

The Pupil Premium at St George's Academy: Development and Impact | 2014-2015

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 during 2014-2015, 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).

Priority 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.

During 2014-2015, we have spent **£245,617.99** on our first priority, as follows:

PP Funding	Notes / impact of spend
Staffing - Learning Mentors and Coordinators	We have LM in post for KS3 and KS4 on each site, along with an English and Maths LMs on the Sleaford site, and Maths LM on the Ruskington site. The impact of the work of the LM is evident through students' interim assessment grades. The LM are working with students whose IA show underperformance, and work with students to tackle the issues identified. For the students supported, there has been an overall improvement in IAs since term 1. In addition, this supports the provision of family support manager / workers and student intervention workers.
Resources and materials to support mentoring	This has included lockable filing cabinets to ensure effective safeguarding of information, and materials to support high-quality mentoring, resulting in maintained reduced gaps in progress and attainment. Also this has supported equipment for students, materials for gardening club, book club, breakfast club, and lunchtime homework clubs for students. In addition, it has paid for reconditioned desktops for PP students where needed, and Laptops for two of our looked after students, rewards for students along with Prom ticket support.
Student Uniform	This ensures that students do not look or feel disadvantaged in any way, including correct PE kit etc.
Food for breakfast / lunchtime homework clubs	These continue to be successful in reducing homework issues for our PP students, hence ensuring a reduced gap in progress and attainment. The newly introduced breakfast clubs are showing early signs of success.
Trips / Transport costs	This funding has ensured that we can continue to provide access to education for our disadvantaged post-16 students, in addition to providing transport for students to access revision days outside of term time / after school, and overcome transport issues to improve attendance.
Music Tuition	Requests for this have been considered very carefully on a one-by-one basis, and only students who will benefit in terms of learning have been approved for funding - currently only 10 students.
IT Software	This has funded a new piece of software 'Go for Schools' which will improve attainment, behaviour and attendance tracking for our PP and other students. This will also improve communication with parents over time.

As a result, disadvantaged students throughout the Academy are showing good progress, which is in line (and in some cases exceeds) that of their peers, as follows:

Progress 8 Forecasts

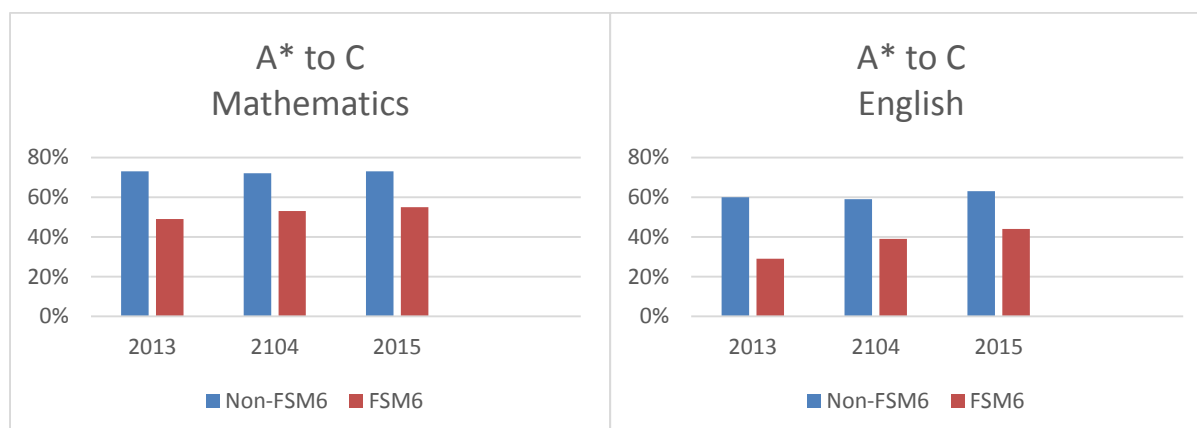
	Overall	Non-Disadvantaged	Disadvantaged
Year 8	0.42	0.41	0.44
Year 9	0.82	0.82	0.83
Year 10	0.30	0.28	0.38
Year 11	0.12	0.10	0.04

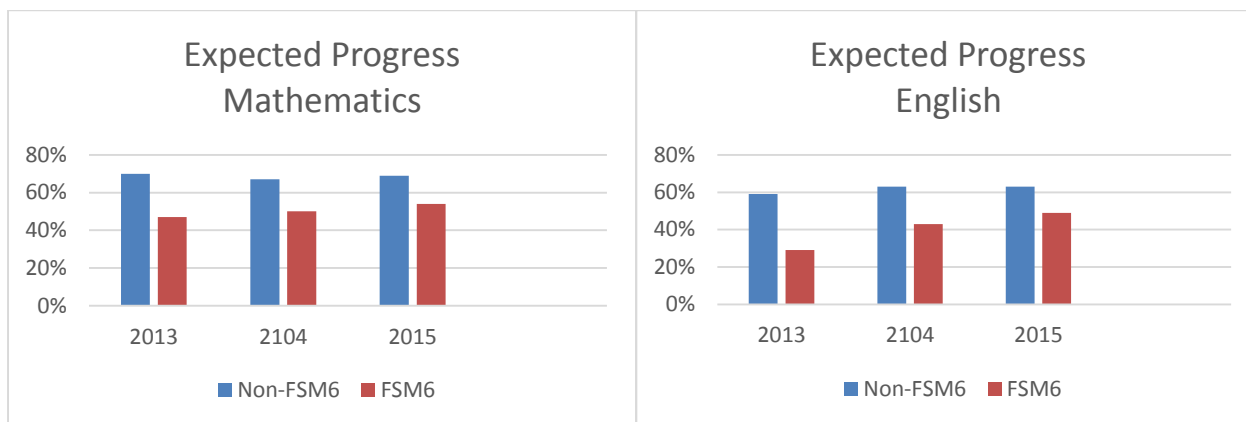
Priority 2 – To work together within the Mathematics and English Departments to ‘narrow the gap’ in progress of our highest attaining pupils who are eligible for the Pupil Premium.

In addition to the funding for Maths and English Learning Mentors on each site, we have spent **£4552.00** during **2014-2014** on our second priority, as follows:

PP Funding	Notes / impact of spend
Library / Literacy Resources	This has supported the purchase of appropriate books for students in each library, in support of Accelerated Reader. This has been targeted particularly at reluctant boy readers.

As a result, the gap in attainment and progress of our disadvantaged students when compared with their peers has continued to narrow, as follows:





This shows clear improvement in the performance of our disadvantaged students at St George’s Academy, based on our strategic approach to narrowing the gap throughout the last academic year. It also shows a strong improving trend in the progress and attainment of our disadvantaged students across the Academy over the last two years, in English and Mathematics. It is clear from the charts that the rate of improvement is greater than that of their peers, and it is fundamental that this is the case if we are to successfully close the gap completely.

In 2015-2016, we need to continue to build on the work in English and Maths, ensuring that we reduce the gap in attainment within other subjects, to ensure FSM6 students perform as well as their peers. In addition, we need to ensure stretch and challenge for our most able disadvantaged students, to ensure more consistent improvement is made in this area.

Priority 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.

In addition to developments in priorities 1 and 2, we have spent **£6748.80** on our third priority during 2014-2015, as follows:

PP Funding	Notes / impact of spend
Training	This has supported our Master Level Research group in critically evaluating teaching and learning for our PP students and guiding developments in this area for all staff. In addition, it has provided CPD for our LM to develop their skill set and improve the impact of mentoring.

This has supported our development of teaching and learning across the Academy, and the effective deployment of LM to support achievement and progress.