



Pupil Premium Report

2019 to 2020

Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. Peter 4:10-11

What is Pupil Premium?

At St Paul's we are committed to the care and success of every pupil in a way that is rooted in the values of the Gospel. While we expect pupils to set themselves high standards in all that they set out to do, we realise that there are times when they may need additional support for them to achieve their best. We aim to support and guide pupils, and their families, to make good choices and decisions so that all pupils are able to fulfil their potential regardless of their personal circumstance and background. In making the most of the opportunities offered by St Paul's, it is envisaged that our pupils will lay solid foundations for their academic, emotional, personal and spiritual development and be prepared to confidently take up their place in the adult world. The support that school is able to provide is further enhanced for some pupils by the targeted and effective use of Pupil Premium funding.

The Pupil Premium is additional funding that is designed to help children from low income families and other disadvantaged pupils of all abilities to perform better. The intention is to raise the attainment of disadvantaged pupils and in doing so, close the gap between them and their peers, and as a consequence, improve their future life choices and options.

The onus is on the school to decide how best to use its Pupil Premium funding to meet the particular needs of eligible pupils although it is fully expected that school will be accountable for the way the funding is spent and the impact it has had in terms of pupil progress and learning.

Who is eligible?

Pupil Premium was introduced in April 2011 and is allocated to students who are in one of the following categories:

- Children who are Looked After (LAC);
- Children who are currently eligible for Free School Meals;
- Children who have received Free School Meals in the last six years (Ever 6 children);
- Children who are within a service family;

- Children adopted from care, or children who have left care under Special Guardianship order since December 2005 (Pupil Premium Plus) - since April 2014.

In the 2019 to 2020 financial year, the allocated money for Pupil Premium students was as follows:

- The school is allocated £2300 a year for each child that is Looked After and those on Pupil Premium Plus (£2345 from April 2020). This funding is managed by the Head of the virtual school of the local authority that looks after the pupil;
- The school is allocated £300 a year for each child from a Service family (£310 from April 2020);
- The school is allocated £935 for all other Pupil Premium (£955 from April 2020).

The school receives a total funding of £392,750.

Pupils with Special Educational Needs, who are also eligible for Pupil Premium, will also receive these funds. Funding allocated to these children will be used to further support the needs of the individual pupil.

It is important that every pupil who is eligible for FSM is registered as this not only supports individual pupils on a daily basis in terms of providing them with a meal but also allows the school to receive additional funding to develop their personal, social and academic potential.

[Link to application forms for FSM](#)

Service Pupil Premium was introduced in recognition of the specific challenges that children from service families face. This premium is for children of currently serving Service personnel, for those who have had a Service parent who has died in Service and also those who have left including through injury for up to a maximum of six years. Whereas the Pupil Premium was introduced to raise attainment and accelerate progress within disadvantaged groups, Service Pupil Premium is used to assist school in providing mainly pastoral support during challenging times and to help mitigate the negative impact on service children of family mobility or parental deployment. While school still has the flexibility over how this funding is used, support is tailored to meet the specific needs of each child. This support may include counselling, additional Chaplaincy support and putting strategies in place to create a greater sense of belonging, community and enjoyment of school.

Now there are varieties of gifts, but the same Spirit. And there are varieties of ministries, and the same Lord. There are varieties of effects, but the same God who works all things in all persons.
Corinthians 12:4-6

At St Paul's we celebrate the individuality of each and every child and recognise that God is present in every member of our school community. We aim to develop the whole child so that they will be able to make a meaningful contribution to society. We know that no one child is the same, that children develop at a different pace and that at times young people and their families require more bespoke support.

In each year group there is a Chaplaincy and Pastoral Support Assistant who is able to offer the children in their care the necessary time and expertise to meet their varied needs. St Paul's recognises the need to engage families and to work in partnership to achieve the best outcomes for their children. Relationships and the knowledge of individual children are key in building trust and allowing for early intervention. School is fortunate to have the service of a very experienced school counsellor from whom our pupils benefit in terms of the advice and

support he is able to provide. There is also an onsite medical team who not only provide for the children's physical health, but also support pastoral staff in promoting good mental health and wellbeing strategies. All pupils are attached to their own academic mentor and where appropriate, more targeted intervention takes place to address specific need.

We believe that Pupil Premium Funding should be used to impact the wider school. However in meeting our aim of 'diminishing the gap' between those pupils eligible for pupil premium and their peers, funding will be specifically tailored to meet the particular needs of individual pupils; this will be in addition to, and potentially in different ways, from our other intervention programmes.

The Pupil Premium lead is Mr Graeme Roach (Deputy Headteacher). In ensuring the effective use of Pupil Premium funding the Pupil Premium Lead will:

- produce and respond to an Action Plan outlining developments in Pupil Premium spending;
- raise staff awareness and accountability so that Pupil Premium is a key focus of teaching and learning and plays a crucial part in planning, monitoring and assessment by all classroom teachers;
- report to the Leadership team and Governors on the Progress of Pupil Premium Pupils in comparison to their peers;
- ensure Pupil Premium funding is ring fenced and used to make meaningful interventions on 'narrowing the gap' between pupils eligible for Pupil Premium funding and their peers;
- ensure use of funding is evaluated using key performance indicators such as attendance and punctuality, attainment and progress;
- liaise with the Pupil Premium Link Governor to monitor and evaluate the effectiveness of the 'Diminishing the difference for disadvantaged pupils' action plan and all subsequent intervention.

If you would like any further information regarding Pupil Premium or how you might go about registering for free school meals please do not hesitate to contact school

Use of the Pupil Premium Funding in 2019-2020

We have been allocated £392,750 for the financial year 2019-2020. These funds are in addition to the main school budget and is used to aim to narrow the gap in attainment and aspiration between those pupils eligible for Pupil Premium funding and those who have not. This academic year money has been targeted in the following ways to support us in achieving this

Curriculum Support (£92,250)

Pupil premium funding is allocated for each financial year in April. Departments are encouraged to bid for money to provide additional resources to meet the needs of Pupil Premium Pupils in their subject areas. Staff are encouraged to be creative in their approach to Pupil Premium spending in order to improve academic performance. Funding has enabled:

- Target groups for revision to be set up with speakers engaged to work with groups of pupils on revision approaches and examination techniques;
- Year 11 target group weeks to be run in Mathematics and English with Pupil Premium pupils targeted to participate;
- The Journey to Work programme and Work Related Learning Day activities to take place again this year;
- Systems to be developed in response to progress check data to strategically identify and monitor those most in need of intervention;
- Pupil Premium and more vulnerable students to be more closely monitored and where necessary supported during lock down;
- Support to be provided for gifted and talented Pupil Premium Pupils to access the necessary opportunities for them to further develop their skills.
- Travel costs of a small number Pupil Premium Pupils to be covered to allow them to attend short term Alternative Educational Provision

Careers Advice (£6,000)

Careers advice was contracted from the outside provider, Prospects, for one day per week. The adviser provided advice on an individual basis, working with small groups in Years 9 and 10 and was present on KS4 and KS5 results days to provide advice to students. Where Pupil Premium Pupils required support with motivation, aspiration and identifying longer term goals, they were directed towards this resource.

Counsellor (£15,000)

Our School Counsellor was in school for 2.5 days per week. He worked with a wide range of pupils. He was also present on KS4 and KS5 results days. The work of our school counsellor lent an additional layer of support to the pastoral care in school.

Chaplaincy and Pastoral Assistants (£170,000)

There is a Chaplaincy and Pastoral Assistant attached every year group and they were an integral part of the detailed work undertaken in the pastoral care of our pupils. Their role included helping to remove barriers to learning, working to maximise attendance as well as the supporting the emotional, mental and spiritual development and wellbeing of pupils. They worked closely with individuals and target groups of pupils, including Looked After Children, on matters such as preparation for learning, personal organisation and self-esteem. They also supported the monitoring of the progress and attainment of Pupil Premium pupils so that pupils made the best progress possible.

Aim Higher (£18,500)

In recognition of the fact that pupils need longer term goals and ambitions, we continued to work to raise aspiration and awareness of pupils regarding the opportunities in higher education, apprenticeships as well as the world of work. This included targeting groups of pupils for Oxbridge and Russell Group universities some of whom will have no experience of Further Education in their family backgrounds. It also included visits and sponsorship of pupils in such programmes as UNIQ. There are also visits to local universities such as University of Northampton, University of Bedfordshire and Bucks New University so that pupils became fully aware that there are local options. Specialist visits such as for those interested in degrees in sport related subjects to Loughborough University were also arranged. We will continue to increase the emphasis on raising the awareness of apprenticeship routes post-18 as a credible alternative to Further Education. The Equal Choices programme which enables EAL pupils to have particular preparation for the world of

work, and the preparation for Work Experience which enables a group of vulnerable pupils to make the most of this opportunity also took place again this year.

EAL Support (£25,000)

The proportion of EAL pupils at St Paul's has increased significantly in recent years. This has provided further support to help pupils to overcome the language barrier and succeed in their learning. Where English was a particular concern more intensive work was undertaken to allow pupils to manage successfully within the classroom. In most instances pupils were provided with ongoing support in their studies. EAL pupils also received specialist progress mentoring from within the department.

Literacy Coach (£20,500)

The Literacy Coach worked with individual or small groups of pupils to improve their literacy and thus their ability to succeed. The Coach also worked with Post-16 students to review and give advice on written assignments and essays. She works particularly, but not exclusively, with students who have English as an Additional Language.

Numeracy Coach (£20,500)

The Numeracy Coach works with individual or small groups to improve their numeracy and thus their ability to succeed. The Coach also works with Post 16 students who are completing GCSE retake courses.

Curriculum Extension and Enrichment, Trips, and Sports Coaches (£25,000)

We continue to provide and expand on enrichment activities and opportunities available to pupils outside of the classroom and the school is giving a particular focus on increasing pupil premium participation. This provision enables pupils throughout all year groups to have access to a broad range of courses that will appeal to a variety of different interests. We have a number of Sports Coaches who also have other roles in school. These provide coaching in rugby, netball, rounders, athletics, basketball and cricket and enable pupils to play sport at a more proficient and higher level. The Sports Coaches also provide additional mentoring to some pupils. This coaching is not necessarily sports related but can also influence attitudes and engagement to learning. There is also a broad programme of trips targeted particularly, but not exclusively, at Pupil Premium pupils such, Kew Gardens for Art, Modern Foreign Language visits, Buckden Towers Retreats, Coventry Cathedral and Theatre visits.

Evaluation of Use of Pupil Premium in 2019-2020

External Outcomes

Post 16

- The unvalidated progress at A-Level in 2020:

Cohort:	+0.74 (unvalidated)
Pupil premium:	+0.65 (unvalidated)

GCSE

- Attainment of Key Groups in English and Mathematics, and EBacc are outlined in the following table:

	Number	% of Cohort	En/Ma 7+	En/Ma 5+	En/Ma 4+	Ave EBacc Score	EBacc (En/Ma 5+)	EBacc (En/Ma 4+)	EBacc Entry
All Pupils	267		7%	41%	65%	4.5	13%	36%	90%
Girls	122	46%	9%	42%	62%	4.6	17%	40%	89%
Boys	145	54%	5%	41%	67%	4.3	9%	32%	90%
Pupil Premium	74	28%	3%	27%	46%	4.0	9%	26%	95%
Non Pupil Premium	193	72%	8%	47%	72%	4.7	14%	40%	88%

- The attainment of pupil premium children was below the cohort.
- The Progress 8 summary for the cohort is above the progress of the cohort and is as follows:

Cohort: +0.60 (unvalidated)
Pupil Premium: +0.31 (unvalidated)

- Progress for disadvantaged pupils:

	Overall P8	English element	Maths element	EBacc element	Open element
2017	-0.31	+0.0	-0.4	-0.2	-0.6
2018	-0.21	-0.04	-0.35	-0.32	-0.14
2019	+0.20	+0.38	-0.07	+0.18	+0.28
2020 (unvalidated)	+0.31	+0.25	+0.07	+0.2	+0.36

- Overall P8 has improved significantly for disadvantaged pupils.
- The 2020 CAG process has meant that the gap has widened between our Pupil premium children and the rest of the cohort.
- The progress of disadvantaged pupils in the open element (+0.36) is significantly higher than the cohort (+0.23).

Progress of Other Year Groups

- The gap between the progress of Pupil Premium pupils compared to the cohort is monitored very closely at each progress check. In July 2019 current progress was compared to progress in July 2018:

		Gap in July 2019	Gap in March 2020
Intake 2019 (Year 8)	English		-0.17
	Mathematics		-0.11
Intake 2018 (Year 9)	English	-0.05	-0.10
	Mathematics	-0.09	-0.08
Intake 2017 (Year 10)	English	+0.03	+0.02
	Mathematics	-0.12	-0.11
Intake 2016 (Year 11)	English	0.00	+0.20
	Mathematics	-0.14	-0.11

Destinations

There were 74 pupils in Year 11 in 2019-2020 who were Pupil Premium pupils. 57 (77%) of these pupils are currently studying in Year 12 at St Paul's. 1 (1%) of these pupils are studying in Year 12 in other schools locally. 7 (9%) of these pupils are following courses at Milton Keynes College. 6 (8%) of these pupils are studying at other Further Education Colleges, 1 (1%) are attending other sixth forms out of area and 0 (0%) of these pupils have apprenticeship or work based training places.

There were 41 students in Year 13 in 2019-2020 who were Pupil Premium students. 35 (85%) of these students started university courses in September/October 2020 (82% of the whole cohort has started university courses.), 0 (0%) have entered full-time employment, 1 (2%) are experiencing a gap year prior to beginning university courses in 2021, 1 (2%) has entered FE college, 1 (2%) has started an apprenticeship and 3 (7%) remain in Year 14 at St Paul's.