



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.

Main Barriers:

- Lower levels of literacy and numeracy. Reading ages for PPG students lower than non PPG students
- Lower % attendance and increased risk of persistent absence
- Risk of fixed term and permanent exclusion
- Additional educational needs
- Lower levels of stability meaning risk of moving during a 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	33.2%



Spend	Cost	Objective	Impact Statement	Impact Evaluation Cycle (RAG)		
				1	2	3
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>The achievement gap will be reduced and will be lower than national average.</p> <p>Implement clearer communication cycle and identification of Spotlight students and Whole School Focus students to generate discussion, share best practise and agree actions.</p>			
Quality first teaching	140000	<p>High QFT leads to good student progress across all yr groups. A particular focus on Boys, SEN PPG students with low FFT starting points.</p> <p>Teachers supported by high quality CPD (internally and externally).</p>	<p>85 % of teaching judged to be good or better, meaning that students are making at least good progress.</p> <p>PPG students attain in line with their non PPG peers and make positive P8 progress.</p> <p>This will be evidenced through a narrowing of the gap (attainment and progress) between disadvantaged students and non-disadvantaged students.</p>			
CPD	3000	Weekly high quality CPD for teachers and TA's to ensure that lessons at NOA are outstanding and that				



		disadvantaged students are making at least good progress.	All subjects returning a positive Progress 8 score at the end of KS4.			
Lead Practitioners	40000	Lead Practitioners in English and Science to share best practise across the faculty and beyond. English LP to embed whole school literacy strategies and Tutor time tasks				
Academic Mentoring	5000	Identify PP students who would most benefit from impact of mentoring. Students supported to set academic targets and progress towards targets monitored.	Students will have 2 meetings per term to provide personalised guidance and support. 75% of students supported will reach their target grades in their subjects. 100% of students supported will stay in education / employment.			
Maths Quads	28000	LOP in line for PP and Non PP in school and nationally	Engma tutoring for PP students at risk of not making expected progress. Coaching Triads/Quads closely liaise with class teachers and target gaps from QLA's. Each half term, PP students identified and			
		Attainment 8 figure in line for PP and Non PP in school and nationally				
		Progress 8 figure in line for PP and Non PP in school and nationally				
		% 9-4 in line for PP and Non PP in school				



		and nationally	invited to after school sessions.			
English Quads		LOP in line for PP and Non PP in school and nationally	Data will show improvement in maths and English.			
		Attainment 8 figure in line for PP and Non PP in school and nationally	Exceed P8 and A8 against National Figures			
		Progress 8 figure in line for PP and Non PP in school and nationally				
		% 9-4 in line for PP and Non PP in school and nationally				
Study Facilities		A fully resourced ICT room with support from staff and peer mentors open 2 lunches each week. An independent study room is open before school, break, lunch and after school.	75 % of targeted students attended the supported sessions each week. 75 % of targeted students attended the independent study space each week.			
Out of hours Provision	1000	Students offered Holiday Academy during February Half term, Easter and May half term. PP student targeted and comprises of subject intervention and				



		<p>revision across all subjects.</p> <p>Weekend intervention during Spring term may be available.</p>			
Pastoral Provision including Pastoral Leaders and administration.	50000	<p>Support and Intervention at an early stage to prevent escalation of behaviour issues. To support the return to school following exclusions.</p>	<p>Improvement in student behaviour and B4L.Reduction in % of FTE and PTE for all students.</p> <p>Early identification of need so that students are well supported in their learning.</p>		
AC Provision and Leadership		<p>To provide short term alternative curriculum programme for our most vulnerable PP students whose needs are better met from alternative programmes.</p>	<p>Attainment and progress made by Alternative Provision has improved by students achieving at least 5 GCSE's at Grade 4+ including English and maths.</p> <p>Exclusion rates have reduced and attendance of AP students has increased.</p>		
Attendance Team	26000	<p>PP students attendance to meet or exceed national average, especially Year 11 PP.</p> <p>Attendance team to ensure that students can overcome any challenges and focus on maximum progress.</p>	<p>High attendance rate for PP students in line with NON-PP students nationally.</p> <p>Attendance and punctuality records show improvements for most students across all year groups, particularly Year 11, 10 and 7.</p>		
Curriculum/Trips	5000	<p>To remove barriers to learning for PP e.g.</p>	<p>Students all have at least</p>		



Subsidies		<p>extra supplies such as uniform, shoes and equipment for learning.</p> <p>Access to UL scholars club, Maths Challenge, Skills and Aspirations seminars to engage Grade 4+ PP students.</p> <p>PP students targeted for external mentoring and raising aspiration opportunities including Unitracks.</p> <p>Target PP students for motivational seminars such at Warwick University's outreach programme.</p>	<p>one careers meeting,</p> <p>100% of PP having two meetings.</p> <p>100% of students staying in education/ employment at end of yr 11</p> <p>Increase % of students accepting places at Universities and increase % of student's offered/accepting places at Russell Group Universities.</p>			
Year 7 Summer Camp	565	Year 7 PP students will be targeted to encourage participation.	Increase the % of PP students attending Year 7 Camp to experience the outdoors and develop skills such as confidence, communication, leadership and team building.			
Literacy Support	877	<p>Literacy levels of PP students in Y7 to improve, in order to be able to access curriculum. Transition groups, literacy forms etc</p> <p>Students benefit from 'Accelerated Reader' programme and</p>	Students reading ages will increase so that 80% of all PPG students are reading within 6 months of their chronological age.			



		<p>Literacy Planet for KS3 students.</p> <p>Mathletics subscription.</p>			
Welfare Team and Pastoral Mentoring	50000	<p>We provide specialist adults to work with students to overcome barriers to their learning. A school nurse, counsellor and support mentors for each year group.</p> <p>To provide students with a range of strategies to manage their wellbeing in Spring term.</p> <p>To support students in building self-esteem and confidence.</p>	<p>Students receive a high level of pastoral support to allow students to focus on their learning and achieve outstanding results in progress and attainment.</p> <p>PPG students attain in line with their non PPG peers and make positive P8 progress</p>		
KS3 Intervention	15000	<p>In years 7 and 8, we staff small targeted intervention groups in English and maths to support students with attainment below their peers.</p> <p>Year 7 groups will be organised such that there are two small wave 3 and 4 intervention groups.</p>	<p>The increased support will allow us to meet the needs of these students and for them to make accelerated progress in order to catch up with their peers and to be successful in the core subjects.</p> <p>80% of PPG students will achieve grade 4 in all subjects at the end of yr 7,8 and 9</p>		
Careers Adviser	8000	Year 11 PP students have careers advice and support first so there is opportunity	100% of students staying in education/ employment at end of yr 11		



		for follow up meetings. PP students targeted for			
Enrichment Opportunities	2360	To provide access to dance, music and performing arts schemes to students	Increase % of PP students' participation in dance, drama or music shows and clubs.		
NOA leadership Ambassadors and Diversity Group Leaders.	1000	To ensure that PP students are given leadership opportunities. To analyse and consider actions from the Pupil Survey.	All students have the opportunity to apply for a position as a NOA ambassador or join the Diversity Team. PP students to be targeted to represent the school at various occasions such as Open evening. All Year 7- 10 students have the opportunity to provide feedback through the Pupil Survey.		