

## 2019-20 Pupil Premium Strategy and Review

Hasmonean Multi-Academy Trust is committed to diminishing the difference in terms of the academic, social and emotional achievements between students who come from disadvantaged backgrounds and those who do not. The Trust receives Pupil Premium (PP) funding for students who are currently, or have in the last six years have been, eligible for Free School Meals (FSM) or have LAC status and uses that funding to implement strategies to diminish this difference.

The report that follows outlines how we intend to use our funding to directly address the barriers to learning faced by disadvantaged pupils.

### School overview

Metric	Data
School name	<b>Hasmonean Multi Academy Trust</b>
Pupils in school	945
Hasmonean High School for Boys	496
Hasmonean High School for Girls	449
Proportion of disadvantaged pupils	8.46% ( 80 students)
Hasmonean High School for Boys	41 PP students
Hasmonean High School for Girls	39 PP students
Pupil premium allocation this academic year	£82,995
Publish date	December 2019
<b>Date for next internal review</b>	October 2020
Statement authorised by	Mr Andrew McClusky, CEO
Pupil Premium Lead	Ms Rivka Benarroch

### Teaching priorities

Objective	Activity	Expected outcome
To promote high quality teaching for all.	Provide appropriate CPD training for all teachers to ensure high quality teaching is delivered to all. Support to be offered to individual teachers via line managers and Assistant Head for Teaching and Learning. Support to be given to newly qualified teachers from the Assistant Head for Teaching and	All student regardless of background to have access to high quality teaching. This will be seen in progress 8 results.

	Learning. and Associate Senior Leader in charge of teacher training	
To increase positive engagement in lessons via a new behaviour system.	New behaviour policy launched in September 2019 to be embedded accords the MAT and reviewed at regular intervals.	Feedback from stakeholders regarding the effectiveness of the new behaviour system.
<b>Projected spending</b>	<b>£50,495</b>	
<b>Review</b>	<p>A monthly research based Teaching and Learning Hub was set up, covering topics such as metacognition, mind-set and effective habits. This offered CPD for teachers and support for NQT teacher. In addition, NQT teachers were supported by their line managers.</p> <p>The new behaviour policy was launched, promoting positive engagement in lessons, which prioritised quality teaching, rather than spending too much lesson time on classroom management.</p>	<p>The overall feedback on the Teaching and Learning Hub was positive, teachers who attended felt it was insightful and bettered their understanding of the teaching pedagogy. The Hub was also able to carry on during and post lockdown, due to the use of online meeting apps.</p> <p>Due to Covid-19 teachers CPD was centred around training to deliver lessons virtually on G suits, create meaningful resources so that the school was able to offer full timetables by June 1<sup>st</sup> 2020. We also ensured that very child had a device and internet access. This put the PP at a distinct advantaged than those across the country.</p> <p>There has been a committee reviewing the new behaviour policy as there are still areas of it that need to be refined. For example clearer instructions of outcomes for students depending on their behaviour (both positive and negative).</p> <p>Due to Covid-19 much of the behaviour policy was put on hold, and an addendum was created to help manage the new situation. However, the review still went ahead and since September 2020 the findings have begun to be implemented.</p>

**Targeted academic support**

Objective	Activity	Expected outcome
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<p>To use Year 10 and 11 data more effectively to ensure that academic underperformance is quickly identified and addressed.</p> <p>To improve Progress 8 scores for Year 11 students:</p> <p><i>Hasmonean High School for Boys' summer 2019 data suggests more attention needs to be placed on Open Progress and Humanities subjects.</i></p> <p><i>Hasmonean High School for Girlls' summer 2019 data suggests more attention needs to be placed on Open Progress and Progress 8.</i></p>	<p>'Additional parent' initiative whereby Year 11 PP students are paired up with a senior teacher to support their learning, e.g helping them create a revision guide/ address areas where they are struggling.</p> <p>Small group tuition to be offered to Year 11 pupil premium students in their core subjects.</p>	<p>An improvement in boys' Pupil Premium students' progress who chose Open and Humanities subjects.</p> <p>An improvement in girls' Pupil Premium students' progress in Open subjects and Progress 8.</p>
<p>To provide Pupil Premium students with resources and access to extra tuition in Year 11.</p>	<p>Designated teacher for Pupil Premium and Directors of Learning to organise the buying and distributing of core books, revision materials and any additional resources to support students learning.</p>	<p>Pupil Premium students have access to the same resources that they need as non- Pupil Premium students.</p>
<p>Projected spending</p>	<p><b>£12,500</b></p>	
<p><b>Review</b></p>	<p>The 'additional parent' initiative was carried out, but unfortunately abandoned due lack of SLT capacity to follow it through and mainly due to Covid-19. During lockdown, Year Leaders, the Designated Teacher for PP and members of the SLT reached out to all the PP and vulnerable students to ensure that they had support and the resources that they needed.</p> <p>Small Year 11 tuition groups were set up for English, Maths and Science from January.</p>	<p>The 'additional parent' initiative was not as successfully implemented as expected, due to the heavy workload of the senior teachers. This initiative is unlikely to be rolled out again next year, but the Designated Teacher for PP will take the lead on ensuring that all students are supported. This support will be via Year Leaders and Heads of Department to encompass both emotional and academic needs are met.</p> <p>Small Year 11 tuition groups were set up for English, Maths and Science from January. This was well received by the parents, who were keen that their children attend the sessions. The tutors and students reported that these sessions were having a very positive effect on the student's motivation. Unfortunately, due to Covid-19 these sessions came to an end as exams were cancelled. However all Year 11 students were</p>

		invited to do complete KS5 introductory courses. This ensured six weeks of learning took place after their exams were cancelled.
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### Wider strategies for current academic year

Objective	Activity	Expected outcome
To offer care, guidance and pastoral support to all Pupil Premium students when needed.	Ensure that if a Pupil Premium student needs access to pastoral care and or school counsellor, priority status is given.	All Pupil Premium students to use the pastoral support and well-being systems on a priority basis when needed.
To ensure that Pupil Premium students' attendance is in line with the national average for non-Pupil Premium students.	Employment of a new Educational Welfare Officer to offer priority guidance and strategies for Pupil Premium students with low attendance.	Pupil Premium students attendance to match or be higher than that of national average levels for non-Pupil Premium students.
Projected spending	<b>£20,000</b>	
Review	<p>Priority pastoral care and guidance was given to Pupil Premium students that required it, as well as access to the school counsellor.</p> <p>The Educational Welfare officer prioritised the attendance cases of the Pupil Premium students, liaising with the pastoral team on a regular occurrence.</p>	<p>This strategy was modified to meet the needs following the Covid-19 lockdown. We will continue to offer priority pastoral support and guidance for the Pupil Premium students, with the use of the school counsellor and teacher mentoring. In addition, a larger informal education team are being employed, with one of their roles being to support and mentor students.</p> <p>The employment of an Educational Welfare officer was very successful as it enable more targeted support and the implementation of individualised strategies. However, due to Covid-19 this service ceased but will resume in the new academic year.</p>

### Looked After Children - Hasmonean MAT has 3 LAC students, one of whom is in Year 11 and will be completing GCSEs this year.

Objective	Activity	Expected outcome
To provide academic and welfare	The Designated teacher for Pupil	For all LAC students to meet their

<p>support for LAC and Post LAC children.</p> <p><b>Cost: £2,300 per LAC and Post LAC student dependant on the authorisation of the Local Authority</b></p>	<p>Premium will attend termly PEP meetings with the Virtual School and Social Worker to set academic, attendance and well-being targets for students.</p> <p>The Designated teacher will keep in regular contact with their LAC students' social workers, the virtual school and carers.</p> <p>Extra tuition to be set up for the Year 11 LAC student.</p> <p>Access to the school counsellor and other well-being services will also be offered on a priority basis.</p> <p>Post LAC are entitled to support with to their education needs</p>	<p>academic and attendance targets. For all LAC students to access well-being and pastoral support if needed.</p> <p>Educational Psychologist packages were bought into as well and speech and language therapy.</p>
<p>Review</p>	<p>Termly PEP meetings and LAC reviews for Looked after Children were attended by the Designated teacher for LAC. Throughout the academic year, regardless of COvid-19 there was constant communication between the LAC designated teacher, guardians and other professionals.</p> <p>LAC students have access to tutoring, music lessons when needed as well as school counsellor.</p> <p>An Educational Psychologist assessments was set up and speech and language therapy was also bought into for the relevant Post LAC pupil.</p>	<p>Despite a great deal of turbulence with home lives of our LACS, academic and well-being targets set at the PEP meetings were mostly achieved and records were submitted to the appropriate local authority.</p> <p>'Welfare Call', a service that monitors LAC's attendance makes daily communication with the school to keep up to date records.</p> <p>Tutoring for two of the LAC students took place until the school was closed for Covid-19. School counselling was made available for them throughout the academic year.</p> <p>At the beginning of lockdown (end of March), LAC children were offered to attend school, but there was no initial take up. From the 1<sup>st</sup> June, two out of three of the LAC students attended school as part of the vulnerable categories.</p>

**2019/20 –Year 11 GCSE 4 Matrix data**

Non PP all 1.42

Non PP girls 1.83

Non PP boys 1.15

PP all 0.74

PP girls 1.04

PP boys 0.51

## Covid-19 review:

When school closed at the end of March 2020, Hasmeonean MAT actioned a plan to ensure that all Pupil Premium students had access to electronic devices and the parents of Free School Meals students were offered financial support.

A system within school was devised to offer FSM and Pupil Premium student's laptops so that they could access the online learning provisions. In addition, Chromebooks were distributed to families who were in need. The government's devices grant for Year 10 underprivileged students was secured for 21 students.

With regards to Free School Meals, accounts in local kosher food shops were set up to meet the cultural needs of the families, especially whilst the government run Edenred system was not functioning at full capacity. In some cases, it was felt that even with the government funding of Free School Meals, further subsidies were needed and the school provided from them. The school had to act proactively to ensure students did not go without.

Below is the record of spending of the PP budget for learning resources, music lesson, Year 11 tuition, post LAC, and spending due to Covid-19.

Date	A/C	Ref	Details	Net
05/09/2019	ANDRE	101750	FRANCOISE ANDRE J1220 VOICE LESSONS AUTUMN TERM 19	180.00
01/11/2019	TORAH	5660	TORAH TREASURES J0680 CHUMASH	19.50
12/11/2019	TORAH	5672	TORAH TREASURES J0838 CHUMASH	19.50
20/11/2019	1210	362142	CURRYS J1259 LENOVO LAPTOP 128GB GREY	290.83
20/11/2019	1210	3406749	AMAZON J1269 USB 16GB AND CD DRIVE 3.0	14.63
28/11/2019	CGP	3104902	CGP LTD J1277 ENGLISH REVISION GUIDES - PP STUDENTS	51.80
29/01/2020	1210	J1407	NORWOOD J1407 EP ASSESSMENT ON 28/01/20	937.00
08/01/2020	ANDRE	101768	FRANCOISE ANDRE J1346 VOICE LESSONS	180.00
10/02/2020	1210	99470679	HIGHSTREET VOUCHERS-J1423-TESCO VOUCHERS X 9 OF £10	90.00
03/03/2020	HATT	HASMO 03/20	MICHAEL HATTINGH J1689 J1691 PIANO LESSONS	270.00
01/03/2020	EXPERTTU	INV-1609	EXPERT TUITION J1697 03.02.20-25.02.20	766.67
11/05/2020	1210	WEB673406	TESCO GIFT CARD FSM	202.95
29/04/2020	BKOSHER	BBLO2	B KOSHER FSM SHOPPING AS AT 29/4/20	553.75
01/05/2020	NORTH	20200325162048104009 25/3/20	North London Low Cost shop groceries re PP FSM 25/3/20	78.55
01/05/2020	NORTH	202000403111430101009	North London Low Cost shop groceries re PP FSM 3/4/20	40.04
01/05/2020	NORTH	20200406182151102001	North London Low Cost shop groceries re PP FSM 06/04/20	136.21
01/06/2020	EXPERTTU	1708 1/4/20	Expert Tuition invoices re Pupil Premium Tuitions 2/3-16/3/2	570.83
23/06/2020	TORAH	5698	Torah Treasures J1631 Chumashim books pupil	472.50
12/06/2020	HADAR	170588/174895	HADAR /LUNCHES /07/05 - 10/06	163.06
12/06/2020	HADAR	170784/ 172176	HADAR /LUNCHES /27/03 - 27/04	220.59
01/07/2020	NORTH	20200617194949104011/17.06.20	NORTH LONDON LOW COST SHOP RE GROCERIES PP FSM 17/06/20	219.90
24/07/2020	BKOSHER	BBLO3	B KOSHER GROCERY ITEMS 24/07/20 PP FSM	1,124.00
18/08/2020	RIVKABEN	PCC1561	TESCO GIFT CARDS FSM JUL-AUG 2020	450.00
01/08/2020	6826	JRN862 SEN	ARMANDE FRYATT TUITION	50.00
01/08/2020	6826	JRN862 SEN	ROMY SAIDEL SPEECH & LANG. THERAPIST 31/3/20	325.00
01/08/2020	6826	JRN862 SEN	ROMY SAIDEL SPEECH & LANGUAGE THERAPIST 13May2	405.00
01/08/2020	6826	JRN862 SEN	ROMY SAIDEL SPEECH THERAPIST 02/06-13/07/20	455.00
14/08/2020	1210	TESCO E GIFT CARD	LESCO E GIFT CARD FSM AUG 2020 J1847	150.00
				<b>8,437.31</b>