**Fakenham Academy Norfolk**

**Pupil Premium Report Academic Year 2020-21**

| **Total Grant Received** | **£170,520** |
| --- | --- |
| **Number of Students Eligible for Pupil Premium Grants in 2020-21** | **181 (173 excluding Y12)**  **22.3% of student population**  **0 pupils eligible for Child in**  **Care PP**  **0 pupils eligible for Service PP** |

| **Recent Attainment (TAGS/CAGS/Actual results 2020/21)** | | | | | | | | |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **TAGS 20/21** | **TAGS**  **20/21** | **TAGS**  **20/21** | **TAGS**  **20/21** | **CAGS 19/20** | **CAGS 19/20** | **CAGS 19/20** | **CAGS 19/20** | **GCSE results 18/19** | **GCSE results 18/19** | **GCSE results 18/19** | **GCSE results 18/19** |
|  | **All students**  **142 students** | **PP students**  **30 students** | **Non PP**  **112 students** | **PP/Non PP Gap** | **All students**  **119 students** | **PP students**  **33 students** | **Non PP**  **86 students** | **PP/Non PP Gap** | **All students**  **96 students** | **PP students**  **27 students** | **Non PP**  **69 students** | **PP/Non PP Gap** |
| Progress 8 Score Average | 0.32 | -0.24 | 0.46 | -0.7 | 0.31 | -0.2 | 0.57 | -0.77 | 0.09 | -0.13 | 0.18 | -0.31 |
| Attainment 8 Score Average | 46.2 | 38.6 | 48.3 | -9.7 | 45.3 | 37.4 | 48.7 | -11.3 | 42.7 | 38.6 | 44.3 | -5.7 |
| English and Maths 4+ | 63% | 56% | 65% | -7% | 58% | 39% | 65% | -26% | 51% | 41% | 55% | -15% |
| English and Maths 5+ | 37% | 30% | 39% | -9% | 34% | 27% | 37% | -10% | 23% | 11% | 28% | -17% |

| **Attendance** | | | |  |
| --- | --- | --- | --- | --- |
|  | **FAN Pupils Eligible for PP**  **2020/21** | **FAN Pupils**  **Not eligible for PP**  **2020/21** | **FAN Pupils Eligible for PP**  **2019/20** | **FAN Pupils**  **Not eligible for PP**  **2019/20** |
| Attendance Percentage | 86% | 93% | 91% | 94% |

| **Barriers to future attainment (for pupils eligible for PP including high ability)** | |
| --- | --- |
| **In-school barriers** *(issues to be addressed in school, such as poor literacy skills) [Awareness raised by]* | |
| **A** | Essential needs - uniform, transport, food, welfare |
| **B** | Study needs - mentoring to identify barriers to learning and resource audit, resources to overcome barriers to learning supplied where possible. Homework club. |
| **C** | Academic needs - identification of underperforming PP students, intervention for these students. Literacy levels of PP students. |
| **D** | Aspirational needs - Brilliant Club, Careers advice prioritised for PP students, Business mentors, university visits. |
| **External barriers** *(issues which also require action outside school, such as low attendance rates)* | |
| **E** | Attendance rates for pupils eligible for PP are lower than non PP students. There are a high number of medical-related concerns, including mental health issues. This reduces their school hours and causes them to fall behind on average. |

| **Planned expenditure and Outcomes** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Desired outcome** | **Chosen action/approach** | | **What is the evidence and rationale for this choice?** | **Success criteria.** | **Staff lead** | **When will you review implementation?** |
| A Essential needs - uniform, transport, food, welfare | * **Uniform vouchers** * **Taxis offered in case of need** * **Food vouchers** * **The Hub used to offer social and mental health support** | | Ensure students are not singled out for lack of equipment or not appearing to ‘fit in’ with school requirements/expectations  Allowing full access to extracurricular and enabling students to complete activities | No PP students disadvantaged or standing out through lack of equipment or uniform **MET**  Success criteria - student attendance and proportional representation in activities across the school eg music, sport, educational trips. **MET**  **Music 24% of students learning a musical instrument were PP students**  **Educational / sporting trips did not run due to covid.** | JHO | **Jan 2021**  **Uniform vouchers issued to Y7 £75 and Y8-11 £35 max one per year.**  **Due to covid The Hub was not used and extra curricular activities did not run.** |
| B Study needs -  mentoring to identify barriers to learning and resource audit, resources to overcome barriers to learning supplied where possible. Homework club. | * **All PP students met in the first half of the Autumn term to identify individual barriers to learning** * **resources allocated to students including laptop /internet access** * **Homework Club to provide a quiet space to work independently.** | | Lockdown highlighted the high numbers of PP students without computer / internet access at home.  PP students require finance to access trips, revision resources, catering ingredients, laptops, internet access at home, music lessons, .  Many PP students do not have anywhere quiet to work at home so a HW Club offers this. | Exam results P8 gap between PP and non PP students narrowed. **MET**  **PP/Non PP gap narrowed very slightly for P8 from -0.77 to -0.7. The gap between the percentage of students achieving 4+ including E/M narrowed from 26% to 7%.** | LHI | **Jan 2021**  **PP mentoring in place in Autumn term which identified individual barriers to learning.**  **30 laptop purchased plus a further 54 distributed to students during lockdown.**  **Revision guides, calculators and peripatetic music lessons supplied free to PP students.** |
| C Academic needs - identification of underperforming PP students, intervention for these students. Literacy levels of PP students. | * **School report data used to identify underperforming PP students** * **Intervention for the above students** * **Quality First teaching** * **Literacy intervention for PP students with low literacy levels.** | | Lockdown highlighted the high numbers of PP students who lacked motivation / failed to engage in remote learning. These students did not progress in line with other students.  Staff need to be aware of the PP students in their class, prioritise seating, questioning and marking and homework.  Low literacy levels remain a major barrier to learning for many PP students. | Success criteria:  Exam results P8 gap between PP and non PP students narrowed. **MET**  **PP/Non PP gap narrowed very slightly for P8 from -0.77 to -0.7. The gap between the percentage of students achieving 4+ including E/M narrowed from 26% to 7%.**  Literacy levels of PP students increases.  **NOT MET.**  **Due to covid literacy intervention was not in place as bubbles were not allowed to mix / rooming constraints.** | LHI | **July 2021**  **PP students prioritised for intervention during daily Flourish time.**  **Staff awareness raised to meet teaching requirements.**  **During lockdown PP students phoned at least weekly by SSAs when not engaging in online working.**  **MyMaths used extensively with lower groups during lockdown to enhance maths teaching and student engagement.** |
| D Aspirational needs - Brilliant Club, Careers advice prioritised for PP students, Business mentors, university visits. | * **Brilliant Club** * **Careers meetings prioritised for PP / EHCP students** * **Business mentors** * **University visits for PP students** | | PP students tend not to access higher level education courses due to aspiration and engagement | Success criteria:  All PP students have an identified destination for Sept 22. **NOT MET**  **4 PP students) without an identified destination for Sept 22.**  **26 PP students have a confirmed destination at colleges of Further Education.**  PP students access level 3 courses at Fakenham Sixth Form where academic entry requirements are met. **NOT MET**  **8 PP students have applied to Fakenham Sixth Form to study L3 courses. The other 18 PP students applied to COWA/CCN/Easton.** | LHI | **July 2021**  **Regular monitoring of the Year 11 destinations sheet for students choosing higher education providers.**  **Brilliant Club took place online during lockdown. Students struggled to engage with it in this form and only three graduated out of 12.**  **which was not highly successful.**  **Careers meetings prioritised by CWA for PP students. These moved online during lockdown which was not highly successful.** |
| E Attendance | * **First and every day calling by Attendance Officer** * **Follow up by the Welfare Officer of any PP students who are PA.** | | Attendance rates for pupils eligible for PP are lower than non PP students. There are a high number of medical-related concerns, including mental health issues. This reduces their school hours and causes them to fall behind on average. | Attendance of PP students inline with non PP students  **NOT MET**  **Attendance of PP students is 7% lower than that of non PP students. An increase of 4% from previous year.**  **Main issue Y11: 19 Y11 PP students had an attendance of lower than 90% when school reopened following lockdown. 3 Y11 PP did not return to school at all following lockdown.**  PA numbers of PP students in proportion with non PP students  **NOT MET**  **63% of students who identify as PA are PP students. However 41% of those were C coded during lockdown.** | RVE | **Jan 2021**  **FIrst and every day calling initiated for PP students. JMPs put in place for students with poor attendance.**  **Welfare officer absent from school for a proportion of the year due to an operation.**  **Attendance Officer absent from school for over month due to illness.**  **Assistant Principal for Pastoral absent from school December onwards.**  **PP attendance was highly affected by a group of Y11 students whose attendance post lockdown was low /did not return to school.**  **5 Fixed Term Penalty notices issues to Y11 students in spring/summer term.** |
| **Total budgeted cost** | | | | | | **£170,520** |

| **Actual Expenditure and Impact 2019-20** | | | |
| --- | --- | --- | --- |
| **Approach** | **Approximate Cost** | **Description and Impact** | **Number of PP Students Supported** |
| A  Essential needs - uniform, transport, food, welfare | £5502 | Uniform school / catering - ensured students are not singled out for lack of equipment or not appearing to ‘fit in’ with school requirements/expectations. Vouchers issued to Y7 PP students at intake.  Catering ingredients and uniforms - High numbers of PP students select catering as an option - positive P8 for PP students.  **MET**  **31% of students who select catering are PP students. Catering positive P8 for PP students.** | 83 |
| B  Study needs - mentoring to identify barriers to learning and resource audit, resources to overcome barriers to learning supplied where possible. Homework club. | £9694 | Laptops provided for PP students who did not have access during lockdown of a device at home  Revision Guides provided for Y10/11 students for Science and Maths  Calculators provided for PP students without one  Music lessons provide for the 17 students who participated in peripatetic music lessons  **MET**  **Impact on learning - PP/Non PP gap narrowed very slightly for P8 from -0.77 to -0.7. The gap between the percentage of students achieving 4+ including E/M narrowed from 26% to 7%.**  **Impact on engagement during lockdown - 87% of online lessons attended** | 50 |
| C  Academic needs - identification of underperforming PP students, intervention for these students. Literacy levels of PP students. | £8040 | Literacy Assessment - early identification of students with low literacy allows for targeted intervention  Provision writer - dissemination of learning requirements of individual students via Classcharts  texthelp - software to assist with the learning and curriculum access of students with low literacy levels  mymaths - software visual presentation of concepts particularly beneficial to students with poor numeracy  **Impact on learning** **MET - PP/Non PP gap narrowed very slightly for P8 from -0.77 to -0.7. The gap between the percentage of students achieving 4+ including E/M narrowed from 26% to 7%.**  **Impact on engagement MET - 100% attendance of Pp students at intervention sessions during Flourish**  **Impact on literacy progress NOT MET - NOT MET.**  **Due to covid literacy intervention was not in place as bubbles were not allowed to mix / rooming constraints.** | 62 |
| D  Aspirational needs - Brilliant Club, Careers advice prioritised for PP students, Business mentors, university visits. | £4326 | Brilliant Club - raising aspirations of PP students online tuition and graduation.  **Impact on learning NOT MET - only 3 students completed the final assignment. They are Y9, options selected prior to intervention so no impact on option choices.**  **Other activities such as business mentors and university trips did not occur due to covid.**  **Impact on destinations NOT MET**  **4 PP students) without an identified destination for Sept 22.**  **26 PP students have a confirmed destination at colleges of Further Education.**  **8 PP students have applied to Fakenham Sixth Form to study L3 courses. The other 18 PP students applied to COWA/CCN/Easton.** | 12 |
| E  Attendance rates for pupils eligible for PP are lower than non PP students. There are a high number of medical-related concerns, including mental health issues. This reduces their school hours and causes them to fall behind on average. | £525 | Taxi - cost for one student who was too anxious to catch the bus. Taxi ensured attendance.  **Impact on overall attendance NOT MET**  **Attendance of PP students is 7% lower than that of non PP students. An increase of 4% from previous year.**  **Main issue Y11: 19 Y11 PP students had an attendance of lower than 90% when school reopened following lockdown. 3 Y11 PP did not return to school at all following lockdown.**  **Impact on attendance for this one student MET 98.5% attendance 20-21** | 1 |
| **Total (non-payroll)** | **£28,097** |  |  |

| **Approach** | **Percentage of payroll** | **Description and Impact** | **Number of PP Students Supported** |
| --- | --- | --- | --- |
| Welfare and PP administrator | 100% £30,018 | Employed to oversee and organise PP and welfare on a daily basis  **Impact:**  **Essential needs high impact - PP students essential needs met in terms of uniform and equipment.**  **Welfare high impact - PP students accounted for 80% of welfare interactions, students remained in school and safeguarding referrals completed.**  **Safeguarding - 75% of cases were PP students**  **Compact of Care - 50% were PP students**  **FSPs - 75% of cases were PP students**  **Limiting factors: Welfare officer absent from school for a proportion of the year due to an operation. Due to the absence of Assistant Principal the safeguarding role increased and less time spent on PP. Therefore VP responsible for the organisation of the Brilliant Club and finance.** | 173 |
| Careers Advisor | 40% £7140 | PP students prioritised and given additional support  **Impact:**  **Impact on destinations - 4 PP students) without an identified destination for Sept 22.**  **26 PP students have a confirmed destination at colleges of Further Education.**  **8 PP students have applied to Fakenham Sixth Form to study L3 courses. The other 18 PP students applied to COWA/CCN/Easton.**  **Limiting factors: Due to covid careers advisor was not in school for the spring and first half of summer term. Meetings took place online but practical support for applications was lacking.** | 61 |
| Attendance Officer | 50% £11908 | Attendance of PP students is below that of non PP students. Attendance officer works closely with PP students to improve attendance.  **Impact:**  **Impact on attendance was low. Attendance of PP students is 7% lower than that of non PP students. An increase of 4% from previous year.**  **Main issue Y11: 19 Y11 PP students had an attendance of lower than 90% when school reopened following lockdown. 3 Y11 PP did not return to school at all following lockdown.**  **63% of students who identify as PA are PP students. However 41% of those were C coded during lockdown.** | 90 |
| Cover Supervisor | 10% £2331 | Provides extra curricular activities to students by driving the minibus, running a badminton club and accompanying trips.  **Impact:**  **No impact due to covid extra curricular activities and trips did not run this year.** | 30 |
| Head of Key Stage 3 | 40% £11108 | Pastoral leads spend a disproportionate amount of time working with PP students to ensure they receive the required support  **Impact:**  **High impact on keeping PP students safe and in school. All PP students telephoned weekly during lockdown. Home visits to students who were not engaging (6 students).**  **Safeguarding - 69% of cases were PP students**  **Compact of Care - 86% of cases were PP students**  **PSPs- 88% of cases were PP students**  **Limiting factors due to long term staff absence** | 112 |
| Head of Key Stage 4 | 40% £8605 | Pastoral leads spend a disproportionate amount of time working with PP students to ensure they receive the required support  **Impact:**  **High impact on keeping PP students safe and in school. All PP students telephoned weekly during lockdown. Home visits to students who were not engaging (6 students).**  **Safeguarding - 46% of cases were PP students**  **(Compact of Care - 0% of cases were PP students)**  **PSPs - 70% of cases were PP students**  **Limiting factors: Time allocation due to long term staff absences.** | 61 |
| Pastoral Leader | 40% £29417 | A high proportion of the students that are regularly supported by the pastoral lead are PP  I**mpact limited as not in school from January onwards.** | 30 |
| Vice Principal | 20% £17049 | Administration and strategic planning time  **Impact:**  **Limited impact due to time factor resulting from long term staff absence. CPD delivered to staff outlining PP as a priority in September 2020. Administration completed. Strategic planning needs further development.** | 181 |
| Reflection Centre Manager | 50% £14185 | A high proportion of the students that are regularly supported through behavioural programmes are PP  **Impact:**  **Mid impact - 8 PP students out of a total of 18 different students have received a FTE.**  **17 out of a total of 44 FTE were for PP students.** | 50 |
| Intervention for Y11  (various teachers) | £ 9000 | Daily intervention during Flourish time for PP Y11 students in core and option subjects  **Impact:**  **Mid impact as there is a small improvement in P8 for PP students.**  **PP/Non PP gap narrowed very slightly for P8 from -0.77 to -0.7. The gap between the percentage of students achieving 4+ including E/M narrowed from 26% to 7%.** | 30 |
| **Payroll** | **£140,761** |  |  |
| **Non payroll** | **£28,097** |  |  |
| **Total grant received** | **£170,520** |  |  |
| **Total carried forward funds** | **£1662** |  |  |

Staff salaries include oncosts at 32.9%