

Our Pupil Premium



**GEORGE
SALTER
ACADEMY**

Overview

There is a National gap between the attainment of students from disadvantaged backgrounds when compared with students who are not regarded as disadvantaged. This gap is also prominent, nationally, for student progress, attendance and behaviour.

At George Salter Academy there is no gap between disadvantaged students and other students for attendance and behaviour. In fact due to measures funded by the Pupil Premium, disadvantaged students outperform their peers.

At George Salter Academy, the national gap in progress and attainment is much reduced despite having nearly double the national average number of disadvantaged students attending the Academy.

National Recognition

George Salter Academy has received national recognition for our work with disadvantaged students. In 2014 we were rated as one of the top performing schools in terms of the progress made by disadvantaged students. In 2015 we were placed in the top 22 schools in the country and received a National award at the Pupil Premium Awards.

What is the Pupil Premium?

The Pupil Premium Grant (PPG) is additional funding the Academy receives to address inequalities by ensuring that funding to tackle disadvantage reaches the students who need it most, so that "no child is left behind"; "disadvantage (d)" is defined as students on Free School Meals or who has been in receipt of Free School Meals for the last 6 years (known as "Ever 6 FSM") and/or Looked after Children and/or children of service personnel.

During 2013/14, the funding increased to £935 per student who is entitled to the Pupil Premium. The key objective is to close the gap between those pupils eligible for the Pupil Premium grant and those who are not eligible.

Common Barriers

Common barriers for FSM children can be less support at home, weak language and communication skills, lack of confidence, more frequent behaviour difficulties, and attendance and punctuality issues. However barriers can be varied and can be described as anything that prevents the pupil from flourishing. There is no "one size fits all" approach so strategies deployed to overcome these barriers also have to be varied. George Salter Academy review the strategies in place annually and use either National comparative data, internal evaluations or research from the Education Endowment Foundation to ensure the strategies implemented are supported by evidence.

Overarching Principles/Funding Formula

At George Salter Academy, all members of staff and governors accept responsibility for all students including those students recognised as "disadvantaged", and are committed to meeting their pastoral, social and academic needs.

Every child is valued, respected and entitled to develop to his/her full potential, irrespective of disadvantage.

The most recent statistics reported by the Income Deprivation Affecting Children Index (IDACI) shows that 89 % of students attending George Salter live in the lowest third category of household incomes. However 44% of students are currently accessing Pupil Premium Funding.

Breakdown of Pupil Premium Grant (PPG)

	2015/16	2016/17
Total number of pupils on roll	964	1019
Total number of pupils eligible* for PPG	406	430
Amount of PPG received per pupil	£935	£935
Total amount	£379,610	£402,050

Breakdown of Pupil Premium Grant (PPG) 2015 - 2017

* The Department for Education (DfE) define eligibility as those students for whom a claim has been made and where the claim has also been approved by the Local Authority (LA).

Review of provision 2015 - 2016

Provision 2015/16	Cost	Desired Outcome	Lessons Learned
Outcomes			
Appointment of the interventions support manager part funded	£15,000	Ensure interventions are accessed by disadvantaged students	To avoid labelling of students interventions where disadvantaged students were targeted, were also attended by other students, who also developed as a result. We need to provide another tier of support that is more refined.
Intervention rewards budget	£1,000	Increase attendance at interventions	
Academic coaching focus on 3LP/4LP	£10,000	Underperforming students make better progress	
Study support for none core subjects	£11,000	Basket 3 options support for disadvantaged students	
Science learning mentors and academic coaching Year 11 Mentors	£1,000	Develop performance of disadvantaged in science	
Total	£38,000		
Teaching, Learning and Assessment			
Curriculum development/staffing. Targeted curriculum support, smaller class sizes, extra groups across core subjects, small group withdrawals	£108,076	Ensure all disadvantaged student's experience high quality first teaching.	Teachers are aware of which students are disadvantaged and apply high quality first teaching. Now need to make teachers more aware of barriers to learning and progress. Develop best practice to be shared with staff.
CPD focused on DR ICE strategies	£10,000	Ensure all disadvantaged student's experience high quality first teaching.	
Teacher coaching programme (new staff, NQT, photography and Food specialists)	£10,000	Ensure all disadvantaged student's experience high quality first teaching.	
CPD priorities – e.g. New staff induction, IRIS	£20,000	Ensure all disadvantaged student's experience high quality first teaching.	
PiXL affiliation (part funded)	£1,500	Greater access to tracking and teaching resources. Sharing of best practise to improve first teaching.	
Exam Board courses and subscriptions	£2,034	Improve KS4 first teaching	

Teaching and learning resources	£15,000	Improve first teaching	
Appointment of technician for Food and Product Design (part funded)	£10,000	Support students in practical subjects in basket 3	
Develop home study access My Maths, Mathswatch, Kaboodle, PiXL maths App	£4,000	To develop independent study skills via mobile devices	
Flexible Learning days/special events/motivational workshops (contribution)	£1,000	Develop aspirations and motivation.	Develop closer monitoring of usage
Increase LSA provision/SEN support programme – breakfast reading club, 1 to 1. EAL support (part funded)	£12,000	Support provision for EAL and 1 to 1 for disadvantaged students	
Total	£193,610		
Personal Development, Behaviour and Safety			
Attendance and welfare officer (part funded)	£15,000	Increase attendance of disadvantaged pupils.	These systems have been highly effective at raising attendance and decreasing risk of fixed term exclusion.
Centre of Inclusion	£10,000	Decrease likelihood of fixed term exclusions for disadvantaged students through mentoring and restorative work.	
Alternative curriculum including Construction, Horticulture, Wider Key Skills, BTEC Fire in the community	£34,000	Decrease likelihood of fixed term exclusions by ensuring the curriculum is appropriate and match pupil needs.	
Rewards/Awards (Academy Ethos events)	£4,000	Encourage positive ethos and sense of belonging so good attendance.	
Food Hardship	£2,000	To provide equal access to the KS3/4 curriculum (Catering) by supporting the buying of ingredients.	
Individual case Hardship	£2,000	Support students most at need e.g. uniform replacements	
HOUSE'S Individual case Hardship	£2,000		
Total	£67,000		

Enrichment			
Subsidised educational visits and residential activities	£10,000	Pupils have equal access cultural and educational trips Impact on attendance and ethos	Attendance and access to enrichment has improved. There are still barriers affecting participation in trips abroad. Possible use of less subsidy for day trips/events and greater support for trips abroad to include equipment, clothing etc.
Additional specialist tuition in Music, art, drama, dance	£20,000	Pupils have equal access to cultural, musical and sporting enrichment. Impact on attendance and ethos Pupils have equal access to enrichment.	
Sports coaching (Netball and Basketball programme)	£9,000		
Performing arts tuition project (part funded)	£14,000		
Mini bus (part funded)	£6,000		
Extended schools programme (weekends, half term and holiday programmes) ICT, PE, Music	£8000	Develop and instil love of learning	
Total	£78,000		
Overall Total	£379,610		

Pupils Premium Expenditure 2015/16

Impact of the Pupil Premium 2015 - 2016

Monitoring Activity	Criteria	1. GSA Disadvantaged student performance against National Disadvantaged student performance 2. GSA gap between GSA disadvantaged and GSA other compared with National disadvantaged and National other	Comparison to 2015 National figures. Awaiting 2015 un-validated raise at the time of writing
Persistent Absence (PA)	Percentage Persistent absentees (absent for 10% or more sessions)	1. GSA 3.6% 10.9% Nat. 2. GSA gap -7.5% +7.6% Nat. Gap	Persistent Absenteeism is significantly below National and Disadvantaged students attendance in line with National other students
Behaviour	Percentage of pupils with 1 or more fixed term exclusion	1. GSA 2.5% 8.34% Nat. 2. GSA gap -0.8% +5.83% Nat. Gap	Significantly better than the National gap. There is a National gap in fixed term exclusions that does not exist at GSA.
Attainment	Basics Students gaining a grade C in both English and Maths	1. GSA -49% 38% Nat. Gap (FFT aspire) 2. GSA gap +19% +27% Nat. Gap (FFT aspire)	Significantly better than the National average. Significantly better than the National Gap.
	A* - C English	1. GSA 68% 51% Nat. 2. GSA gap +11% - +23% Nat. gap	Significantly better than the National average. Better than the National Gap.
	A* - C Mathematics	1. GSA -52% 49% Nat. 2. GSA gap +22% +25% Nat. gap	Better than the National average. Better than the National Gap.
Progress	Progress 8	1. GSA - 0.15 -0.37 Nat. (FFT aspire) 2. GSA gap +0.3 +0.47 Nat. gap (FFT aspire)	Significantly smaller than the National Gap

Table detailing Academy Gap and the National Gaps between students supported through the Pupil Premium

From the above information, it is clear that Pupil Premium funding is having impact raising the performance of disadvantaged pupils.

Pupil Premium Plans for 2016 - 2017

Provision 2016/17	Cost	Objective	Evidence Base
Outcomes			
TLR – Post holder responsible for disadvantaged outcomes	£15,000	Ensure interventions are accessed by disadvantaged students	Mentorship (EEF strong impact)
Intervention rewards budget	£1,500	Increase attendance at interventions	
Study support for none core subjects	£11,000	Basket 3 options support for disadvantaged students	Small group tuition EEF (strong impact)
Science learning mentors and academic coaching Year 11 Mentors	£1,000	Develop performance of disadvantaged in science	Small group tuition EEF (strong impact)
KS 4 Intervention	£15,000	There is a programme of weekend and holiday intervention schools that impact on student progress	Small group tuition EEF (strong impact)
Total	£30,100		
Teaching, Learning and Assessment			
Curriculum development/staffing. Targeted curriculum support, smaller class sizes, extra groups across core subjects, small group withdrawals	£169,556	Ensure all disadvantaged student's experience high quality first teaching.	One to one intervention (EEF strong evidence of impact) Reduced class size (EEF strong evidence of impact) Small group tuition (EEF strong evidence of impact)
CPD focused on DR ICE strategies and feedback/response to marking	£10,000	Ensure all disadvantaged student's experience high quality first teaching.	Feedback (EEF strong evidence of impact)
Teacher coaching programme (new staff, NQT, photography and Food specialists)	£10,000	Ensure all disadvantaged student's experience high quality first teaching.	
CPD priorities – e.g. New staff induction, IRIS	£8,500	Ensure all disadvantaged student's experience high quality first teaching.	
PiXL affiliation (part funded)	£3,000	Greater access to tracking and teaching resources. Sharing of best practise to improve first teaching.	

Exam Board courses and subscriptions	£5,000	Improve KS4 first teaching	
Teaching and learning resources	£20,000	Improve first teaching	
Appointment of technician for Food and Product Design (part funded)	£12,000	Support students in practical subjects in basket 3	
Develop home study access My Maths, Mathswatch, Kaboodle, PiXL maths App	£4,000	To develop independent study skills via mobile devices	Digital technology (EEF strong evidence) Homework (EEF strong evidence)
Flexible Learning days/special events/motivational workshops	£1,500	Develop aspirations and motivation.	
Increase LSA provision/SEN support programme – breakfast reading club, 1 to 1. EAL support	£15,000	Support provision for EAL and 1 to 1 for disadvantaged students	
Total	£258,556		
Personal Development, Behaviour and Safety			
Attendance and welfare officer (part funded)	£15,000	Increase attendance of disadvantaged pupils.	National data re attendance
Centre of Inclusion	£19,094	Decrease likelihood of fixed term exclusions for disadvantaged students through mentoring and restorative work.	National data re fixed term exclusions Behaviour intervention (EEF High impact)
Alternative curriculum including Construction, Horticulture, Wider Key Skills, BTEC Fire in the community	£20,000	Decrease likelihood of fixed term exclusions by ensuring the curriculum is appropriate and match pupil needs.	National data re fixed term exclusions and attendance Behaviour intervention (EEF High impact)
Food Hardship	£1,000	To provide equal access to the KS3/4 curriculum (Catering) by supporting the buying of ingredients.	
Individual case Hardship	£2,000	Support students most at need e.g. uniform replacements	
Total	£56,094		
Enrichment			
Subsidised educational visits and	£5,000	Pupils have equal access	Outdoor adventure

residential activities including DofE plus resources to support participation		cultural and educational trips Impact on attendance and ethos	learning EEF evidence of impact
Additional specialist tuition in Music, art, drama, dance	£10,500	Pupils have equal access to cultural, musical and sporting enrichment. Impact on attendance and ethos. Pupils have equal access to enrichment.	
Sports coaching (Netball and Basketball programme)	£5,000		
Performing arts tuition project (part funded)	£9,000		
Mini bus (part funded)	£11,000		
Extended schools programme (weekends, half term and holiday programmes) ICT, PE, Music	£15,800	Increase enrichment activities offered to students outside of the curriculum	Extending school day time EEF (evidence of impact)
Total	£57,300		
Overall Total	£402,300		

Pupils Premium Expenditure 2015/16

Year 7 catch-up Premium Funding - Initial Statement 2016 - 2017

The Catch-Up Premium gives schools additional funding to support Year 7 pupils who need extra support in literacy and numeracy.

Funding and Proposed Allocation 2016-17

In the year 2016-17, the Academy expects to receive catch-up funding in the region of £13,500.

Over a quarter of Year 7 students did not achieve a scaled score of 95 in their KS2 Reading test, their KS2 Maths SATs tests, or both. We intend to allocate the premium based on the proportion of students requiring support in each area. Therefore approximately 70% of the funding will support literacy programmes, and 30% will support numeracy initiatives.

Proportion of students scoring less than 95 for reading	70%	£9,500
Proportion of students scoring less than 95 for maths	30%	£4,000

Table detailing Year 7 catch-up premium funding 2016 - 2017

Proposed Allocation 2016-7

Find below initial plans for Catch-Up Premium allocation this year. This outline will develop, and become more detailed, once students are assessed and more is known about their specific needs.

Focus	Intervention	Cost (approximate)	Rationale
Literacy	Accelerated Reader programme	£1,000	Last year, students with targeted funding for reading improved their reading ages by an average of more than 10 months. This is double the progress which students of the same age and ability nationally make during this period. <i>"Pupils reading skills are developed well."</i> (OFSTED, March 2016)
Literacy	Specialist nurture group with additional staff support, resourcing, and curriculum provision, including reading group withdrawal	£8,500	Excellent results achieved last year: 92% of students (92%) in that Catch-Up cohort made good progress compared to 52% of lower ability students nationally. <i>"Pupils with a low reading age on entry... make rapid progress as a result of appropriate teaching, support and intervention."</i> (OFSTED, March 2016)
Numeracy	Additional curriculum provision, staff support, resourcing, and small group tuition	£4,000	Research suggests that both reducing class size, and small group tuition, have a positive impact (+3/4 months) and are cost effective

Table detailing proposed allocation and impact of Year 7 catch-up premium funding 2016 - 2017

- Download [information about the Year 7 catch-up Premium Evaluation 2015-2016 \[pdf, 613 KB\]](#)