



# Our Pupil Premium

---

## 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)

Criteria	2015/16	2016/17	2017/18
Total number of pupils on roll	964	1019	1028
Total number of pupils eligible* for PPG	406	430	415
Amount of PPG received per pupil	£935	£935	£935
Total amount	£379,610	£402,050	£395,625 (incl. 4 Looked After Children @ £1,900)

Breakdown of Pupil Premium Grant (PPG) 2015 - 2018

\* 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).

## Pupil Premium Plans for 2017 - 2018

The Pupil Premium plan for 2017 – 2018 has been established to overcome the common barriers faced by disadvantaged students at George Salter Academy. We review our Pupil Premium strategy at regular intervals to ensure they are having impact but will hold an annual review September 2018.

The Pupil Premium plan for 2017 – 2018 has been established to overcome the common barriers faced by disadvantaged students at George Salter Academy. We review our Pupil Premium strategy at regular intervals to ensure they are having impact but will hold an annual review September 2018.

Provision 2017/18	Cost	Objective	Evidence Base
<b>Outcomes</b>			
Appointment of Intervention Support Manager (part-funded)	£15,625	To develop greater resilience in learning amongst pupil premium students To reduce incidents of poor behaviour and time lost from lessons for targeted Pupil premium students	Report from CME
Intervention rewards budget	£1,000	To encourage attendance of targeted students at interventions	Intervention register
Study support for none core subjects	£11,000	To instil a love of learning for students in basket 3 subjects	GCSE results for non-core subjects
Science learning mentors and academic coaching Year 11 Mentors	£1,000	To improve understanding and raise results of targeted students in science	GCSE results for science
Appointment of Academic Coach focusing on 3Lp and 4LP	£20,000	To improve outcomes for targeted year 11 students	HoY and SWM remits
<b>Total</b>	<b>£48,625</b>	n/a	n/a

Provision 2017/18	Cost	Objective	Evidence Base
<b>Teaching, Learning and Assessment</b>			
Curriculum development/staffing. Targeted curriculum support, smaller class sizes, extra groups across core subjects, small group withdrawals	£125,000	To maximise progress of all students and allow greater focus on PP students through in-class intervention and differentiation.	Timetable. Progress reports for all year groups.
Targeted support for raising achievement	£20,000	To focus on higher ability PP students	HAT results
CPD focused on DR ICE strategies	£10,000	To maximise the progress of PP students within lessons	Teaching and learning remit
Teacher coaching programme (new staff, NQT, special events eg Visit from the Albion Foundation)	£10,000	To ensure the highest possible teaching and learning standards in each subject.	Teaching and learning remit
CPD priorities – e.g. New staff induction, IRIS	£20,000	To allow greater focus on the needs of pupil premium students.	Teaching and learning remit
PiXL affiliation (part funded)	£1,500	To ensure all department areas are following best practice and using innovations to drive achievement and progress of PP students	-
Exam Board courses and subscriptions	£10,000	To maximise staff ability to prepare PP students for exams.	CPD spreadsheet
Teaching and learning resources	£15,000	To motivate PP students through engagement and motivation	GCSE results
Technician for Food and Product Design (part funded)	£10,000	To continue to develop career pathways for PP students	Options numbers and GCSE results
Develop home study access My Maths, Mathswatch, Kaboodle	£4,000	To maximise the progress of PP students with additional	Maths progress spreadsheet

Provision 2017/18	Cost	Objective	Evidence Base
		independent study resources.	
Flexible Learning days/special events/motivational workshops	£1,000	To motivate PP students to achieve more in lessons	Heads of Year spreadsheet
Increase LSA provision/SEN support programme – breakfast reading club, 1 to 1. EAL support	£12,000	To close the reading, writing and mathematics achievement gap as early as possible in Year 7.	CSA/ MCR remit
<b>Total</b>	<b>£239,000</b>	n/a	n/a
<b>Personal Development, Behaviour and Safety</b>			
Attendance and Welfare Officer (part funded)	£15,000	To increase the attendance of PP premium students.	Attendance remit
Alternative provision	£7,000	To reduce behavioural issues amongst pupil premium students	Isolation remit
Alternative curriculum including Construction, Horticulture, Wider Key Skills, BTEC Fire in the community	£23,000	To further develop career pathways for PP students	Student survey. Results
Rewards/Awards (Academy Ethos Events)	£4,000	To motivate PP students through engagement and motivation	Rewards data
Food Hardship	£1,000	To keep PP students safe and able to attend.	-
<b>Total</b>	<b>£50,000</b>	n/a	n/a

Provision 2017/18	Cost	Objective	Evidence Base
<b>Enrichment</b>			
Subsidised educational visits and residential activities	£10,000	To allow PP students to fully participate in all curriculum events.	Dept records
Additional specialist tuition in Music, Art, Drama, Dance	£10,000	To allow PP students to fully participate in all curriculum events. To motivate PP premium students	Performing Arts records
Sports coaching (Netball and Basketball programme)	£6,000	To allow PP students to fully participate in all curriculum events. To motivate PP students	PE records
Extended schools programme (weekends, half term and holiday programmes) ICT, PE, Music	£16,000	To motivate PP students	Extended schools records
Performing arts tuition project (part funded)	£6,000	To motivate PP students	PA records
Mini bus (part funded)	£10,000	To allow PP students to fully participate in all curriculum events. To motivate PP students	-
<b>Total</b>	<b>£58,000</b>	n/a	n/a
<b>Overall Total</b>	<b>£395,625</b>	n/a	n/a

Pupils Premium Expenditure 2017/18

## Review of Pupil Premium Provision 2016 - 2017

Provision 2016/17	Cost	Desired Outcome	Lessons Learned
<b>Outcomes</b>			
Appointment of the interventions support manager part funded	£15,000	Support the performance of Disadvantaged students in public examinations.	To avoid the labelling of students where disadvantaged students were targeted for interventions, they were also attended by other students, who also developed as a result.
Intervention rewards budget	£1,000	Increase attendance at interventions	See above
Study support for none core subjects	£11,000	Basket 3 options support for disadvantaged students	See above
Science learning mentors and academic coaching Year 11 Mentors	£1,000	Develop performance of disadvantaged in science	See above
Appointment of Academic Coach focusing on 3Lp and 4LP	£10,000	Ensure interventions are accessed by disadvantaged students.	See above
<b>Total</b>	<b>£38,000</b>	n/a	n/a
<b>Teaching, Learning and Assessment</b>			
Curriculum development/staffing. Targeted curriculum support, smaller class sizes, extra groups across core subjects, small group withdrawals	£117,000	Ensure all disadvantaged student's experience high quality first teaching.	Teachers are aware of which students are disadvantaged and apply high quality first teaching. We now need to develop best practice in differentiation to further close the gap.

Provision 2016/17	Cost	Desired Outcome	Lessons Learned
CPD focused on DR ICE strategies	£10,000	Ensure all disadvantaged student's experience high quality first teaching.	See above
Teacher coaching programme (new staff, NQT, photography and Food specialists)	£10,000	Ensure all disadvantaged student's experience high quality first teaching.	See above
CPD priorities – e.g. New staff induction, IRIS	£20,000	Ensure all disadvantaged student's experience high quality first teaching.	See above
PiXL affiliation (part funded)	£1,500	Greater access to tracking and teaching resources. Sharing of best practise to improve first teaching.	See above
Exam Board courses and subscriptions	£2,034	Improve KS4 first teaching	See above
Teaching and learning resources	£15,000	Improve first teaching	See above
Technician for Food and Product Design (part funded)	£10,000	Support students in practical subjects in basket 3	See above
Develop home study access My Maths, Mathswatch, Kaboodle	£4,000	To develop independent study skills via mobile devices	See above
Flexible Learning days/special events/motivational workshops	£1,000	Develop aspirations and motivation.	Develop new curriculum for delivery
Increase LSA provision/SEN support programme – breakfast reading club, 1 to 1. EAL support	£12,000	Support provision for EAL and 1 to 1 for disadvantaged students	See above
<b>Total</b>	<b>£202,534</b>	n/a	n/a



Provision 2016/17	Cost	Desired Outcome	Lessons Learned
<b>Personal Development, Behaviour and Safety</b>			
Attendance and welfare officer (part funded)	£15,000	Increase attendance of disadvantaged pupils.	>The Attendance systems are increasingly streamlined and effective (ref. Ofsted report May 2017). Constant self-evaluation important to continue improvement in Attendance for Disadvantaged students.
Centre of Inclusion	£10,000	Decrease likelihood of Fixed-Term Exclusions for disadvantaged students through mentoring and restorative work.	See above
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.	See above
Rewards/Awards (Academy Ethos events)	£4,000	To develop the ethos and motivation of Disadvantaged pupils (these events included other pupils).	See above
Food Hardship	£2,000	Support students most at need e.g. uniform replacements	See above
Individual case Hardship	£2,000		See above
<b>Total</b>	<b>£67,000</b>	n/a	n/a

Provision 2016/17	Cost	Desired Outcome	Lessons Learned
<b>Enrichment</b>			
Subsidised educational visits and residential activities	£10,000	Pupils have equal access cultural and educational trips. Positive impact on attendance and ethos	Attendance and access to enrichment continues to improve. Need to investigate possible re-direction of funds to subsidise larger trips to include clothing, equipment etc. rather than a number of smaller trips or events.
Additional specialist tuition in Music, Art, Drama & Dance	£20,000	Pupils have equal access to cultural, musical and sporting enrichment. Positive impact on attendance and ethos Pupils have equal access to enrichment.	See above
Sports coaching (Netball and Basketball programme)	£9,000	See above	See above
Extended schools programme (weekends, half term and holiday programmes) ICT, PE, Music	£17,000	Develop and instil a love of learning through development of creative and cultural interest.	See above
Performing Arts tuition project (part funded)	£13,193	See above	See above
Mini bus (part funded)	£6,000	See above	See above
<b>Total</b>	<b>£75,193</b>	n/a	n/a
<b>Overall Total</b>	<b>£382,727</b>	n/a	n/a

Pupils Premium Expenditure 2016/17

## Impact of the Pupil Premium 2016 – 2017

The performance of Premium (referred to in Government statistics as "Disadvantaged") and "other" students (students not supported by the Pupil Premium and "not disadvantaged").

Monitoring Activity	Criteria	1. GSA Disadvantaged student performance vs National Disadvantaged student performance  2. GSA gap between GSA disadvantaged and GSA vs National Disadvantaged and National Other	Comparison to 2016  National figures. Awaiting 2017 un-validated raise at the time of writing
Persistent Absence (PA)	Percentage PA (absent for 10% or more sessions)	1. 15.4% (GSA PP) vs 21.6% (National)  2. 8.5% (GSA NPP gap with GSA PP) vs 13.3% (National NPP gap with National Other)	Overall, students in receipt of the Pupil Premium at GSA have a <b>higher attendance</b> than disadvantaged pupils nationally. Furthermore, there is a <b>smaller gap</b> (8.5) between PP and NPP at GSA than there is nationally.
Behaviour*	Percentage of pupils with 1 or more fixed term exclusion	1. 3.92% (GSA) vs 8.93% (National)  2. 1.77% (GSA PP gap with GSA NPP) vs 6.23% (National PP gap with National Other)	Overall, the % of disadvantaged pupils with 1 or more FTE are <b>much less</b> than national figures. Furthermore, the gap internally at GSA between PP and NPP pupils is <b>much smaller</b> than that nationally.
Progress	Progress 8	1. -0.396 (GSA PP) vs -0.55 (National PP)  2. -0.306 (GSA internal gap) vs -0.41 (National gap)	<b>Smaller</b> than the National Gap

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

\*denotes the most recent data available is from 2016.

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

The Pupil Premium plan for 2016 – 2017 has been established to overcome the common barriers faced by disadvantaged students at George Salter Academy. We review our Pupil Premium strategy at regular intervals to ensure they are having impact but will hold an annual review September 2017.

### Common Barriers

- Weak literacy/numeracy
- Social and Emotional barriers
- A lack of the sense of belonging to the Academy
- Material poverty
- Low self-esteem, aspirations and a lack of aspirations
- Poor independent study skills
- Poor parental engagement
- Poor attendance
- Behaviour
- Poor cultural awareness

The strategies we have selected are based on evidence and research by the Education Endowment Foundation (EEF) and can be found at <https://educationendowmentfoundation.org.uk/resources/teaching-learning-toolkit>

There is a projected amount of £402,050 funding for the pupil premium this year. The following is the strategy and projected spending to address the barriers identified above.

Provision 2016/17	Cost	Objective	Evidence Base
<b>Outcomes</b>			
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)

Provision 2016/17	Cost	Objective	Evidence Base
Total	£30,100	n/a	n/a
<b>Teaching, Learning and Assessment</b>			
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	£4,000	To develop independent	Digital technology

Provision 2016/17	Cost	Objective	Evidence Base
Maths, Mathswatch, Kaboodle, PiXL maths App		study skills via mobile devices	(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	-
<b>Total</b>	<b>£258,556</b>	n/a	n/a
<b>Personal Development, Behaviour and Safety</b>			
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	-
<b>Total</b>	<b>£56,094</b>	n/a	n/a

Provision 2016/17	Cost	Objective	Evidence Base
<b>Enrichment</b>			
Subsidised educational visits and residential activities including DofE plus resources to support participation	£5,000	Pupils have equal access cultural and educational trips Impact on attendance and ethos	Outdoor adventure 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	See above	-
Performing arts tuition project (part funded)	£9,000	See above	-
Mini bus (part funded)	£11,000	See above	-
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)
<b>Total</b>	<b>£57,300</b>	n/a	n/a
<b>Overall Total</b>	<b>£402,300</b>	n/a	n/a

Pupils Premium Expenditure 2016/17