



3-year pupil premium strategy

SUMMARY INFORMATION

Pupil premium strategy

CURRENT PUPIL INFORMATION 2020 21

Total number of pupils:	1080	Total pupil premium budget:	229075
Number of pupils eligible for pupil premium:	245	Amount of pupil premium received per child:	£935

COHORT INFORMATION

CHARACTERISTIC	NUMBER IN GROUP	PERCENTAGE OF GROUP
Boys	116	47
Girls	129	53
SEN support	50	20
EHC plan	7	3
EAL	28	11

Assessment data

CURRENT PROGRESS AND ATTAINMENT						
	Pupils eligible for pupil premium	Pupils not eligible for pupil premium		Data from previous years		
		School average	National average	2016-17	2017-18	2018-19
Progress 8 score average	-1.27	-0.32		-0.8/-0.2	-0.6/-0.4	-1.2/-0.4
Attainment 8 score average	33	48		31/42	34/40	30/43

OTHER DATA																				
	Strengths	Weaknesses																		
Attendance Data	<p>1/ Attendance this year is above average for this year compared to other Herts schools.</p> <p>2/ Year 7 Attendance - PP 95.4%</p> <p>3/ Punctuality – currently 97.4% for PP (all year groups above 97%)</p> <p>Historically Whole School Punctuality: 2018-19 – 94.8% 2019-20 – 96.3%</p>	<p>1/ PP attendance has been an intransigent issue for 3 years. Some PP students have external factors affecting their attendance. HOY and YAL are aware and making interventions for individual students to help them improve.</p> <p>2/ Attendance overall for the year for student is:</p> <table border="1"> <thead> <tr> <th>Group</th> <th>Non PP</th> <th>PP</th> </tr> </thead> <tbody> <tr> <td>Whole School</td> <td>95.2%</td> <td>88.0%</td> </tr> <tr> <td>Year 8</td> <td>95.5%</td> <td>85.7%</td> </tr> <tr> <td>Year 9</td> <td>94.3%</td> <td>86.8%</td> </tr> <tr> <td>Year 10</td> <td>94.7%</td> <td>88.8%</td> </tr> <tr> <td>Year 11</td> <td>96.1%</td> <td>85.6%</td> </tr> </tbody> </table>	Group	Non PP	PP	Whole School	95.2%	88.0%	Year 8	95.5%	85.7%	Year 9	94.3%	86.8%	Year 10	94.7%	88.8%	Year 11	96.1%	85.6%
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<p>Behaviour data</p>	<p>1/ Reduction in Fixed Term Exclusions 2018-19 – 105 2019-20 – 31 (Projected 63 if full academic Year) 2020-21 – 10 PP(10 weeks) = projection 40 in full academic Year</p> <p>2/ Reduction in PP Red Cards (students being removed from class)</p> <p>3/ Improvements in: Lateness to Lessons Defiant Behaviour Use of inappropriate Language Physical Behaviour</p> <p>4/ Positive Behaviour Stats in KS4 (see data adjacent) following work completed from 2018 when students were in KS3.</p>	<p>High levels of Low Level disruption which negatively affect Teaching and Learning: Behaviour Incidents (2020-21) PP Students: Year 7 - 377 Year 8 - 580 Year 9 - 596 Year 10 - 463 Year 11 – 203</p> <p>Significant issues in KS3 in Years 8 & 9 e.g.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Yellow Cards</th> <th>Red Cards</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>30</td> <td>59</td> </tr> <tr> <td>8</td> <td>102</td> <td>40</td> </tr> <tr> <td>9</td> <td>137</td> <td>16</td> </tr> <tr> <td>10</td> <td>39</td> <td>14</td> </tr> <tr> <td>11</td> <td>14</td> <td>6</td> </tr> </tbody> </table>	Year	Yellow Cards	Red Cards	7	30	59	8	102	40	9	137	16	10	39	14	11	14	6
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Spending Plan 202021

How the Academy will spend the Pupil Premium Grant for 2020/21 Academic Year – original Aug / Sept 2020 report, with updates. Some initiatives are pending due to covid restrictions.

Specific Intervention	Financial Cost	Current Impact
Improving Life Chances through Educational Achievement		
Heads of Year, to work on supporting PP students.	£49,961(33 % of time)	Enhanced pastoral care through: Less students / more time for individual care and welfare
3 x Achievement Leaders for key year groups, PP their key priority for their TLR.	£88,614 (33% of time)	Attendance improvement. Academic interventions with key students. Pastoral support for key students.
Interventions for Year 11 students in English, Maths, Science, as well as other subjects where identified. Significant range of interventions attended by PP students, includes: <ul style="list-style-type: none"> • Focused interventions for key students, to address identified gaps/weaknesses in knowledge and exam skills. • After school Lesson 7 sessions, through National Tutoring programme 	£5,000	GCSE Results Day will confirm but significant numbers of students have expressed the value and support this has given them in the lead up to their exams.
Interventions for students in Years 7-10 around literacy and numeracy <ul style="list-style-type: none"> • 6th Form reading mentors • Fresh Start (Read, Write, Ink) for targeted Year 7 students just started as a pilot – to be rolled out this year fully. 	£1,000	See Assistant Principal Lorraine Mulcahy for current impact data.
Food Technology supplies for all PP students	£1,000	On average, 35-40 disadvantaged students each week across Years 7-11 have ingredients provided for them, so they can fully access the FT lesson.
Free Music instrumental lessons for PP students	£500	Able to access creative arts
Additional LRC support for homework club and individual 1:1 support, accessed by PP students	£2,000	Individual 1:1 support
REMOVED Provision of specialist primary teacher <ul style="list-style-type: none"> • Extensive support in Maths (Years 7 & 8) all year for key disadvantaged students. • Extensive support in literacy via Year 7 and 8 Literacy groups. 	£65,435	Significant impact on the development of literacy and reading age progression, as well as with numeracy, and general self-confidence / esteem.
REMOVED Accelerated Reading Programme for Year 7 & 8	£5000	Significant impact on a large number of students, with improved reading age scores.

Interim Total Spend		£222,990
Improving Life Chances through targeted Guidance, Advice and Other Support		Impact
1:1 Independent Careers Advice for PP students at Key Stage 4 All Year 11 students have had 1:1 independent careers advice. All had 1 week's work experience in Year 10. Items listed at 1-3 below. Career of the Week featured regularly in form time and also assembly. Restructured and enhanced form time, building on the development of cultural capital	£4,000	Students feel well prepared for the next stage of their education and at key transition points. Students are receiving high quality cultural capital education each week in form time.
SLT and Staff Aspiration Mentoring Programme	£5,000	Range of PP students, with impact shown in terms of conduct and aspiration.
Higher Education and Visits for Post 16 Transition: <ul style="list-style-type: none"> Items listed 1-3 below. Hertfordshire University. Oxbridge visit. Brilliant Club. Option Evening (8) and Year Briefings for parents introduced. 	£1,000	Students have sharper guidance around key transition periods, including option choices and post 16 pathways.
Financial Support for Educational Visits and Trips <ul style="list-style-type: none"> Items 4-8 listed below. 	£2,000	Students have been able to access cultural and social events which they would have been unlikely to have had.
Interim Total Spend		£12,000
Improving Life Chances through Tackling Barriers to Achievement		
Behaviour Mentors (2)	£4,733	1:1 individual support
1:1 external positive behaviour coaching	£2,500	1:1 individual support
College/Tabard	£4,000	Engaging back with education
External Academy Counsellor	£2,000	1:1 individual support
Attendance Team interventions	£2,500	Improved attendance
Family Support Worker	£4,000	1:1 individual external support
CLA	£2,900	1:1 individual support
VP Pastoral Care	£1,000	1:1 individual support
Interim Total Spend		£55,326

Summary

Income: £252,450

Expenditure: £255,450

LONG-TERM PLAN (3-YEAR TIMESCALE):

3 clear priorities: -

- 1) THE GAP IN ATTENDANCE BETWEEN PP AND NON PP STUDENTS IS TOO LARGE
- 2) CURRENT Y 8 AND 9 PP STUDENTS BFL, LEADING INTO GCSE STUDY
- 3) PROGRESS AND SUPPORT FOR Y9-11 STUDENTS IN ATTAINING WELL,

PRIORITY 1

Member of staff responsible: JNA - Improve Attendance and PA of PP students

Objectives	Success criteria	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress indicators
1. Improve PP Attendance	PP Attendance above 94%	<p>PP PA student "Focus for Tutors" as part of daily tracking</p> <p>Attendance Reward Reports for PP Students</p> <p>100% Club</p> <p>Attendance Officers and VP "Special Club" – first day tracking</p> <p>Ethos change through assemblies/ tutor sessions, rewards, House Competition</p>	<p>Form Tutors</p> <p>YAL / HOY</p> <p>VP</p> <p>VP</p> <p>VP</p>	<p>July 2021 Reviewed Weekly</p> <p>July 2021 Reviewed Half Termly</p> <p>Termly</p> <p>July 2021 – Reviewed Daily</p> <p>July 2021 – Reviewed Weekly</p>	<p>Rewards for Progress</p> <p>Data Analysis – completed weekly</p> <p>Badges</p> <p>Rewards Admin for letters to Parents</p>	Increased Attendance %
2. Reduce PP PA	PP PA Below 15%	<p>PA Year Team Meetings</p> <p>As Above for Attendance</p>	Attendance / HOY / YAL / VP	July 2021 Reviewed Weekly		
3. Improve Punctuality to School	Punctuality above 98%	<p>Communication with Parents</p> <p>Use of Detention system for lateness (30mins same day detention)</p>	<p>HOY / VP</p> <p>VP</p>	July 20-21 Reviewed Fortnightly	Admin Time	Improved Punctuality Data

	Persistently Late to School under 4%	“Daily Challenge” of lateness	Attendance & Pastoral Team	July 2021 Reviewed Weekly	Time and Personnel	
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PRIORITY 2

Member of staff responsible: JNA / SKN – Improve Behaviour for Learning of Y8 and 9 students

Objectives	Success criteria	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress indicators
1. Improve Low Level Classroom Behaviour	Reduction in Red and Yellow Cards for PP students in Years 8 & 9 Reduction in incidents for PP students of: Poor Focus Unsatisfactory Classwork Chewing Homework Completion	Zero Tolerance Behaviour System Book Scrutiny PP Behaviour Groups Parental Engagement – from the onset Homework Clubs	All staff HOD / SLT HOY / SLT Pastoral Team Support Staff	July 2021 Reviewed H/T Half Termly Weekly Daily Weekly	Admin staff for Data analysis Staffing	Behaviour Data
2. Develop Character Traits of Students	Improve Resilience, Kindness and Empathy	Focus Weeks: Kindness – Term 1 Resilience – Term 2 Empathy – Term 3 Character Education Training Completed	VP Pastoral Team VP Pastoral Team	Termly Dec 2020	Assemblies Character Rewards Training Costs	Success Point increase

		Character "Awards" in place for students	HOY	Termly	Awards	Award Programme in place
3. Consistent Intervention Programme	PP Students mapped and involved in personalised interventions that have impact	MAP meetings	VP / HOY / SEND	Half Termly		MAP analysis
	Intervention Menu shared with all	Intervention Menu written and shared	HOY / VP	Jan 2021	Intervention Costs	Intervention successes
	Alternative Provision – active and effective	AP to target PP students	VP	Weekly Review	AP Charges	AP Monitoring and Evaluation

PRIORITY 3

Member of staff responsible: ISU. Improve progress of KS4 PP students

Objectives	Success criteria	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress indicators
Leadership of YAL in driving PP achievement	Data analysis	HT meeting DCP analysis	ISU	HT reviews		HT actions
To improve attendance at revision sessions (in person or virtual)	A consistent number of students attending the sessions.	Revision timetable needs to be finalised. Google meet programme to be organised either	Subject leaders to organise revision schedule. Googlemeet external tutor programme.	From the start of revision sessions. They need to be reviewed every week/two weeks.	Powerpoint to track attendance or sessions. Incentive card/stamp to record attendance/revision sessions and behaviour. It could be	Attendance Progress

		after school or weekend.			like a levelled system for each reward. Certificates Postcard home Hot Chocolate or Cookie Amazon Voucher	
National tutoring programme to be utilised	Attendance of key students	Contact approved companies	ISU	Nov 20th	£390 per 6 students for 15 sessions	Attendance Progress
DCP Analysis	HoD analysis and actions	DCP analysis Actions	HoDs	DCPs		Dept Audit reviews SISRA progress docs