



## **The Pupil Premium at NUSA**

### **What is the 'Pupil Premium'?**

*The pupil premium is additional funding for publicly funded schools in England to raise the attainment of disadvantaged pupils of all abilities and to close the gaps between them and their peers. In 2015-16 and 2016-17, schools receive £935 for pupils in year 7 to year 11 for each child registered as eligible for free school meals at any point in the last 6 years.*

(Adapted from [www.gov.uk/guidance/pupil-premium-information-for-schools-and-alternative-provision-settings](http://www.gov.uk/guidance/pupil-premium-information-for-schools-and-alternative-provision-settings))

### **Which pupils at NUSA are eligible for the pupil premium?**

At NUSA approximately two-thirds of our pupils are eligible for the pupil premium, which is about five times the national average. The challenge laid down to all schools and academies is to provide additional support for these pupils to help them overcome the barriers they face, and hence help them to secure the same level of attainment as their more socio-economically advantaged peers.

Schools start by analysing the distribution of their eligible pupils, and at NUSA we considered year group, gender, ethnicity, special educational needs, attendance and prior attainment (Key Stage 2 SAT scores). We found that our eligible pupils were spread evenly across all of these groups, with between six and seven out of every ten pupils in every group eligible for the pupil premium. This has resulted in us adopting a number of whole school strategies that often impact upon other pupils as well. For this reason, where strategies are not solely aimed at pupils eligible for the pupil premium, we only apportion part of the cost to our pupil premium allocation.

Once schools are clear on the distribution of their eligible pupils, they consult the 'Teaching and Learning Toolkit' produced by the Education Endowment Foundation in order to plan how best to use their pupil premium allocation.

### **How did NUSA spend its pupil premium allocation for 2015-16?**

In 2015-16 there were 477 eligible pupils at NUSA, which attracted an allocation of £417,945.

Some of NUSA's allocation was invested into employing more teachers, especially in the core subjects of English, maths and science. This allowed us to reduce class sizes, increase the number of curriculum pathways open to pupils, and provide more additional tuition before and after school, and during holiday periods. It also allowed us to provide an inclusion curriculum for pupils at risk of exclusion, and to fund some off-site provision for our most vulnerable learners.

Some of NUSA's allocation was invested in additional mentoring and tutoring, especially for those pupils taking their public examinations. This support was tailored to the needs of individual pupils, with everything from additional careers advice to one-to-one science tutoring on offer.

Some of NUSA's allocation was invested into employing additional pastoral staff that provide support with everything from pupils' attendance to counselling for those affected by significant events in their lives beyond our school doors.



Some of NUSA's allocation was invested in our Personal Development curriculum, which helps pupils to plan for their futures, and cope with the demands of their lives through social and emotional learning. This allowed us to fund the curriculum time and a number of external providers who bring expertise to some challenging themes, such as drug education.

Some of NUSA's allocation was invested in additional literacy support for those pupils in years above Year 7. This allowed us to provide reading support and materials to pupils whose reading ages were significantly below their chronological ages.

Some of NUSA's allocation was invested in the provision of hardship funding, allowing us to help families to afford our school uniform costs when they join the school, and ensuring that enrichment activities like school trips can be enjoyed by all pupils.

<b>Strategy</b>	<b>Pupil Premium Allocation</b>
Teachers for additional classes, support, inclusion and alternative provision	£190,750
Mentoring and Tutoring	£29,070
Pastoral roles	£179,520
Personal Development curriculum	£2,040
Reading support	£13,260
Hardship funding	£4,590
<b>Total</b>	<b>£419,230</b>

### **What was the impact of NUSA's pupil premium allocation for 2015-16?**

NUSA's recent Ofsted inspection report (October 2015) stated:

*Pupil premium funding is spent well. There is a wide range of effective provision which is largely personalised to individual needs, with increasing evidence of impact.*

We use a range of data to analyse and evaluate the impact of our pupil premium strategies. Some of our key indicators are pupils' rates of attendance and exclusion, and pupils' achievement in English and maths GCSEs:



## Attendance

Since a change in leadership in November 2013, a much greater emphasis has been placed on ensuring all pupils attend NUSA regularly. While the changes in attendance figures can appear small, they are significant. Every 0.1% change in attendance at NUSA is equivalent to approximately 150 pupil-days in school. Last year our pupils' attendance continued to improve, and our pupil premium cohort attended more regularly than similar pupils nationally.

	All Pupils	Pupil Premium	Other Pupils
2013 - 2014	93.0 %	92.1 %	94.4 %
2014 - 2015	94.1 %	92.3 %	95.3 %
2015 - 2016	94.7 %	93.8 %	95.5 %
National 2015	95.0 %	92.8 %	95.9 %

## Exclusions

Since 2013 there has also been a significant shift in our expectations of pupils with respect to their conduct and behaviour. This led to an initial increase in exclusions, but these are now approaching national averages for the whole school, and our pupil premium cohort are less likely to be excluded than similar pupils nationally.

	All Pupils	Pupil Premium	Other Pupils
2013 - 2014	15.8 %	22.3 %	8.8 %
2014 - 2015	11.3 %	11.7 %	6.5 %
2015 - 2016	11.5 %	15.3 %	5.7 %
National 2015	7.6 %	18.8 %	4.6 %

## Attainment in English and Maths: the proportion of pupils who secured an A\*-C grade

Securing a good pass in GCSE English and maths is what schools refer to as 'the basics':

		All Pupils	Pupil Premium	Other Pupils
2013 - 2014	English	67 %	58 %	77 %
	Maths	44 %	36 %	52 %
	English & Maths	40 %	31 %	51 %
2014 - 2015	English	51 %	44 %	66 %
	Maths	44 %	41 %	51 %
	English & Maths	34 %	30 %	44 %
2015 - 2016	English	72 %	69 %	80 %
	Maths	54 %	53 %	56 %
	English & Maths	52 %	51 %	54 %
National 2015	English	67 %	51 %	73 %
	Maths	67 %	49 %	74 %
	English & Maths	58 %	39 %	65 %



## Progress in English and Maths: the proportion of pupils who made 'expected' progress

Another important measure is how much progress pupils make in English and maths from their starting points (Key Stage 2):

		All Pupils	Pupil Premium	Other Pupils
2013 - 2014	English	77 %	71 %	84 %
	Maths	42 %	39 %	47 %
2014 - 2015	English	51 %	49 %	55 %
	Maths	40 %	39 %	40 %
2015 - 2016	English	81 %	76 %	90 %
	Maths	53 %	49 %	60 %
National 2015	English	70 %		74 %
	Maths	66 %		72 %

### How is NUSA planning to spend its pupil premium allocation for 2016-17?

The improvements we have seen in the attendance, exclusions, attainment and progress data for our disadvantaged pupils are very encouraging, and indicate that we are helping these pupils to overcome their barriers to achievement. Our whole school strategies will therefore remain in place for 2016-17, although we will continue to develop the effectiveness of each strand:

Enhancing our curriculum provision, including the offer to our most vulnerable learners

Providing additional mentoring and tutoring

Enhancing our pastoral support systems and structures

Enhancing our personal development curriculum

Providing additional literacy support for pupils above Year 7

Providing hardship support

NUSA's school role in September 2017 includes 434 pupils who are eligible for the pupil premium, which equates to £405,790. The impact of this investment will once again be analysed through attendance, exclusion and achievement data, and our internal tracking data for all year groups.

**Last updated: September 2016**

**Next review: September 2017**