

Pupil Premium (PP) Strategy Impact 2020-2021

1. Summary information

Academic Year	2020-2021	Total PP funding	£241,500	Date of last internal PP review	Aug 2021
Total number of students	686	Number of students eligible for PP	261	Date for next internal PP review	Sept 2021

Year group	Number in year group	Number of students who are PP	PP %
7	133	49	36.84
8	163	62	38.04
9	157	69	43.95
10	131	45	34.35
11	104	36	34.62
Overall figures (as of 22/10/20)	686	261	38.05

* Based on teacher predictions

2. Desired outcomes (including how they will be measured)

	Desired outcomes (including how they will be measured)	Success criteria
A.	To continue the improvement of the achievement of students, specifically focusing on closing the gap between disadvantaged students and their peers.	Entitled students will be making progress in line with or above their non-disadvantaged peers nationally.
B.	To continue to improve the outcome of SEND PP students, measured by: <ul style="list-style-type: none"> Reducing the gap between SEND PP, and non-SEND PP Students 	The gap is less between entitled students and their non-SEND/Disadvantaged peers.
C.	To improve the representation of PP entitled students in the following areas: <ul style="list-style-type: none"> School trips and visits Student voice Student leadership 	An increased percentage of PP entitled students will attend, be mentored, be stretched, and have influence around the academy.
D.	To continue to improve the attendance and reduce PA of PP students.	Attendance of PP entitled students continues to increase and the level of PP students who are PA is in line with national figures.

3. Potential barriers to future attainment (for pupils eligible for PP)	
A.	Students in all year groups have entered the academy with attainment that is below national levels.
B.	Students who are SEND and entitled to PP statistically make slower progress than that of their peers and nationally have lower attendance.
C.	Students entitled to PP may have less access to opportunities outside the curriculum. There is a national gap between PP entitled students and others in their level of attendance.
D.	Pupils who are entitled to PP are less likely nationally to attend well and are more likely to become persistently absent.

4A. Planned Expenditure – Raising achievement			
Opportunity/SLT Link responsible	Details	Impact	Planned spend
Careers, Support, Advice & Guidance (JRE)	<p>Delivery of a robust careers' education</p> <ul style="list-style-type: none"> To widen students' understanding of careers using UEA/NEACO resources To develop students' curiosity in their future careers by inviting guests into school To coordinate careers related activities across the curriculum To target all PP year 11 students offering a careers guidance interview with follow up sessions as required (cost of careers advisor) To raise aspiration by collaborative work with UEA Widening Participation team and NEACO To manage a UEA Futures Champion in school to mentor and support students To meet the eight Gatsby benchmarks To perform the role of Careers Leader and ensure compliance with statutory legislation To train a level 6 careers advisor 'in house' for careers delivery across all year groups 	<ul style="list-style-type: none"> End of term 1 58 of the cohort had been seen by the careers advisor. This included all the PP students who have been attending school. End of March 2021 - all of year 11 seen by careers advisor and applications made to college by all PP students. 8 students attended a workshop by Apprenticeships East Anglia in December 2020 and 6 PP students had follow up sessions. UEA and Neaco staff have run 3 sessions via teams for the year 11s on future plans and coping with stress. ENSF college and other FE providers supplied transition work for students after the completion of TAGs. ENSF visit for year 11s in SUM2 provided opportunity to develop career ambitions Careers guidance interviews completed with student receiving support for L6 careers advisor (external). 	£15,000

4A. Planned Expenditure – Raising achievement			
Opportunity/SLT Link responsible	Details	Impact	Planned spend
		Increase funding	
Raising Achievement (RFO/JRE)	<p>Raising achievement through literacy support, targeted intervention, and study room access</p> <ul style="list-style-type: none"> Supporting students in form time (one member of staff for each form time) Facilitating guided reading in years 7 – 9 to improve reading ages and levels of literacy After school intervention with identified year 11 students - cost of resources and staffing Access to study rooms at lunchtime to enable work to be completed to a high standard (£125 per week) 	<ul style="list-style-type: none"> Study room provision in operation with TA support allocated – evaluation required after significant period of operation following lockdown. <p>Reduce funding</p> <ul style="list-style-type: none"> Summer average reading again gain across all intervention groups is 14 months. Year 7 average reading age gain for intervention group is 18 months. Study room staffed by duty staff and HOY throughout the term to provide a place for students to access resources and support. <p>Continue funding</p>	£60,000
KS3 and KS4 food ingredients (RFO)	Provision of food ingredients to facilitate practical activities and enable full participation.	<ul style="list-style-type: none"> Food has been provided to all PP requiring it, enabling full access of all students to practical lessons. <p>Continue funding</p>	£6,000
KS4 revision Resources (ALU / JRE)	<p>To provide resources to enable positive student outcomes including:</p> <ul style="list-style-type: none"> All required texts for English GCSE examinations Examination resource support (e.g. revision guides) 	<ul style="list-style-type: none"> Educational resources purchased for PP students for the English GCSE course total £ 1,185.42 Additional revision resources purchased for GCSE courses totaling £524.10 Please see appendix 1 for full breakdown of FSM6 outcomes for TAGS 	£10,000

4A. Planned Expenditure – Raising achievement			
Opportunity/SLT Link responsible	Details	Impact	Planned spend
		<p>Summary</p> <ul style="list-style-type: none"> In 2021, A8 outcomes of disadvantaged students increased by 1.1, from 3 to 4.1. In 2021, P8 of disadvantaged students increased by 0.31 In 2021, A8 gap increased marginally, by 0.1 In 2021 the Progress gap increased marginally, by 0.05 <p>Continue funding</p>	
Tracking of PP attendance at parents' evenings (JRE)	<p>To ensure that PP parents are getting the support that they need to attend parents' evenings</p> <ul style="list-style-type: none"> All PP entitled students attendance will be tracked HOY will follow up non-attendance. 	<p>Year 11 – Remote Parents' Evening (First analysis)</p> <ul style="list-style-type: none"> PP parental attendance = 16/38 (42%) Overall parental attendance = 55% HOY has been contacting all parents throughout lockdown to improve engagement with the school. <p>Year 7 – Remote Parents' Evening (20.05.21)</p> <ul style="list-style-type: none"> PP Parental attendance = 26/48 (54%) Overall parental attendance = 61% More advanced targeted contacting of PP parents through the HOY. <p><i>Analysis only available for the 2 events listed. Previous events were not retained by software.</i></p>	£0
Total planned expenditure: £91,000			

4B. Planned Expenditure – Improve attainment of SEND PP students			
Opportunity	Details	Impact	Planned spend
Careers, Support, Advice & Guidance (JRE)	<ul style="list-style-type: none"> Year 11 SEND PP students will be prioritised for careers support and mentoring through Beacon East external careers advisor and NEACO staff Visits to colleges and other provision to aid decision making 	<ul style="list-style-type: none"> Year 11 students with an EHCP were prioritised and follow up meetings have been held. Three students with \ EHCP have all applied and secured a place at East Coast College. Visit to ENSF college completed in SUM2. Transition programme from local providers shared with students following the completion of TAGs. <p>Continue funding</p>	£1,000
Raising Achievement (JRE)	<ul style="list-style-type: none"> PP SEND students to be prioritised for all forms of intervention 	<ul style="list-style-type: none"> Interventions on hold because of lockdown. Data analysis of YR11 shows gap has widened over lockdown. Strategic interventions launched for SUM1. Teacher Assessed grades provided focused teaching and assessment of topics of learning across many subjects. Intervention sessions were open to all students, with underperforming DP students targeted to attend. <p>Continue funding</p>	£500

4B. Planned Expenditure – Improve attainment of SEND PP students			
Opportunity	Details	Impact	Planned spend
Pastoral Support Team (HSE / EPR)	<ul style="list-style-type: none"> • Employment of Heads of Year who all monitor the welfare, attendance and progress of students and allocate the appropriate level of support to PP students • This is 38% of cost to be in line with cohort entitled to PP 	<ul style="list-style-type: none"> • 58% of laptop, and 62% of dongle loans are to PP students, most delivered by HoY • 62% of dongle loans are to PP students <p>Behaviour statistics show improved PP across PEX/FTE's: Please see Appendix 2 for behaviour data.</p> <ul style="list-style-type: none"> • The number of disadvantaged students being permanently excluded has reduced over time. • The number of days of fixed term exclusions and the number of fixed term exclusions for disadvantaged students has reduced over time. • The proportion of disadvantaged students with one fixed term exclusion has steadily reduced since 2018-19. • The proportion of disadvantaged students with repeated fixed term exclusions has more than halved since 2018-19. <p>Continue funding</p>	£56,024.74
Total planned expenditure:			£57,524.74

4C. Planned Expenditure – To improve the representation of PP students in the following areas:

- School trips and visits
- Student voice
- Student leadership

Opportunity	Details	Impact	Planned spend																																				
Breakfast Club (RFO)	<p>A supervised breakfast club provision every morning to allow all students to remove hunger as a barrier to learning. This includes:</p> <ul style="list-style-type: none"> • Cost of supervision every morning (5 X 1 hour = £2310) • Cost of food 	<p>Breakfast club expenditure 337.04 Table shows average number of students attending each day and the proportion of those attending who are PP.</p> <p>Continue funding</p> <table border="1" data-bbox="1323 659 1785 1145"> <thead> <tr> <th>Month</th> <th>Avg PP Students</th> <th>%PP</th> </tr> </thead> <tbody> <tr><td>Sept</td><td>16</td><td>35%</td></tr> <tr><td>Oct</td><td>23</td><td>50%</td></tr> <tr><td>Nov</td><td>29</td><td>55%</td></tr> <tr><td>Dec</td><td>25</td><td>56%</td></tr> <tr><td>Jan</td><td>Remote</td><td></td></tr> <tr><td>Feb</td><td>Remote</td><td></td></tr> <tr><td>March</td><td>25</td><td>56%</td></tr> <tr><td>April</td><td>22</td><td>36%</td></tr> <tr><td>May</td><td>28</td><td>29%</td></tr> <tr><td>June</td><td>33</td><td>54%</td></tr> <tr><td>July</td><td>25</td><td>52%</td></tr> </tbody> </table>	Month	Avg PP Students	%PP	Sept	16	35%	Oct	23	50%	Nov	29	55%	Dec	25	56%	Jan	Remote		Feb	Remote		March	25	56%	April	22	36%	May	28	29%	June	33	54%	July	25	52%	£7,000
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Hardship Support: Uniform and equipment (RFO)	<p>Enhancing curriculum provision which allows PP students to access:</p> <ul style="list-style-type: none"> • Equipment (pens, pencils, rulers, calculators, and planners) • Shoes • Uniform • Bus passes <p>Laptops if no access at home (identified as 5 students from CET survey)</p>	<ul style="list-style-type: none"> • Bus passes provided for 4 students (£344) • Uniform provided for 24 students (£1,030.06) • Equipment (£21,27) • Ed P analysis (£1,422.91) <p>Continue funding</p>	<p>£36,216.04</p> <p>• 39.00</p>																																				

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			<ul style="list-style-type: none"> • 0.00 • 703.57 •
Enrichment Activities (HSE)	To enable all activities (including music lessons) to be provided free of charge for PP students	<ul style="list-style-type: none"> • For term 1 41 lessons were offered weekly and of those 37% are attended by PP students. <p>Continue funding</p>	£12,750
Trips and visits (HSE)	Funding for offsite trips and visits	<ul style="list-style-type: none"> • Visits allowed from 12th May <p>Continue funding</p>	£15,000
Extra provision of afterschool clubs attracting greater than average PP students (HSE)	Increased provision of afterschool activities and clubs to enable students to increase their engagement <ul style="list-style-type: none"> • Cost of equipment • Staffing costs 	<ul style="list-style-type: none"> • 56 afterschool clubs now available compared with 6 last year • Priority spaces allocated to PP • Overall attendance of afterschool clubs: <ul style="list-style-type: none"> ○ Year 7 Science Crest award 100% PP ○ Year 7 Violin 100% PP ○ Year 7 Drama 100% PP ○ Year 7 Multisport 50% PP ○ Year 8 Science Crest award 67% PP ○ Year 8 Boys Dance 60% PP ○ Year 8 Band Skills 100% PP ○ Year 8 Girls Dance 42% PP ○ Year 8 Multisport 49% PP ○ Year 9 Multisport % PP 	£1000

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Opportunity	Details	Impact	Planned spend
		<ul style="list-style-type: none"> ○ Year 9 Band skills 60% PP ○ Year 9 Dance % PP ○ Year 10 English Supp 100% PP ○ Year 10 BTEC Sport 31% PP ○ Year 11 Engineering 100% PP ○ Year 11 T&T Intervention 47% PP ○ Year 11 Health & Social 50% PP ○ Year 11 Game making 40% PP <p>Continue funding</p>	
Rewards (HSE)	<p>PP students to receive rewards in line with non-PP students</p> <ul style="list-style-type: none"> • Cost of certificates • Cost of badges • Cost of other rewards e.g Pizza party, ice cream van • 38% of total rewards cost to be met 	<ul style="list-style-type: none"> • 36% of student council representatives are PP • 35.6% of rewards Autumn term winners were PP <p>Student Rewards (attendance) - £494.66 spent so far on attendance postcards and prizes including pizza parties.</p> <p>Continue funding</p>	£2000
Total planned expenditure: £73,966.04			

5D. Planned Expenditure – To continue to improve the attendance and reduce PA of PP students

Opportunity	Details	Impact					Planned spend																																																																	
<p>Use of an effective Attendance Team (HSE)</p>	<p>Employment of the Attendance Team who monitors the welfare and attendance of students and allocates the appropriate level of support to PP students to attend extra lessons. This includes:</p> <ul style="list-style-type: none"> • 1 x Attendance Admin • 1 x Attendance and Welfare Officer • Cost of attendance rewards throughout the year <p>This is 38.05% of cost to be in line with cohort entitled to PP (15,152.61- staff, £1,141.50-rewards)</p>	<table border="1"> <thead> <tr> <th>Student Attendance (%)</th> <th>Autumn 2 Sep19 – Dec19</th> <th>Autumn 2 Sep20 – Dec20</th> <th>Spring 1 Sep19 – Feb20</th> <th>Spring 1 Sep20 – Feb21</th> </tr> </thead> <tbody> <tr> <td>Year 7-11 (All)</td> <td>93.00</td> <td>93.20</td> <td>92.41</td> <td>92.56</td> </tr> <tr> <td>Year 7</td> <td>94.13</td> <td>96.79</td> <td>93.95</td> <td>96.10</td> </tr> <tr> <td>Year 8</td> <td>94.56</td> <td>92.59</td> <td>94.16</td> <td>92.67</td> </tr> <tr> <td>Year 9</td> <td>92.20</td> <td>93.60</td> <td>91.58</td> <td>92.43</td> </tr> <tr> <td>Year 10</td> <td>90.87</td> <td>91.76</td> <td>90.17</td> <td>90.85</td> </tr> <tr> <td>Year 11</td> <td>92.28</td> <td>90.53</td> <td>91.10</td> <td>89.85</td> </tr> <tr> <td>PP</td> <td>90.12</td> <td>90.23</td> <td>89.65</td> <td>89.22</td> </tr> <tr> <td>SEND</td> <td>89.71</td> <td>91.27</td> <td>88.94</td> <td>88.68</td> </tr> <tr> <td>CLA</td> <td>73.26</td> <td>97.50</td> <td>72.73</td> <td>74.35</td> </tr> <tr> <td>EAL</td> <td>95.36</td> <td>94.22</td> <td>94.80</td> <td>93.00</td> </tr> <tr> <td>Male</td> <td>93.72</td> <td>93.46</td> <td>93.05</td> <td>92.71</td> </tr> <tr> <td>Female</td> <td>92.33</td> <td>92.97</td> <td>91.82</td> <td>92.42</td> </tr> </tbody> </table>	Student Attendance (%)	Autumn 2 Sep19 – Dec19	Autumn 2 Sep20 – Dec20	Spring 1 Sep19 – Feb20	Spring 1 Sep20 – Feb21	Year 7-11 (All)	93.00	93.20	92.41	92.56	Year 7	94.13	96.79	93.95	96.10	Year 8	94.56	92.59	94.16	92.67	Year 9	92.20	93.60	91.58	92.43	Year 10	90.87	91.76	90.17	90.85	Year 11	92.28	90.53	91.10	89.85	PP	90.12	90.23	89.65	89.22	SEND	89.71	91.27	88.94	88.68	CLA	73.26	97.50	72.73	74.35	EAL	95.36	94.22	94.80	93.00	Male	93.72	93.46	93.05	92.71	Female	92.33	92.97	91.82	92.42					<p>£16,294.11</p>
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Total planned expenditure: £16,294.11

Summary	Planned Expenditure
A. Improve achievement	£ 91,000.00
B. Reduce the gap between SEND PP and non-SEND PP students	£ 57,024.74
C. To improve the representation of PP entitled students in the following areas: <ul style="list-style-type: none"> • School trips and visits • Student voice • Student leadership 	£ 73,966.04
D. To continue to improve the attendance and reduce PA of PP students	£ 16,294.11
Total planned expenditure	£241,500.00