

George Mitchell School Pupil Premium Strategy 2021-2022

All schools receive a payment known as Pupil Premium (PP), for each child who is either currently registered for free school meals (FSM) or have received FSM in one or more of the previous six years (FSM6). Pupil Premium Plus is received for students who have been in continuous care for six months or more, as well as for the children who are 'Looked After' (LAC).

In schools across the country, there has been a growing momentum to overturn generations of stereotyping as research has shown that children who have been on or currently on FSM do not attain as highly as other children in school. Our mission is clear and, simply put, aims to ensure that what a young person's family does or where they are born should not determine their life chances. As such, we have a relentless focus on improvement and measure our success by the achievement of all our students and our expectation is that no student is left behind.

The government provide a grant so that we, as a school, can allocate additional support to ensure progress is made by all. The support can be in a short burst or over a longer period such as a term, two terms, a year or more and it may take the form of small group teaching or may be an evidence based intervention. It can even equate to additional resources, enrichment or access to opportunities that enhance learning and aspiration.

The PP amount payable to the school was £1,345 per student in the primary, £955.00 per student in the secondary and £2,345 for LAC for 2020-2021. At George Mitchell School, 40.58% of our students were eligible for PP in the last academic year and 31% students for this academic year. The allocation of funding that we will receive during the academic year of 2021-2022 is £365,870.

Pupil Premium figures for the whole school	
Number of pupils on roll	982
Number of pupils eligible for PP	310
PP allocation in total for 331 pupils incl top up	£349,455
PP allocation in total for 7 pupils post-LAC	£16,415
Total amount of PP funding received	£365,870

Proportion of students eligible for Pupil Premium funding:

Year group	Number of students	Number of PP	% Pupil Premium	CLA
Nursery	38	10	26% EYPP	
Reception	50	0	-	
Year 1	47	7	15%	0
Year 2	55	13	24%	0
Year 3	54	12	22%	1
Year 4	55	13	24%	1
Year 5	50	17	34%	0
Year 6	47	18	38%	0
Year 7	116	53	46%	1
Year 8	118	48	41%	0
Year 9	118	41	35%	1
Year 10	118	38	32%	1

Year 11	116	40	34%	2
Total	982	310	31%	0

Performance of Pupil Premium pupils at George Mitchell School 2021

Performance measure	National all (2019)	George Michell disadvantaged 2021
Reading	73%	70%
Writing	N/A	70%
Maths	79%	55%
Combined	65%	55%
P8	0.00	0.07
A8	4.65	4.88
% Basics grade 5+	40%	46%
% entered for EBacc	36.5%	29%

Pupil Premium Planned Spending 2021-2022:

Barriers to Learning at George Mitchell School:

- The percentage of disadvantaged pupils in both phases is higher than national average and in some year groups with prior attainment that is below average. Both factors could impact on their long term achievements. Many pupils begin with a lack of experience of independent learning too.
- Social and emotional welfare needs impact on independence, confidence, resilience and the ability to problem solve in everyday situations and require support at every stage of the curriculum to ensure that pupils are fully prepared for life beyond George Mitchell School.
- Social and emotional well-being is of vital importance to ensure safety and engagement; this could be a potential barrier to future attainment if issues are not addressed.
- Attendance and punctuality are crucial for continued progress but could present as a barrier due to difficult family circumstances.
- Financial constraints often mean that students need to be supplied with uniform and basic equipment in order to enable them to feel secure in school.
- Lack of ICT facilities or wifi-access at home reduces opportunities for learning at home and as a result can lead to reduced levels of progress in school.

Strategy for this academic year, 2021-2022:

Schools are held accountable for the spending of this funding: performance tables will capture the achievement of students covered by the Pupil Premium and money is given to the school to be used in ways that they consider to have the most impact on their students.

At George Mitchell School, we regard raising achievement as being important for all students and similar strategies are used for all groups of students. However, it is vital that our disadvantaged students are given additional support and every opportunity possible to achieve their potential.

Pupil Premium funding is used to support the learning of disadvantaged students based on the following principles:

- Good or better teaching benefits disadvantaged students - as a result, we invest in experienced and effective classroom teachers and a rich CPD programme to train staff.
- We create an additional group at Key Stage 4 to allow for smaller groups of pupils
- Effective tracking enables timely intervention - by individually monitoring pupils for progress as well as attainment, we aim to intervene before gaps in attainment widen, as well as support FSM students of all abilities in making accelerated progress.
- Students who are behind need additional learning time to catch up - we invest in raising attendance, offering intervention sessions before the start of the school day and at the end of the school day to enable gaps to narrow.
- Life experiences and cultural literacy raise aspirations - so we invest in visiting experts, residential experiences and cultural activities.
- Students benefit from advice and guidance – as a result we invest in additional staffing, including mentors/counsellors/teaching assistants.

The above strategies will benefit many of our PP students however, a number of PP students require some additional support and we ensure that all students have access to what they need to progress

Forecast Pupil Premium Expenditure across Primary and Secondary 2021-2022

Identified needs	Proposed support	Cost	Expected impact
Speech and Language – particularly for those students who may be eligible for an EHC plan	Speech and Language therapists	£12,000	Early identification of speech and language issues. Interventions put in place to support children, Eligible students put forward for EHC plans.
Educational Psychologists - particularly for those students who may be eligible for an EHC plan	Ed Psych assessments	£12,000	Support for students with SEND who may need EHC plans
Social and Emotional Well-Being	Two learning Mentors in primary and secondary to support children in class and out of class to access curriculum and learning. Training for Learning mentor to support particular children to help emotional and social development and access to learning	£70,000	Reduction of barriers to learning for disadvantaged children. Improved self-esteem, confidence and resilience impacting on outcomes.
Early Help	Engage Early Help support for families in	£6,200	

	crisis or who need extra support		
Support with English and Maths	TA led Interventions and partial use of TA salary to address underachieving groups and individuals addressing misconceptions and provide additional interventions in Year 1 and Year 2	£30,000	All targeted students make accelerated progress in literacy and mathematics with an increased number working at greater depth by the end of the year.
Additional staffing for Basics at KS4	English and Maths additional staffing for smaller class sizes in year 10 and 11	£110,000	The high P8 score is sustained and Basics measure improves.
Holiday intervention programmes	Staffing for Year 6 and Year 11 Revision sessions during holidays and at weekends with target group underachieving PP students <ul style="list-style-type: none"> •Easter Half term •Easter Holidays •Summer Half term • Saturday School 	£8,500	Additional intervention impacts on attainment and progress of all students at the end of Key Stage 2 and Key Stage 4.
Attendance/punctuality	Breakfast Clubs on both sites: Free provision for children before school for breakfast and learning activities. EWO/attendance support package	£21,500 (food and salaries for 2 staff) £15,000	Reduction in persistent absence and improved attendance and punctuality. Combined EWO and Attendance support to support the school's admin team in regularly working with targeted families to track and maintain attendance and organise home visits for hard to reach families. Improved attendance of disadvantaged children leading to better outcomes.
Extracurricular access	Primary teatime Club:	£5,000	Free places for specific families targeted to

	<p>Cover costs for extracurricular and enrichment activities:</p> <ul style="list-style-type: none"> • The Arts • PE • Humanities • Computing • Speak Out Challenge • Year 11 Academic trips • United nations • Jack Petchey • Subsidised trips abroad 	£20,000 (Approximately 80 days of cover)	<p>provide wrap around care and food.</p> <p>All PP children have access to a broad and balanced extracurricular offer to enrich their learning across and beyond the curriculum.</p>
Enrichment	<p>Year 6 residential Trip Discounted cost and subsidy for Pupil Premium children and families.</p> <p>Subsidies for half termly educational trips for all children (Discounted for Pupil Premium families)</p> <p>Hire of music instruments and subsidised tuition costs</p> <p>Peripatetic Music tuition for PP families</p>	<p>£5,000</p> <p>£6,000</p> <p>£1,000</p> <p>£4,000</p>	<p>Access to enrichment opportunities that allow students to experience the world outside of school.</p> <p>Development of a wide range of skills that supplement the curriculum offer within school.</p>
Hardship	Uniform costs and hardship fund for PP children.	£2,000	Students who are facing hardship are supported with uniform costs and other costs allowing them to access everything the school has to offer.
Duke of Edinburgh Award	Any costs relating to disadvantaged children subsidised to	£4,000	Increased opportunities for disadvantaged children to build social

	encourage participation		and cultural capital, increase emotional and physical well being and gain wider experience
Scholarships for more able students	Registration fees, deposits, transport costs for scholarship programme	£5,000	Social mobility. Support for the most able to allow them to apply to some of the most prestigious schools in the country.
Total		367,200	

Review of Pupil Premium Expenditure across Primary and Secondary 2020-2021

Identified needs	Proposed support	Impact			
Speech and Language – particularly for those students who may be eligible for an EHC plan	Speech and Language therapists	Applied for 4 EHCP plans, 2 of which have gone through and 2 expected this term. Updated assessment and therapy plans for 15 children. Updated supporting statements written for SENIF funding. Training given to teachers and teaching assistants.			
Educational Psychologists - particularly for those students who may be eligible for an EHC plan	Ed Psych assessments	Four new successful EHCP applications for children from disadvantaged backgrounds.			
Social and Emotional Well-Being	Two learning mentors in primary and secondary to support children in class and out of class to access curriculum and learning. Training for Learning mentor to support particular children to help emotional and social development and access to learning	Learning mentors in place liaising with families to support children, running parenting groups and supporting children's emotional wellbeing post lockdown. The number of fixed term exclusions is falling as seen below: 2018-19 2019-20 2020-21 <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">62</td> <td style="text-align: center;">33</td> <td style="text-align: center;">21</td> </tr> </table>	62	33	21
62	33	21			
Early Help	Early Help support for families in crisis or who need extra support	Parents have received support to avoid escalation of problems and to reduce potential exclusions. Exclusions have reduced in number and are showing a downward trend.			
Support with English and Maths	TA led Interventions and partial use of TA salary to address underachieving groups and individuals addressing misconceptions	Phonics results remain strong with 85% passing the Phonics screening.			

	and provide additional interventions in Year 1 and Year 2	
Additional staffing for Basics at KS4	English and Maths additional staffing for smaller class sizes in year 10 and 11	Disadvantaged students achieved well in English, particular at grade 4+ where 90% of disadvantaged children achieved a grade 4 or higher compared with 80% of non-disadvantaged. At grade 5+ there was virtually no gap (69% vs 70%). In Maths at grade 4+ there is still a bit of a gap (72% vs 83% non-disadvantaged).
Interventions	Additional staffing for specific children to address needs in Nursery, Reception, Year 1 and Year 2 towards early completion of EHC Plans	Creation of an 'Apple Tree' group for high needs children in the primary staffed with four adults looking after 8 children. One additional member of staff in Nursery looking after small group of children.
Holiday intervention programmes	Staffing for Year 6 and Year 11 Revision sessions during holidays and at weekends with target group underachieving PP students <ul style="list-style-type: none"> •Easter Half term •Easter Holidays •Summer Half term • Saturday School 	Additional intervention has impacted on attainment and progress of all students at the end of Key Stage 2 and Key Stage 4 as seen above. One TA delivering EAL programs and early Phonics and Maths to six EAL children daily and a further 12 across the week in year 6.
Attendance/punctuality	Breakfast Clubs on both sites: Free provision for children before school for breakfast and learning activities. Employment of a Home School Liaison Manager to track and monitor attendance of children, particularly those from disadvantaged families and those that are hard to reach.	Reduction in persistent absence and improved attendance and punctuality. Attendance of disadvantaged pupils was 92.5% compared with the attendance of non-disadvantaged pupils at 93.85%. Whilst not a huge gap something to monitor. This may have been partly due to the pandemic and wider issues faced by some of our disadvantaged students.
Extracurricular access	Primary teatime Club: Cover costs for extracurricular and enrichment activities: <ul style="list-style-type: none"> • The Arts 	Free places for specific families targeted to provide wrap around care and food. All PP children have had access to a broad and balanced extracurricular offer to enrich their learning across and beyond the curriculum. This has included trips in

	<ul style="list-style-type: none"> • PE • Humanities • Computing • Speak Out Challenge • Year 11 Academic trips • More able activities • Careers and STEM events • United nations • Jack Petchey 	Science, sports fixtures, careers and STEM events and visits to Russell Group universities.
Enrichment	Subsidies for half termly educational trips for all children. (Discounted for Pupil Premium families) Hire of music instruments and subsidised tuition costs Peripatetic Music tuition for PP families	Four children in primary receiving piano lessons weekly.
Whole class reading book sets	Year 5 and Year 6 Books to raise attainment – books sent home to read with parents	Reading outcome improved greatly with 79% achieving expected standard and 38 % achieving 'Greater Depth'. 85% achieved the expected standard and 34% 'Greater depth' in Grammar, Punctuation and Spelling.
Hardship	Uniform costs and hardship fund for PP children	Over the year we have supplied a number of uniform items to disadvantaged students.
Scholarships for more able students	Registration fees, deposits, transport costs for scholarship programme	One student was offered a part bursary at Forest School.