

**Cardinal Newman School**

**Pupil Premium Plan for 2024/25**

**Y1 of new 3-year PP Strategy 2024- 2027**

# Pupil premium strategy statement – Cardinal Newman Catholic School – 2024/25

This statement details our school’s use of pupil premium (and recovery premium) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the outcomes for disadvantaged pupils last academic year.

## School overview

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| Detail | Data |
| Number of pupils in school  | 1368 |
| Proportion (%) of pupil premium eligible pupils | 16% |
| Academic year/years that our current pupil premium strategy plan covers **(3 year plans are recommended – you must still publish an updated statement each academic year)** | Year 1 of 3 Years 2024 - 20252025 – 20262026 - 2027 |
| Date this statement was published | December 2024 |
| Date on which it will be reviewed | September/October 2025 |
| Statement authorised by | Mr M McLaughlin Executive HeadteacherAnd Mrs H Fay Headteacher of School |
| Pupil premium lead | Miss C Daly |
| Governor / Trustee lead | Mr G Upperton |

## Funding overview

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| **Detail** | **Amount** |
| Pupil premium funding allocation this academic year | £229,950 |
| Recovery premium funding allocation this academic year*Recovery premium received in academic year 2023/24 cannot be carried forward beyond August 31, 2024.* | £0 |
| Pupil premium funding carried forward from previous years *(enter £0 if not applicable)* | £0 |
| **Total budget for this academic year** | £229,950 |

# Part A: Pupil premium strategy plan

## Statement of intent

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| **Our Catholic Community & Culture****Our Mission Statement** A church with a branch with icons  Description automatically generated with medium confidence**Our Curriculum Intent**Cardinal Newman Catholic School was founded on the connection of Catholic parishes across Luton in 1968. The school has connected Luton ever since. Since then, the school has forged connections across generations who have changed Luton and the world for the better. These connections are alive today throughout the classrooms, parents and teachers of the school. A connected network that stretches from the past into the future. As a community of faith and learning based on the Gospel of Jesus Christ, his values and teachings, we seek constantly to improve everything we do so that we can make a difference for the young people who will shape the society of the future. Our intention is that all pupils, irrespective of their background or the challenges they face, and with a clear focus on diversity and inclusion, make excellent progress and achieve high attainment across the curriculum, particularly in EBacc subjects. We aim to achieve this through living out our School Motto of 'Together towards our Lord through learning, love and faith' each and every day in all that we do. Together as a school we are connected in love – we are stronger together. Teachers at Cardinal Newman love the children and make sure that the children know that they are loved. That love will be reflected in the togetherness of the staff each a link in a chain – classroom to classroom – collectively ensuring the best for the children out of love for them.A close-up of a message  Description automatically generatedOur journey towards our Lord can be challenging. We must have faith and often we will need help and support. In the Gospels we see many people’s journey to Christ. * In Luke’s gospel a paralysed man’s friends lower him into the house, Zacchaeus climbed a tree and received forgiveness and a woman reached for Christ’s cloak in the crowd.
* In Matthew’s gospel the Centurian declares himself unworthy but has faith on behalf of servant.
* In Mark’s gospel blind Bartimaeus calls out in the dark for the Lord.

Together with each other we nurture our gifts and talents. We learn new things and develop new skills. Narrowing the attainment gap between students who are pupil premium and those that are not means they will have a better academic, personal and spiritual education and a greater opportunity to do good in the world. We have our Mission: We will use what we learn. We will make the world a better place. We will do good! The Mission of Cardinal Newman Catholic School is to send thousands of children into the world to do good! A green text on a white background  Description automatically generatedWe need to be ambitious for all our students and especially those arriving from a lower socio-economic: they all deserve the best. We must help them rise to the challenges they face and equip them with a sense of responsibility and a passion to be active citizens. We have the highest expectations, in behaviour, teaching and learning and how we treat one another. As leaders we must remove barriers and expertly help teachers refine their practice. As teachers we must refine our talents and work collectively so that we can nurture the talents of the children we serve, we will invest in teachers so that they can deliver quality first teaching for the benefit of all our students. As a result, our children will grow in knowledge, skill and character. It is through Learning that children will have more opportunities in life, be happier and be able to fulfil our mission. **A 3 Year Vision – A target for 2027**In our recent Ofsted inspection, the lead inspector described the school as a ‘Sleeping Giant.’ The inspectors saw a school that was aligned and together; working hard for each other; and intentional in our approaches to pedagogy. They were quick to realise that the foundations were set to build an extraordinary school. Whilst there are frameworks and structures in place to achieve our vision this is not a rigid plan. The central aim of this vision is to empower leaders to drive forward continuous improvement in behaviour, teaching and learning that enable us to reach these targets. Leaders at all levels will decide how we get to these targets. Therefore, creating the environment and conditions where Value Driven Distributed Leadership can drive our improvement is our main priority. All other Development plan priorities, including this pupil premium plan will feed from this central priority. The outcomes of an exceptional school would be:* **ALPS 1 in A Level and BTEC**
* **P8 Score of at least +1.0 (or an equivalent value)**
* No gap for our vulnerable children
* 97% attendance – 10% PA
* 4% Suspensions
* Less children in Alternative Provisions
* 100% happy children who know that they are loved.

***‘To live is to change and to be perfect is to have changed often.’*** **Saint John Henry Newman** |

## Challenges

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

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| Challenge number | Detail of challenge  |
| 1 **Gender Gap for PP Students** | Internal assessments in Years 9 and 10 indicate that the performance of PP girls is a concern, with a gap of -0.72 (in attainment in 2024 GCSE). Interventions will focus on confidence-building, mentorship, and tailored academic support for disadvantaged girls in every year group. |
| 2 **SEND PP Students** | The gap for SEND PP students (-0.43) use our additional resources, such as specialist staff in the most effective way and keep a whole school T&L strategy in place for learning strategies that are scaffolded. |
| 3 **Continue with the Successful Strategies for High-Achieving PP Students.** | Our observations and most recent survey indicate that the number of Pupil Premium pupils attending extra-curriculum activities in 2024-25 was not proportionally represented. Ensuring PP students engage with wider-curricular opportunities, enrichment and experience culture capital activities. This links into challenge 1 |
| 4 **Attendance and Punctuality** | Attendance tracking in the 2023-2024 academic year shows that the difference between PP 90.1% vs not PP 93.2 has a gap of –3.1. This difference is smaller than the MAT average and the National data but being in school is such a vital impact on learning we need to see the gap is narrowed and for attendance to become even stronger both to school AND lessons. We are aiming for 96% for all. Our observations in the summer term suggested that punctuality is a concern for those students who do not arrive by school bus. We are now tracking punctuality in the same way we track attendance and have system in place which is new for this academic year.  |
| 5 **Inclusivity** links to challenge 1 | Observations and discussions with families have indicated that disadvantaged pupils lack in **resources** that they may require to further support their learning from home andalsofind it financially challenging to provide uniform, PE kit and otheritems for school which could impact their learning." |

## Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

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| Intended outcome | Success criteria |
| **Narrowing the attainment/progress gap** between PP and none PP students | Regular monitoring of PP students' progress across subgroups is essential to assess the impact of interventions and refine strategies as we progress through the plan.* Quality first teaching, staff engagement in CPD throughout the year using STEP lab tutorials and butterfly Wednesday which will all improve teaching and learning within all classrooms based around our Teaching and Learning framework.
* Review of data every term to look at internal assessment which will show sustained improvement and narrowing of gaps between students who are disadvantaged and those who are not.
* Student voice when we listen to PP students especially girls and find out the barriers and implement our plan and survey again and see improvement not just academically but in terms of their mental wellbeing.
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| All PP students will have a belief in their learning and **high aspirations** for their future.Continue with the success from 2023-2024 where a positive trend was seen with reduced gaps in SEND, Boys and HPA PP students | -Sustained impact of butterfly Wednesday CPD shown in school step lab observations and T&L weeks showing an increased % of staff at enhancing or expertise (and % of staff moving away from emerging to developing depending on their current position) -Impact of whole school CPD including the use of step lab tutorials shown through step lab and formal observations during Teaching and Learning weeks and T&L weeks showing an increased % of staff at enhancing or expertise (and % of staff moving away from emerging to developing depending on their current position) -Sustained improvement in attendance data each half term shows that we are moving away from 2023-2024 PP 90.1% vs not PP 93.2 has a gap of –3.1. **Attendance for all improving and gap narrowing**-Sustained **improvement in punctuality of students** to school who are from disadvantaged backgrounds being late to school.-Sustained **improvement in attainment and progress.** review of data every term to look at internal assessment which will show sustained improvement and narrowing of gaps between students who are disadvantaged and those that are not.-Increased number of students applying to 6th Form especially those from disadvantaged backgrounds.-Through student voice survey’s, students having a desire from Year 7 onwards to stay on in further education or gain employment in professions that have career progression. |
| To achieve and sustain improved **emotional well-being, social and behavioural support** for all pupils in our school, particularly our disadvantaged pupils. Improve cultural and childhood experience for all pupils across school by ensuring disadvantaged pupils have the same **wider-curricular opportunities** as their peers. | Sustained high levels of wellbeing demonstrated by:-qualitative data from student voice, student and parent surveys and teacher observations-a significant increase in participation in enrichment activities, particularly among disadvantaged pupils. Registers (on class charts) show that 16% or more of each enrichment activity is attended by PP students.-Students who are PP have the first opportunity to attend out of school enrichment activity and a subsidy is available for anyone who requests it.-qualitative data from student voice, student and parent surveys and teacher observations show that the enrichment we are offering is what is helping students either academically or in terms of their mental health and wellbeing.  |
| To ensure all disadvantaged pupils have the **resources** they need for school. | Pupils will be well equipped and presented for school so they are not set apart from their peers and have the same equal opportunities. |

## Activity in this academic year

This details how we intend to spend our pupil premium funding **this academic year** to address the challenges listed above.

### Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £72,000

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| Activity | Evidence that supports this approach (all from EEF) | Challenge number(s) addressed |
| Butterfly Wednesday and Step lab tutorials1. Disadvantaged pupils are able to access high quality teaching every day. They should have at least equitable access to high quality teaching compared with their more privileged peers. 2. Teachers in classroom feel accountable for the achievement of disadvantaged pupils. Disadvantaged pupils should not be considered ‘someone else’s responsibility’. 3. Focus is on pupil need, not labels and assumptions; being eligible for the Pupil Premium does not equate to low attainment or low ‘ability’.4. Focus on literacy and oracy development and the increase in reading age of all of our students | -Collaborative Learning Approaches: high impact for low cost (limited evidence +5). teachers promote good practice in collaboration – for example modelling high quality discussions so that collaborative activities are productive. Teachers carefully monitor collaborative activities and support pupils that are struggling or not contributing. CPD cover costs of staff going to observe other staff who are at an enhanced level in this area and vice versa.-Feedback very high impact for low cost (based on extensive evidence +6) Our T&L framework asks staff to focus on the feedback loop monitored via step lab and lesson observation in T&L weeks. CPD cover costs of staff going to observe other staff who are at an enhanced level in this area and vice versa.-Metacognition and self-regulation very high impact for low cost (based on extensive evidence +7) Our T&L framework asks staff to focus on the explanation monitored via step lab and lesson observation in T&L weeks. There is evidence to suggest that feedback involving metacognitive and self-regulatory approaches may have a greater impact on disadvantaged pupils and lower prior attainers than other pupils. Pupils require clear and actionable feedback to employ metacognitive strategies as they learn, as this information informs their understanding of their specific strengths and areas for improvement, thereby indicating which learning strategies have been effective for them in previously completed work.CPD cover costs of staff going to observe other staff who are at an enhanced level in this area and vice versa. CPD costs to get experts in this field to deliver training for staff e.g. Peps Mccrea so that as a staffing body we use evidence informed teaching and avoid “fad ideas that have no/little evidence of impact”. -Oral language Interventions very high impact for low cost (based on extensive evidence +6). Previously at KS3 a company has come in to train and motivate students in oracy skills. CPD cost towards a review of this training and assessing trainign needs for new staff and any other staff wanting a refresher. There is evidence to suggest that pupils from lower socioeconomic backgrounds are more likely to be behind their more advantaged counterparts in developing early language and speech skills, which may affect their school experience and learning later in their school lives. Given that Oral language interventions can be used to provide additional support to pupils who are behind their peers in oral language development, the targeted use of approaches may support some disadvantaged pupils to catch up with peers, particularly when this is provided one-to-one-Peer Tutoring very high impact for low cost (based on extensive evidence +5). Started with DBC last year Peer-led tutoring approaches may help pupils to close gaps in their learning by offering targeted, peer-led support to consolidate within class learning, practice skills, and identify and overcome misconceptions. There is also some evidence to suggest that peer-led tutoring can offer tutors (cost towards training sixth form students) the chance to revisit and revise skills, prior knowledge, and develop metacognitive understanding of topics.In 2023-2024 when staff received training from our TRUST primary schools on a Phonics and reading. Comprehension strategies very high impact for low cost (based on extensive evidence +5/6). Cost towards a Phonics lead within school who supports students who have been disapplied from MFL. All staff have had phonics training, need to analyse the impact of this in 2024- 2025. Phonics is part of our support programme in the DBC. Studies in England have shown that pupils eligible for free school meals typically receive similar or slightly greater benefit from phonics interventions and approaches. This is likely to be due to the explicit nature of the instruction and the intensive support provided. It is possible that some disadvantaged pupils may not develop phonological awareness at the same rate as other pupils, having been exposed to fewer words spoken and books read in the home. Targeted phonics interventions may therefore improve decoding skills more quickly for pupils who have experienced these barriers to learningOverall high quality first teaching improves pupil outcomes, and effective professional development offers a crucial tool to develop teaching quality and enhance children’s outcomes in the classroom. | 1, 2, 4 |

### Targeted academic support (for example, tutoring, one-to-one support, structured interventions)

Budgeted cost: £117,950

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| Activity | Evidence that supports this approach | Challenge number(s) addressed |
| Easter Revision and May half-half term revision/coursework workshops | High quality teaching is the most powerful lever schools have for improving pupil outcomes. However, especially post-pandemic, there may be children in need of additional support with their learning.When small group tutoring are implemented well—following the principles in this short guide (EEF)—it is likely that it can be impactful. This may prove particularly valuable to support closing the gap for disadvantaged pupils. | 1, 2, 4 |
| *Department lunchtime/after school support sessions for homework or revision* | High quality teaching should reduce the need for extra support for all pupils. However, it is likely that some pupils will require additional support in the form of high quality, structured interventions to make progress, or to catch up with their peers. Small group and one-to-one interventions provide the opportunity to apply effective teaching strategies with a more intense focus on a smaller number of learning goals. They can be powerful tools but must be used carefully.  | 1, 2, 4 |

### Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £40,000

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| Activity | Evidence that supports this approach | Challenge number(s) addressed |
| **Attendance**: Assistant Head of Years have specific intervention strategies for students between 90 – 96% attendance.School attendance officer, assistant head in charge of attendance supports the assistant HOY to target the correct students.School attendance officer, assistant head in charge of attendance work together with our Trust EWO to intervene and plan strategies including attendance contracts for students below 90% (PA) and home visits | Parental communication interventions aim to increase awareness of the consequences of absenteeism or target commonly held parental misbeliefs undervaluing the important of regular attendance. The aim of these interventions is to create greater awareness, or eradicating misconceptions will lead to parents/carers taking a more active role in improving student attendance.Targeted parental engagement interventions are responsive in nature and include approaches that involve staff having discussions with parents to gain information about the reasons for low attendance and collaboratively planning support students and their families need to overcome attendance barriers. These interventions are usually more intensive with families having access to multiple services e.g., counselling, mentoring, resources and family activities. Therefore, access to these interventions is usually assessed by monitoring attendance and identifying those pupils who are considered to have attendance issues, and the approach is tailored to the needs of the pupil and the family. Cost of strategies to reduce barriers e.g. part-time timetables with AP, counselling, ELSA, PSW, activities with all inclusion centres from either internal staff or outside agencies | 1, 2 and 4 |
| Continue to support disadvantaged families within the school community to overcome specific financial barriers:*-Uniform:* Providing uniform – both everyday uniform and PE kit to those PP students who cannot afford it.We have a good supply of nearly new uniform and have a routine each morning to ensure all students are in the correct uniform so that there is not external difference seen between PP and not PP students.-provide HUGGG.ME vouchers and school uniform vouchers.-every tutor has a supply of stationary to be given to students each morning (every student to have a pencil case).-stationary packs before each holiday to support independent learning at home especially KS4 revision cards etc.-free porridge each morning in school canteen for all pupils Subsidised costs for:-In school workshops-enrichment and extracurricular clubs cost covered by CNS-Music lessons (we could do this via HUGG.Me voucher sent to replace money for food for money for music lesson. | Wearing a uniform is not, on its own likely to improve learning, but can be successfully incorporated into a broader school improvement process which includes the development of a school ethos and the improvement of behaviour and discipline.-Staff commitment to upholding and consistently maintaining a uniform policy is crucial to successful implementation.-If a uniform policy is in place, it is important to consider how to support families that may not be able to afford uniform.Unclear impact for low cost on insufficient evidence. Cost of buying uniform including shoes each academic year, family worker/PSW encouraging nearly new uniform to come into school.Pupils from lower socioeconomic households are less likely to be able to afford the cost of school uniforms. Schools intending to change their school uniform policy should therefore consider what provision can be made to cover the costs of uniform changes for disadvantaged pupils. When new ties introduced these were purchased for all students by CNS. To make uniform equitable for both genders blazers for girls were not introduced due to cost to families and CNS not having the funds to offset this on behalf of families.Costs for subsidises for activities within school and a criterion for students not PP but for students living in homes/families that are “just about managing” | 4 |
| **Educational trips-** subsidised costs.Where it is considered that a school trip will enhance a student’s understanding and progress within a subject trip, costs have been subsided or paid in full for PP students where required. Ensuring they are having access to the same experiences as non-PP students.This same approach is taken for other enrichment trips that will raise aspirations and cultural capital. | The limited number of studies mean that there is not enough security to communicate a month’s progress figure. While the studies included have positive impacts, none have been independently evaluated.It is important to remember that this is not evidence that out of school learning has “no impact” but that there is an absence of secure evidence of what the impact might be.Out of school learning studies report wider benefits in terms of self-confidence and self-efficacy. The searches in the EEF Toolkit look for studies that include an academic impact, so there may be a greater number of studies that focus on non-academic outcomes.Outdoor learning might provide opportunities for disadvantaged pupils to participate in activities that they otherwise might not be able to access. Through participation in these out of school learning interventions can support pupils to develop non-cognitive skills such as resilience, self-confidence and motivation. Costs for subsidises and a criterion for students not PP but for students living in homes/families that are “just about managing” | 1, 2, 3 and 4 |
| **Aspiration interventions**Careers support and guidanceWe recognise that students may not be encouraged to attend University or pursue professional careers.Careers focused school provision will be designed to improve students’ education, employment and social outcomes.Details of talks and events shared with students to give them experiences of careers, widen their knowledge. | Parental engagement in children’s learning and the quality of the home learning environment are associated with improved academic outcomes at all ages.The evidence suggests that three areas are particularly worth focusing on: -supporting parents to have high academic expectations for their children; -developing and maintaining communication with parents about school activities and schoolwork.-Classroom interventions working directly with children currently have more evidence of effectiveness at improving learning than parenting interventions with the same aim. | 1, 2, 3 and 4 |

**Total budgeted cost: £229,950**

# Part B: Review of the previous academic year

## Outcomes for disadvantaged pupils

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| This details the impact that our pupil premium activity had on pupils in the 2023 to 2024 academic year.  For the year 2023-2024 there were 210 students (15.3% of the school) in Years 7-11 on the Pupil Premium/Disadvantaged register.    We have analysed the performance of our school’s disadvantaged pupils during the previous academic year, drawing on national assessment data and our own internal summative and formative assessments. This shows us that non-PP (227) students achieved a significantly higher Progress 8 score compared to PP 42) students, with a gap of -0.45. This indicates a need for targeted interventions for PP students to close this attainment gap as it is very similar to last year's overall PP gap. A focus will need to be the attainment PP girls, and we need to now use the strategies used with boys because PP boys closed the gap with non-PP boys, from -0.44 in 2023 to -0.27 in 2024.  We do need to make sure our strategies apply and have impact on both genders to support the disparity between the two seen last academic year.  We must continue to deliver our tailored support programme for the students with SEND and who have socio-economic barriers because it is having impact with a significant improvement for SEND students across the board. The gap between SEND PP and Non-PP narrowed from -0.72 (2023) to -0.43 (2024). A very strong indicator is that High previously attaining (HPA) PP students outperformed their non-PP counterparts.  This suggests that targeted interventions for high-achieving PP students have been effective, and these strategies could be extended to other groups in this new academic year.  The comparison between that the outcomes for Pupil Premium students are somewhat lower than students who are not Pupil premium in Year 7 and 10, a very narrow gap in Year 8 and reading has increased for PP students compare to not PP in Year 9. In addition, CPD will be focused on using Step-Lab for strategies for improvement for each individual teacher throughout the 2024-25 academic year and PP students will be supported best by high quality first teaching improving across all subject areas.     We have also drawn on school data and observations to assess wider issues impacting disadvantaged pupils' performance, including attendance, behaviour and wellbeing. The data demonstrated that Pupil Premium students is well above average compared to national PP data. Cardinal Newman School 93.2% with the National average being 85.4% and with STCAT being 88.6%.  We are the largest secondary school and the assistant headteacher and the attendance officer of the school and continually made getting pupil premium students into school a priority.  * *Attendance: 2023- 2024:*

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| *School* | *ALL STUDENTS**%* | *PP STUDENTS**%* |
| *Cardinal Newman* | *93.2* | *90.1* |
| *MAT* | *92.8* | *88.6* |
| *National* | *90.8* | *85.4* |

 Our evaluation of the approaches delivered last academic year to support students who are pupil premium showed us that we had gaps in our data so that analysis of which students attended which interventions and enrichment activities such as school trips is not as robust as we would like.  This year we have already added PP groups into parent mail so that students who are living in households which have low socio-economic backgrounds are invited first and how funding can be accessed so that it is not a barrier when deciding if it is something they want to sign up for.  Internal data is difficult to judge from this year to last year as we had another couple of months (Dec-February) when whole cohorts where not in school due to building issues in the main block. Our family worker will continually reach out to families that are identified as being in need (not only pupil premium) and supports with a range of things from helping apply for additional benefits, how to challenge landlords so that the housing children our living in is fit for purpose without the danger, sending children with food parcels including hygiene products and supporting students with the trauma of living through inadequate housing.  They also regularly run a clothes exchange event alongside a coffee morning so that families can collect both school uniform and leisure wear. We have a nearly new uniform store so that if pupils do not have an item of uniform they can borrow or be issued with what they need this includes shoes.  By being firm on ensuring all students wear the correct uniform we know that when a child arrives in school, they cannot be singled out for what they don’t have.  Every morning tutors should check all pupils have the equipment they need and issue anything they are missing by doing this we are not singling out our pupil premium students. Disadvantaged students at Cardinal Newman school were supported by a PSHE curriculum and the development of our Catholic character via the Newman Way that ensures that we are all “together towards our Lord through Learning Love and Faith. Staff at every level know our mission and our values which underpin and support student growth both academically and spiritually. Working with agencies like Yes Futures, Youthscape, Boxing Saves Lives the Police diversity team has meant that students have engaged with establishments that will create, for them, networking opportunities for future education and careers.  We are using teach meets on a Friday to share with staff strategies support our most vulnerable students to ensure they have the skill set to intervene and support these students. Attendance heads of year support Heads of Year with ensuring pupil premium students have the additional check ins and then delegate to form tutors or subject teachers their analysis of data so that specific classroom-based interventions can be put in place. This will continue to be a focus as it has not fully embedded within our regular routines.  |

## Externally provided programmes

*Please include the names of any non-DfE programmes that you used your pupil premium (or recovery premium) to fund in the previous academic year.*

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| Programme | Provider |
| N/A |  |

## Service pupil premium funding (optional)

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| *For schools that receive this funding, you may wish to provide the following information:* **How our service pupil premium allocation was spent last academic year** |
| N/A |
| **The impact of that spending on service pupil premium eligible pupils** |
| N/A |

# Further information (optional)