

Planned Spend 2018-2019

Aim:

To raise the achievement and performance of all PP students to at least the national benchmark whilst closing the performance gap between PP and non-PP students at NOA.

Background:

The Pupil Premium Grant is funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6 FSM'). The Pupil Premium Grant is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers. The Pupil Premium Grant also provides funding for children who have been looked after continuously for more than six months and the children of service personnel.

High Expectations:

As a staff body, we have high expectations of all students irrelevant of background. Students are expected to conduct themselves according to North Oxfordshire's Academy Behaviour for Learning Policy. We accept no excuses in the classroom nor for home learning.

Main Barriers:

- Lower levels of literacy and numeracy. Reading ages for PPG students lower than non PPG students Data? Do we use KS2 scores - NOA levels of literacy/numeracy (KS2 data) compared to National norms ?
KS2 fine scores English/ maths % PP Non - PP export from G4S
- Lower % attendance and increased risk of persistent absence
- Risk of fixed term and permanent exclusion
- Lower levels of stability meaning risk of moving during an academic year
- Lack of Higher Education amongst parents
- Low levels of parental literacy
- Reduced exposure to top quality careers guidance

Context:

Year group	PP	Total	% PP
7	56	178	31.5%
8	71	181	39.2%
9	67	185	36.2%
10	37	152	24.3%
11	54	161	33.5%
OVERALL	285	857	33.3%

Funding Allocation: TOTAL BUDGET = £271, 883

Impact

In 2018, the performance of students eligible for Pupil Premium was improved on the previous year.

The table below shows the performance at NOA compared to national figures for progress.

Measure	Pupil Premium(52)	Non Pupil Premium (99)	National Average PP	NOA PP v National Average PP
4+ Inc English and maths	47.2%	67.0%	44.3%	+2.9%
5+ Including English and maths	28.3%	55.3%	24.5%	+3.8%
Progress 8 Score	-0.38	+0.17	-0.40	+0.02
Attainment 8 Score	37.25	47.66	37	+0.25

Students that are eligible for Pupil Premium are placed at the heart of all we do at the academy. In 2019, the number of students eligible for Pupil Premium is lower at 36 students and predications show these students are set to make greater progress than this year.

The figures are based on the unvalidated DFE report and 4Matrix estimates.

Impact of Spend –Interventions 2018-2019

Spend	Cost	Objective	Impact
Leadership	18000	Strategic planning and leadership of all strategies implemented to support disadvantaged students and narrow the achievement gap with time allocated to ensure that provisions for disadvantaged students are appropriately targeted and effective.	<p>Spotlight students and Whole School Focus students to generate discussion, share best practise and agree actions.</p> <p>Jan 2019 Launch of Spotlight Focus Students in CPD and VIP added to G4S.</p> <p>Informs LMM and Mentor meetings.</p> <p>The strategy resulted in 87% of the Spotlight students improving by at least ½ grade from their P8 score between January and their actual GCSE P8 score.</p>
1:1 Maths Programme Y11 and Y10 students Success Unit Maths Support Staffing	32000	Maths tutoring for students at risk of not making expected progress. Small group work and 1:1 with designated tutors, closely liaising with teachers to close the gaps in learning and following the academy scheme of learning	<p>Data shows improvement in progress in maths see table below.</p> <p>Maths Actual GCSE PP P8 Score = 0.16 (December Mocks = -1.0) Actual Non PP P8 Score = 0.56 (December Mocks = -0.6) Actual GCSE P8 Gap = -0.39 (December Mocks = -0.4)</p>
1:1 English Programme Y11 and Y10 students Success Units English Support Staffing	32000	English tutoring for students at risk of not making expected progress. Small group work and 1:1 with designated tutors, liaising with class teachers, working on texts required and following the academy scheme of learning.	<p>54% of PP student grades increased between the December Mocks and the Actual GCSE grade in mathematics.</p> <p>English Language Data shows improvement in progress in English see table below. English Language Actual GCSE PP P8 Score = -0.63 (December Mocks = -1.0) Actual Non PP P8 Score = -0.61 (December Mocks = -0.3) Actual GCSE P8 Gap = -0.02 (December Mocks = -0.7)</p> <p>42% of PP student grades increased between the December Mocks and the Actual GCSE grade in English Language.</p> <p>English Literature Actual GCSE PP P8 Score = -0.43 Actual Non PP P8 Score = -0.1 Actual GCSE P8 Gap = -0.33</p>

			81% of PP student grades increased between the December Mocks and the Actual GCSE grade in English Literature.															
Pastoral Provision (Welfare Provision, Pastoral Leaders for Y11 and Y10, AP for Behaviour and Inclusion)	70500	Support and intervention at an early stage to prevent escalation of behaviour issues and prevent disruption of learning to others. To support the return to school following exclusions, build self-esteem, confidence and provide the opportunities to catch up on missed learning.	<p>Improvement in student behaviour and behaviour for learning. Introduction of RACE to support Behaviour for Learning in the classroom and create disruption-free learning environments.</p> <table border="1"> <thead> <tr> <th>RACE AVERAGES</th> <th>PP</th> <th>NON</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>2.6</td> <td>2.9</td> </tr> <tr> <td>8</td> <td>2.6</td> <td>2.7</td> </tr> <tr> <td>9</td> <td>2.5</td> <td>2.7</td> </tr> <tr> <td>10</td> <td>2.3</td> <td>2.7</td> </tr> </tbody> </table> <p>% of PP Exclusions out of Total Exclusions: 2018-2019 = 37.3% 2017-2018 = 28.5% 2016-2017 = 37.0%</p>	RACE AVERAGES	PP	NON	7	2.6	2.9	8	2.6	2.7	9	2.5	2.7	10	2.3	2.7
RACE AVERAGES	PP	NON																
7	2.6	2.9																
8	2.6	2.7																
9	2.5	2.7																
10	2.3	2.7																
Additional Staffing to enable smaller teaching groups for English and maths lessons	60000	To reduce class size in core subjects to enable personalised curriculum and sharper identification of gaps in learning.	Improvement in attainment and progress across English and Maths. Spotlight students and Focus on PP High Ability Boys for extra support in the SU, after school provision and through class teacher support, spotlight marking, considered seating and staff awareness.															
Attendance Officer	12383	PP Student attendance and punctuality to meet or exceed national averages.	Attendance figures: PP Attendance has improved this year on last year. 2018/19 PP = 92.3% NONPP = 95.2% 2017/18 PP = 91.6% NONPP = 95.8% 2016/17 PP = 92% NONPP = 95.6%															

			<p>The graph shows the attendance trend for Non PPG and PPG students over four years. The Y-axis represents the percentage of attendance, ranging from 89% to 97%. The X-axis shows the academic years from 2015/16 to 2018/19. Non PPG attendance (blue line) starts at approximately 95.2% in 2015/16, rises to 95.6% in 2016/17, peaks at 95.8% in 2017/18, and ends at 95.4% in 2018/19. PPG attendance (orange line) starts at 92.3% in 2015/16, drops to 92.0% in 2016/17, reaches a low of 91.6% in 2017/18, and recovers to 92.2% in 2018/19.</p> <table border="1"> <caption>PPG/ Non PPG Attendance trend over 4 years</caption> <thead> <tr> <th>Year</th> <th>Non PPG attendance (%)</th> <th>PPG attendance (%)</th> </tr> </thead> <tbody> <tr> <td>2015/16</td> <td>95.2</td> <td>92.3</td> </tr> <tr> <td>2016/17</td> <td>95.6</td> <td>92.0</td> </tr> <tr> <td>2017/18</td> <td>95.8</td> <td>91.6</td> </tr> <tr> <td>2018/19</td> <td>95.4</td> <td>92.2</td> </tr> </tbody> </table>	Year	Non PPG attendance (%)	PPG attendance (%)	2015/16	95.2	92.3	2016/17	95.6	92.0	2017/18	95.8	91.6	2018/19	95.4	92.2
Year	Non PPG attendance (%)	PPG attendance (%)																
2015/16	95.2	92.3																
2016/17	95.6	92.0																
2017/18	95.8	91.6																
2018/19	95.4	92.2																
Trip and curriculum subsidies	10000	Provide an enriching curriculum and outside the classroom experiences for PP learners; Hegarty subscription, University trips, Revision and University Seminars. Scholars club, PP Focus self esteem days at Oxford University.	Improved student engagement in lessons, raising aspirations, self-esteem and wider community opportunities, including the Samba Band, Anti-Bullying Conference, and the Supreme Court. There was a focus on middle and higher ability PP students to raise aspirations through University trips eg Reading and Warwick University trips for Year 11 and the Year 9 PP Oxford 3 day Leadership Course.															
Literacy/Numeracy Support and CPD around Literacy. Provision of computer support packages ; Literacy Planet, Accelerated Reader and Mathletics subscriptions	13000	Literacy Levels of PP students to improve, in order to able to access the curriculum. Catch up groups and Reading/Word Up in Tutor time.	NGRT PP Data - there are gaps in PP and Non PP Reading age data and the % of students below 6 months of their CA.															
Alternative Curriculum Support including off site provision.	24000	To provide a short term alternative curriculum programme for our most vulnerable students. Reduce the number of exclusions and increase attendance for the most vulnerable students.	Staffing The Success Unit and Intervention Maths Staff for Intervention through the day and providing after school Targeted Revision sessions to PP students. PP benefit from External Mentoring (56% PP)															

Indicators to support Impact of Spend

GCSE RESULTS 2019

PP Results have improved from December Mock exams and compared to previous year in the majority of measures below.

Future Foci: Maths 4+, English PP

Intervention	2016-2017	2017-2018	2018-2019 Actual PP	RAG from 2017 results	RAG from 2018 results
Maths 4+	56.5%	47.6%	54%	-2.5%	
Maths 5+	29.0%	40.5%	39%		-1.5%
Maths 7+	4.3%	2.4%	12%		
Maths A8	3.5	3.4	3.8		
Maths P8	-0.2	-0.7	0.01		
English 4+	55.1%	54.8%	62.3%		
English 5+	30.4%	42.9%	44%		
English 7+	7.2%	7.1%	12%		
English A8	3.6	3.8	4.0		
English P8	-0.8	-0.8	-0.37		
% Maths and English (Grade 4+)	47.8%	45.2%	47.2%	-0.6%	
% Maths and English (Grade 5+)	14.5%	31.0%	32.69%		-2.7%
P8	-0.3	-0.8	-0.33		
Average A8	3.6	3.4	3.7		

Y11 SPOTLIGHT STUDENT FOCUS:

Pupil Premium Spotlight	January 2019 Working at P8 score	GCSE 2019 P8 Actual	RAG increase of more than ½ P8 Score
Pupil 1	-2.29	-0.81	
Pupil 2	-2.446	-0.80	
Pupil 3	-1.876	-1.48	
Pupil 4	-1.799	-1.45	
Pupil 5	-1.776	0.27	
Pupil 6	-1.770	-0.94	
Pupil 7	-1.669	-0.96	
Pupil 8	-1.592	-0.69	
Pupil 9	-1.555	0.26	
Pupil 10	-1.501	0.57	
High Ability PP Boys School Foci	January 2019 Working at P8 score	GCSE 2019 P8 Actual	
Pupil 1	-0.719	-0.11	
Pupil 2	-1.262	-0.25	
Pupil 3	-0.162	0.76	
Pupil 4	-1.562	-0.30	
Pupil 5	-4.002	-2.82	

Years 7 – 10 English and maths UL data

Year 7

The Y7 PP English results are positive for 4+ and 5+ categories with a slight dip at Grade 7+, compared to UL wide academy averages.

There are noticeable gaps between performance of PP and NonPP students in English at Grade 4+ and Grade 5+ but with a smaller gap at Grade 7+.

End of Year Assessments 18/19 - ENGLISH - Year 7

School Name	% of ALL									% of THOSE WITH GRADE								
	All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils		
	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+
North Oxfordshire	70%	50%	15%	55%	38%	11%	76%	55%	18%	72%	51%	16%	57%	39%	11%	78%	57%	18%
Academies	62%	47%	21%	52%	37%	15%	69%	54%	25%	67%	51%	23%	57%	40%	16%	72%	57%	27%

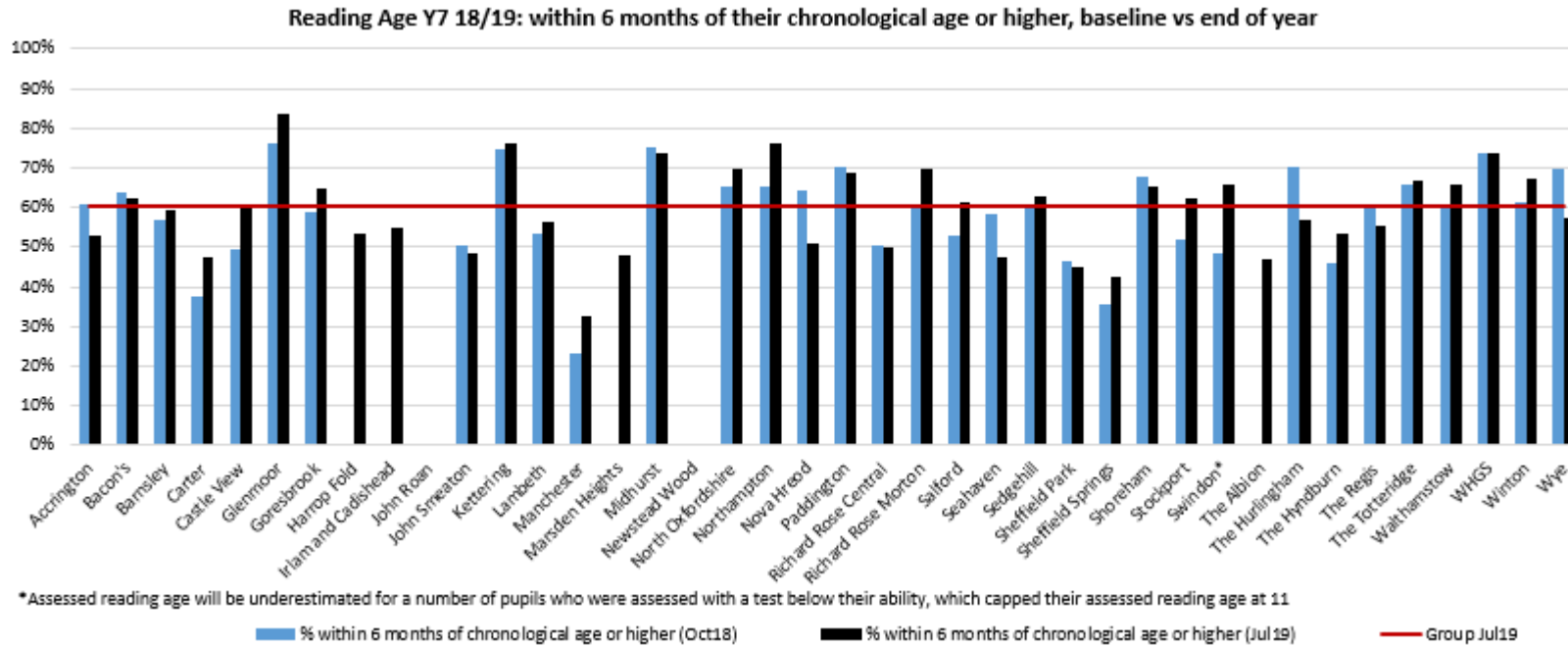
The Y7 PP maths results are below the academy average for all grades, but with a smaller gap at Grade 7+, compared to United Learning academy averages.

There are noticeable gaps between performance of PP and NonPP students in maths at Grade 4+ and Grade 5+ but with a smaller gap at Grade 7+.

End of Year Assessments 18/19 - MATHS - Year 7

School Name	% of ALL									% of THOSE WITH GRADE								
	All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils		
	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+
North Oxfordshire	61%	43%	17%	45%	32%	13%	69%	48%	18%	62%	43%	17%	45%	33%	13%	69%	48%	19%
Academies	66%	52%	22%	54%	40%	15%	72%	59%	26%	69%	55%	23%	58%	43%	16%	75%	61%	27%

The graph below shows that the % of Y7 students with a reading age within 6 months of their chronological age is above the United Learning group average. It also shows that the % of students within 6 months of their chronological reading age or higher has increased between October 2018 and July 2019



Year 8

The Y8 PP English results are positive for 4+ and 5+ categories with a slight dip at Grade 7+, compared to UL wide academy averages.

There are noticeable gaps between performance of PP and NonPP students in English at each Grade boundary.

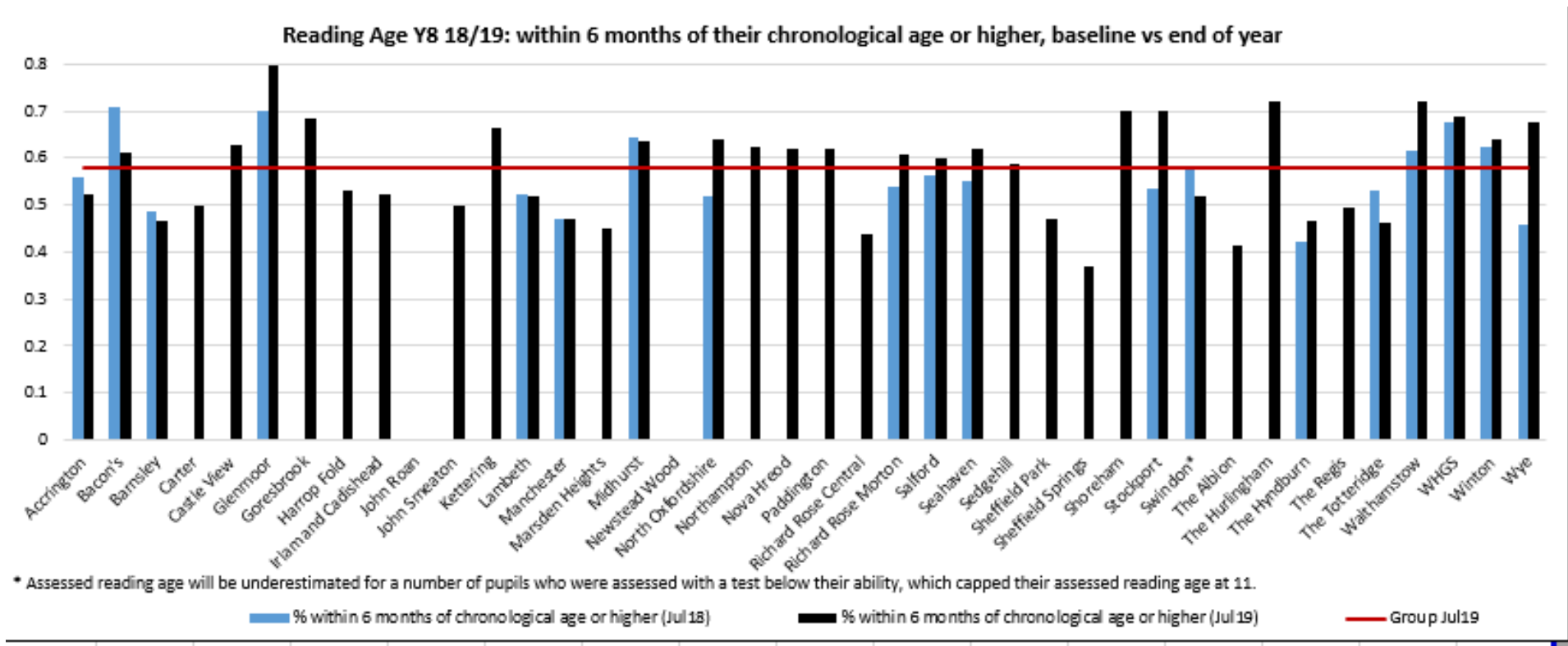
End of Year Assessments 18/19 - ENGLISH - Year 8																			
School Name	% of ALL									% of THOSE WITH GRADE									
	All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			
	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	
North Oxfordshire	62%	51%	17%	48%	33%	7%	70%	61%	23%	67%	55%	19%	52%	35%	8%	76%	66%	25%	
Academies	60%	46%	22%	52%	37%	16%	66%	52%	26%	64%	50%	23%	56%	40%	17%	69%	55%	28%	

The Y8 PP maths results are below the United Learning Group average for Grade 4+ but close for Grade 5+ and 7+.

There are noticeable gaps between performance of PP and NonPP students in maths.

End of Year Assessments 18/19 - MATHS - Year 8																			
School Name	% of ALL									% of THOSE WITH GRADE									
	All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			
	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	
North Oxfordshire	69%	56%	25%	52%	42%	15%	79%	65%	30%	70%	57%	25%	53%	42%	15%	81%	66%	31%	
Academies	68%	55%	29%	60%	45%	21%	74%	62%	34%	73%	59%	31%	65%	49%	23%	78%	65%	36%	

The graph below shows that the % of Y8 students with a reading age within 6 months of their chronological age is now above the United Learning group average. It also shows that the % of students within 6 months of their chronological reading age or higher has increased markedly between October 2018 and July 2019.



Year 9

The Y9 PP English results are in line with the United Learning Academy averages for 4+ and 5+ categories with a slight dip at Grade 7+, compared to UL wide academy averages.

There are gaps between performance of PP and NonPP students.

End of Year Assessments 18/19 - ENGLISH - Year 9

School Name	% of ALL									% of THOSE WITH GRADE								
	All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils		
	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+
North Oxfordshire	52%	38%	8%	47%	28%	3%	55%	43%	10%	60%	43%	9%	55%	33%	4%	62%	48%	11%
Academies	52%	37%	13%	44%	28%	7%	59%	44%	17%	58%	41%	14%	49%	31%	8%	63%	47%	18%

The Y9 PP maths results are below the United Learning Group average for Grade 4+ but close for Grade 5+ and 7+.

There are noticeable gaps between performance of PP and NonPP students in maths.

End of Year Assessments 18/19 - MATHS - Year 9

School Name	% of ALL									% of THOSE WITH GRADE								
	All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils		
	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+
North Oxfordshire	61%	41%	8%	41%	25%	3%	71%	49%	11%	66%	45%	9%	47%	29%	4%	75%	52%	11%
Academies	67%	47%	16%	58%	37%	11%	73%	54%	20%	72%	50%	17%	64%	41%	12%	76%	56%	21%

Year 10

The Y10 PP English results are slightly below the United Learning Academy averages for each grade boundary.

There are gaps between performance of PP and NonPP students.

End of Year Assessments 18/19 - ENGLISH - Year 10 - Working At Grades

School Name	% A/W	% of ALL									% of THOSE WITH GRADE									KS4 Eng Lan 2018			
		All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			
		4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+
North Oxfordshire	11%	60%	50%	14%	39%	24%	2%	68%	58%	18%	68%	56%	16%	48%	30%	3%	74%	64%	19%	60%	40%	8%	
Academies	8%	51%	37%	11%	43%	30%	7%	57%	43%	14%	55%	40%	12%	49%	34%	7%	60%	45%	15%	67%	49%	15%	

The Y10 PP maths results are below the United Learning Group average for all Age Related Grades, as well as the gaps between performance of PP and NonPP students in maths.

End of Year Assessments 18/19 - MATHS - Year 10 - Age Related Grades

School Name	% A/W	% of ALL									% of THOSE WITH GRADE									KS4 Maths 2018			
		All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			Pupil Premium Pupils			Non Pupil Premium Pupils			All Pupils			
		4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+	5+	7+	4+
North Oxfordshire	7%	52%	38%	16%	24%	17%	2%	62%	46%	21%	56%	41%	18%	29%	21%	3%	64%	47%	22%	61%	46%	10%	
Academies	6%	55%	41%	23%	44%	32%	17%	62%	46%	26%	59%	43%	24%	49%	35%	19%	64%	48%	27%	70%	51%	19%	

The performance of all students has improved from 2016-2017 to 2018-2019 and gaps have reduced.

	2016-2017		2017-2018		2018-2019 Actual	
	A8	P8	A8	P8	A8	P8
No of students (156)						
Whole School	43	+0.13	40.04	-0.38	43.85	0.01
PP	36	-0.3	31.95	-1.05	37.86	-0.33
Non PP	48	+0.3	43.71	-0.04	47.66	+0.17
Gap	12	0.6	11.76	1.01	10.41	0.55

NGRT Data:

NGRT Data	2017	2018	2019
Y7			
Av RA PP NON PP Gap		18 months	14 months
% PP Students 6mths below CA			42%
% Non PP Students 6mths below CA			23%
Y8			
Av RA PP NON PP Gap	27 months	30 months	24 months
% PP Students 6mths below CA			45%
% Non PP Students 6mths below CA			23%

Why do we provide these opportunities?

Targeted additional support strategies resulting in every student, however financially disadvantaged, being able to:

- Improve their levels of attainment and progress
- Advise on student choices at GCSE
- Close attainment gaps relative to school and national averages
- Have full access to our curriculum
- Access our extra-curricular provision