

The Pupil Premium at St George’s Academy: Development and Impact | 2017-2018

At St George’s, we are keen to ‘Aim High’ to ensure that all our students achieve the very best they can, and that we support each individual in any way that we are able to achieve success.

Building on our work over the last four years, we have increased our support and focus on those students eligible for the Pupil Premium, with a particular emphasis on students who are eligible for Free School Meals, or have been at any point over the last six years (FSM6) as this is where the majority of the funding comes from. To achieve this, we have focused on three key priorities, as follows:

1. *To tailor support to meet the needs of each individual eligible for the Pupil Premium, working together to minimise any barriers to their learning.*
2. *To work together within the Mathematics and English Departments to ‘narrow the gap’ in progress of our highest attaining pupils who are eligible for the Pupil Premium.*
3. *To improve the ‘Quality First Teaching’ across the Academy to make sure that all students are engaged and motivated to make good progress, with an emphasis on narrowing the gap for those who are eligible for the Pupil Premium.*

During 2017-2018, we have spent **£434,263.31** on our three priorities, as follows:

PP Funding	Sleaford	Ruskington	Total	Notes / impact of spend
Staffing – Pastoral, Learning Mentors and Coordinators	£ 196,657.84	£ 87,657.45	£ 284,315.29	<p>The Pupil Premium funding supports a range of staffing across the school. The Family Support team are funded entirely from the PP budget (all staff in Leicester Street, Tracey Dickinson, Jane Wilshaw-Rhead and Terri Lowey), along with some Key Stage Support staff. In addition, the Pupil Premium staffing budget pays the TLR allowances for all ASPMs and ASKMs across the Academy. This team do a tremendous amount in supporting the overall behaviour and attitude of students in every year group, and ensuring behaviour for learning in lessons is positive and supports positive outcomes. The team also work closely with families for disadvantaged students, forces children and our Looked After students to ensure that barriers to learning are removed wherever possible.</p> <p>In addition to the Pastoral staffing structure, we have developed a strong Learning Mentor team to support students in their learning, which comprises:</p> <ul style="list-style-type: none"> • KS3 and KS4 Learning Mentor on each campus; • Maths Learning Mentor support on each campus;

				<ul style="list-style-type: none"> • English Learning Mentor support on each campus; • Science Learning Mentor support across both campuses; • Humanities Learning Mentor support across both campuses. <p>The KS Learning Mentors have worked intensively with at least three priority students each term from each year group. They have supported learning in and out of lessons, and have had close contact with home. Each term, impact has been carefully evaluated against effort data, and strong impact has been seen across each year group.</p> <p>The Subject LM have delivered subject intervention within and in addition to lessons in order to help to tackle any underperformance. Where LM have been effectively deployed by the Subject teams, based on strong use of data, the impact has been clear and positive on student outcomes.</p> <p>However, with a clear line on non-extraction of Year 11 from lessons, it has been difficult for LM to impact fully on students in Y11, as to do so they have needed to extract from lessons with a fully-qualified teacher, which is difficult to justify. This has been a particular issue for our higher attaining disadvantaged students. As such, we have appointed a part-time experienced 'Intervention Teacher' in each of Maths and Science who can deliver small group intervention to the full range of abilities, using their subject specialism and teaching experience. Our LM for Science and Maths left last year, and we have not appointed replacements.</p>
Resources and materials to support mentoring	£ 37,082.93	£ 3,335.87	£ 40,418.80	<p>This has included a range of support materials for students – some examples have included basic equipment for lessons, books to encourage reading, and revision guides for GCSE across all subjects on both campuses. We have worked closely with Technology to ensure that students have had the necessary equipment and ingredients for practical lessons / cooking, hence ensuring no disadvantage has been evident in the classroom. Although this has been difficult to evidence directly through outcomes, it has ensured an entirely inclusive curriculum for all students, regardless of background.</p> <p>This is imbalanced across Campuses as the significant spend on revision guides was allocated to the Sleaford budget, although they benefited students on both Campuses.</p>
Student Uniform	£ 10,450.76	£ 95.93	£ 10,546.69	<p>We have worked closely with Uniform Direct to provide uniform letters (vouchers) for parents to ensure that any funding directly affects the students, from the right retailer. In addition, this has funded shoes and sports kit for students, and has ensured that financial disadvantage for students is not evident in their appearance.</p>

				<p>Over the last year we have succeeded in being more precise in the allocation of this funding – ensuring that access to this funding is limited and reaches the students who need it most. A new process has ensured that uniform requests have not taken LM away from supporting leaning within classrooms.</p> <p>This appears imbalanced across campuses, but this is only because the funding for all uniform letters is automatically allocated to the Sleaford Campus regardless of the base for the individual.</p>
Food for breakfast / lunchtime homework clubs	£ 2,533.07	£ 2,984.64	£ 5,517.71	<p>These continue to be successful in reducing homework issues for our PP students, hence ensuring a reduced gap in progress and attainment. Breakfast Clubs were introduced in 2016-2017, and have been very well received by students who are disadvantaged or whose parent(s) are deployed – ensuring a good positive start to the day.</p>
Trips / Transport costs	£ 76,567.47	£ 2,687.50	£ 79,254.97	<p>The majority of this funding has been used to support a very small minority of students to gain access to external provision, via taxis to be educated off-site. Having explored a range of other options, it is felt that this cost is unavoidable, as if we did not provide alternative provision students would be permanently excluded, and if we did not provide transport then this would affect attendance for these young people. Unfortunately, where students are placed in external provision, it has also affected the Academy outcomes as these students have significantly under-performed, but this is an area of concern across County, which is incredibly difficult to address.</p> <p>Some of the transport costs have gone towards transport for students to gain access to key revision classes after school / during school holidays where this would otherwise not have been possible. This is particularly the case on the more rural Ruskington Campus. In addition, we have funded travel passes for students post-16, which has ensured high levels of recruitment into the sixth form (removing transport costs as a barrier to continuing to access education, so long as they stay with us). This has also supported strong comparative NEET figures, and sustainability of post-16 choices as financial pressures for transport have not accumulated as the year has gone on for our Year 12 and 13 students.</p>
External support / advice	£ 6,225.00		£ 6,225.00	<p>This has been used to fund an external careers advisor to work explicitly with our PP (disadvantaged and forces) students through Years 10 and 11. This ensures that students are clear about destinations and entry requirements – providing a focus when studying towards their GCSEs, and making sure that we limit any</p>

				students who are NEET. This ensures that where strong guidance and support for careers is not available at home, the Academy is able to fill this gap to raise aspirations overall.
Music Tuition	£ 4,109.50	£ 3,687.50	£ 7,797.00	This is an area where funding has remained steady over the last academic year, despite an increased number of requests, as parents become more aware of what we can offer. The impact of this is difficult to measure, and extraction from lessons can affect outcomes in other subjects. It is therefore only offered to those who are financially disadvantaged, and where there is an anticipated direct impact on outcomes.
IT Software	£ 1,877.85		£ 1,877.85	This has funded the PASS (Pupil Attitudes to Self and School) survey access for all of our students – this will enable us to identify patterns in the students’ perceptions of school and compare these against a national sample. This will support us in terms of precise intervention for a year group / groups of students / individuals.