

Norton College, Tewkesbury

Pupil Premium Report 2021-2022

Statement of intent

Our aim is not to disadvantage any Pupil Premium student and identify, within our core budget, financial resource, which will enrich their time with us and promote their academic, social and emotional well-being. We enhance our Pupil Premium (PP) allocation accordingly within our Pupil Premium spending which Board of Directors also approves. At Norton College Tewkesbury, we have high expectations for all our pupils and our vision is that we:

- Provide a high quality, effective and inclusive provision for challenging and vulnerable young people
- Provide the appropriate opportunities and learning solutions for all students through an appropriate curriculum offer
- Respect and value each other and work cooperatively
- Develop an understanding of our strengths and areas for improvement and increase self-respect and self-discipline
- Foster an appreciation and understanding of the core values of truth, hard work, compassion and consideration
- Enable students to accept greater personal responsibility for their own actions.
- Provide students with the opportunity to access nationally recognised accreditations

We use our Pupil Premium Funding to support our vision and values to enable our students to **achieve** well to the best of their ability from their individual starting points to ensure they are ready for the next stage on their educational journey. Our strategy will be driven by the needs and strengths of each young person, based on formal and informal assessments, not assumptions or labels. This will help us to ensure that we offer them the relevant skills and experience they require to be prepared for adulthood. We ensure Pupil Premium students are well cared for, are not identifiable and that systems are in place to support their **pastoral** needs.

Funding overview

Detail	Amount
Pupil premium funding allocation academic year 2022-23	£ 7,220.00
Recovery premium funding allocation academic year 2022-23	£ 4,500
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£ 891.76
Total budget for academic year	£ 12,611.76

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge number	Detail of challenge
1. Engagement in learning	Students eligible for Pupil Premium (PP) generally make less progress from their starting points when entering school. Whilst the barriers to learning and the difficulties disadvantaged- pupils experience may vary; their overall academic progress tends to be lower compared to non-disadvantaged students.
2. Low Literacy and communication skills	Students eligible to PP are generally more likely to have language comprehension difficulties compared to non-disadvantaged students in our college. Limited exposure to real-life experiences can, in some cases, lead to more limited vocabulary, language acquisition and reading and writing skills.
3. Negative experiences of education	Students eligible to PP often have less a less positive attitude to education and academic achievement. They often do not have access to literature to enable a love of reading to be developed.
4. Gaps in learning due to poor attendance	As a result of previous negative school experiences and poor attendance, students eligible to PP often have gaps in their learning and as such lack the confidence to move on to the next step.
5. Opportunities to develop cultural capital	Through observations and conversations with students and their families, we find disadvantaged students generally have fewer opportunities to develop cultural capital outside of college.
6. Lack of resilience/ poor self-esteem	Students eligible to PP often have a lack of resilience and /or poor self-esteem. Development of outdoor education skills increases patience, resilience, collaboration and develops skills such as problem solving and perseverance. Students can then be encouraged to transfer these skills into the classroom.
7. Poor mental health and well-being	Many students eligible to PP present with poor mental health, this affects readiness to learn and can present a significant barrier to engaging in education. Access to therapies such as cognitive behavioural therapy can enable students to understand the importance of good mental health and develop strategies to manage their mental health and well-being.
8. Adverse Childhood Experiences (ACEs) refer to stressful events occurring in childhood (between 0 to 18 years)	Research has shown that ACE's can have a profound impact on students' readiness and ability to learn and participate in school life. This in turn impacts on academic progress, development of emotional literacy and social interaction skills and ultimately positive outcomes in adult life.

Expenditure 2021-2022

Category	Item	Amount	Impact	Challenge number(s) addressed
Payment for Individual student	Reward vouchers	£350	To support positive engagement in preparation for work experience and future employment.	1,4,5,7,8
Enrichment activity	Resources for school D&D club	£129.51	Development of social interaction skills through role play.	4,5,6,7
Enrichment sporting activity	Whole school off-site trip	£1,040.31	End of year celebration for all students and activity day at waterpark, developing collaboration and social skills.	4,5,6,7
Payment for Individual student Bridge Mentoring	Mentoring Service	£400	For student to attend 1 day per week at Bridge Mentoring. He engaged positively throughout the duration of the alternative package.	1,3,4,6,8
Enrichment activity	Small group trip	£105	Small group sporting activity as a reward for positive engagement after a period of struggle. Developing relationships and team-working skills.	4,5,7
Work experience	PPE required for work experience	£203	In preparation for adulthood, items required to facilitate students access to work experience.	1,4,5,6
Staff training	Whole staff training	£2,850	ASD, Trauma informed training, and Block therapy training. To increase staff knowledge and skills to work with students more effectively.	1,4,5,6,8
Resources	Lego	£100	To support students to access Block Therapy.	4,5,7
Resources	Books	£81.01	Accessible reading books for lower-level learners which are age appropriate and chosen by the individual students relevant to their	1,2,5

			interests (for home/school use).	
Workshop	Student drug use awareness workshop	£80	To raise awareness and develop understanding of the impact drugs have on our wellbeing.	1,4,5,8
Resources	Laptop	£500	For individual student to benefit academic studies.	1,5,7
Recovery Grant	Part-funded reading resources	£4,500	Students to access to age and level appropriate reading materials and reading scheme to boost learning.	1,2,3,5,8

Total Expenditure 2022-2023 - £10,338.83

C/FWD 2023-2024 £2,272.93

