil Premium, will track the impact of the strategies put into place through this funding, ensuring that we are able to show the value that has been added to the education of pupil premium students as outlined in the 3 main targeted areas:

**Curriculum Support:** Closing of the Gap between PP and non PP students as shown through curriculum data.

**Pastoral Support:** Closing the gap between the attendance of PP and non PP students, higher proportion of PP students receiving support from specified interventions such as ELSA, counselling and mentoring programmes.

**Wider school strategies:** PP funding will be allocated to the provision of appropriate resource materials ensuring PP students have the same access to academic support as non PP students.

## Review of 2019/2020: last year's aims and outcomes

Aim	Target	Target date	Review*
Progress 8	Achieve top quartile for progress made by disadvantaged pupils amongst similar schools	Sept 20	
Attainment 8	Achieve national average for attainment for all pupils	Sept 20	
% Grade 5+ in English and maths	Achieve average English and maths 5+ scores for similar schools	Sept 20	
Other	Improve attendance to national average	Sept 20	

\*Due to the Covid-19 pandemic and the nationwide cancellation of GCSE examinations and thus provision of data, the Department for Education has stated that the review of aims and outcomes for the year 2019/2020 can take place at the end of the 2020/2021 academic year, reflecting back to September 2019. We have duplicated the above outcomes for the academic year 2020 – 2021.

Evaluating the impact of the 2019/2020 pupil premium income is challenging due to the significant reduction in the number of students attending school between March and July 2020. The data below shows the spend and impact of the pupil premium funding between September 2019 and March 2020.

Table 1 shown below documents the full 2019 – 2020 grant income and spend.

<b>TABLE 1: 2019/2020 spend.</b>		
Intervention	Cost	Detail
Develop initiatives and programmes to help to motivate and progress the understanding of disadvantaged pupils.	<b>Closing the Gap Year Coordinators - TLRs</b>  <b>£20,000.00</b>	Members of staff who co-ordinate and lead vulnerable pupils within the disadvantaged cohort of each year group.

Help to focus on overcoming barriers to learning and improve learning via accelerated progress.	<b>Flexible Learning Support Assistants</b>  £35,000.00	Providing small group or 1:1 support.
Improvements in confidence, organisation, self-esteem and social and emotional learning allowing pupils to attain better levels of progress.	<b>House Leaders Guidance</b>  £36,000.00	Contact time for disadvantaged pupils concerning Guidance issues.
Improvements in confidence, organisation and self-esteem allowing pupils to attain better levels of progress.	<b>Learning Support Administrator for House Leaders – Guidance</b>  £10,000.00	Provide valuable support to the House Leaders for Guidance to enable more contact time for disadvantaged pupils.
Targeted interventions for appropriate pupils resulting in increased attainment and progress.	<b>House Leaders Learning – TLRs</b>  £5,000.00	To monitor the performance of the Pupil Premium pupils in their houses.
Improve confidence and self-belief to enable accelerated levels of progress to be made.	<b>SENDCO</b>  £4,000.00	Ensure that interventions such as one to one, peer reading and booster activities are available to those that require them.
Improved levels of progress within a business like atmosphere.	<b>HLTAs</b>  £17,000.00	To work alongside core subjects (numeracy, Maths and Science intervention) to support the learning of the PP group.
Improve levels of progress for targeted pupils to bring them up to National levels.	<b>Specialist English Teacher</b>  £10,000.00	Proven outstanding teacher of low ability pupils.
To boost the confidence and self-esteem of various pupils so that they engage more fully in	<b>Grants and Subsidies</b>  £3,500.00	Including trips, meals, uniforms and music.



school life and improve attendance records.		
Improved attendance of target pupils which will lead to improved levels of understanding and progress in studied subjects. Improve trust and confidence between families and school.	Attendance /Welfare Officer £14,500.00	Targeted interventions and support to pupils who demonstrate poor attendance. Further links formed between families and school.
To enable further understanding and home study to improve levels of progress.	Revision Guides £2,300.00	Provision of subject specific revision guides.
Improvement of the levels of progress and attainment made by students throughout the whole school.	PiXL Membership £3,000.00	Noadswood joined the PiXL group of schools which will allow sharing of educational best practise strategies from cutting edge research studies.
Enable pupils to complete school work in school and help to prevent them from falling behind.	Oasis (Opportunities After School In School) £3,000.00	Staffed after school homework/coursework provision in the Learning Resource Centre.
Improvement of reading comprehension age.	Sound Training £3,500.00	An outsourced programme which improves reading comprehension skills. A six session programme over six weeks.
Enable pupils to take a full and active role in Food Technology lessons.	Food Technology Assistance £900.00	Used to purchase ingredients for Food Technology practical sessions.
Develop initiatives and programmes on an as needed basis to improve aspects of school life.	Pupil Premium Ad hoc Budget £2,500.00	A fund provided for financing any new initiatives throughout the year.

Table 2 shows the actual spend of the grant income for 2019 – 2020.

<b>TABLE 2: 2019/2020 Pupil Premium Income: £192,605.83</b>	
Item	Spend
Staffing costs as outlined above	£145,400
PP student leavers hoodie and year book.	£39.40
Staffing of OASIS – after school homework support.	£384.57
Science Revision guides	£1,761.25
Motivational speaker accessed by 12 students.	£100.00
Music lessons for a PP student.	£128.00
Copier charges for Closing the Gap resources.	£20.48
Manual handling training for a PP student.	£150.00
PiXI membership	£3,000.00
Bus charge for a PP student	£2.00
Copier card for the Closing the Gap resource.	£8.14
Breakfast provision for Closing the Gap.	£12.74
Total Spend: September 2019 – March 2020	<b>£151,006.58</b>
	Unspent pupil premium grant: <b>£41,599.25</b>

We will conduct a review process in September 2021 and will reflect on the original aims as given above for both the 2019/2020 and 2020/2021 academic year.

*Other policies and documentation relating to this statement:*

*Year 7 Literacy and Numeracy Catch up premium*

*Covid-19 Catch up premium*

*Attendance policy 2020/2021*

*Safeguarding and Child Protection policy 2020/2021*