

**Planned spending of Pupil Premium for the academic year 2020-21**

The Pupil Premium strategy will be reviewed in September 2021

For 2020/21 Number on roll eligible for Pupil Premium = 127

Estimated funding for academic year 2020/21 = £ 116,040

Planned spending of Pupil Premium for the academic year 2020-21

Aims/Actions	Rationale and resourcing	Costing	How will the impact of the spend be measured?
Achievement of PP pupils			
<p>To diminish the gap between PP and non- PP students in school and against national outcomes.</p> <p>To ensure that specific PP learners (high/Medium/Low) achieve positive progress 8 scores</p>	<p>Not all students learn in the same way or at the same rate, some students need extra support to ensure the consolidation of knowledge and understanding, and the building blocks of numeracy and literacy. Therefore having targeted literacy support and SEND staffing means that we can offer additional support outside of the classroom, in class support as well as targeted sessions for our learners.</p>	<p>LSS support = £2,092</p> <p>SEND staffing (costed in terms of PP students attending internal interventions or having support in class) = 29 students receiving support at a cost of c.£15,000</p>	<ul style="list-style-type: none"> <li>• GCSE results 2021</li> <li>• End of year progress data for all year groups</li> </ul>
<p>By monitoring data on regular basis to ensure appropriate interventions are reviewed and reflected on, on a continue basis to ensure positive progress outcomes in all subjects</p>	<p>To ensure that the processes and actions are running effectively and appropriately, a named SLT member has oversight of the Pupil Premium students. This ensures a clear focus is placed on the students' progress, attendance and pastoral care.</p>	<p>% of DHT salary (10%) for this delineated responsibility = £8,666</p>	

Alternative provision for the most vulnerable Pupil Premium students	<p>Some of the most vulnerable students find coping with a large school difficult. They can benefit from smaller more specialized provision on a permanent or temporary basis.</p> <p>Alternative provision provides high quality access to the national curriculum and a range of other subjects ensuring that positive outcomes occur.</p>	<p>2 PP students attending alternative provision in KS4 = £2800. (2 additional students are awaiting a placement – potential further £2800)</p> <p>1 student place at KS3 alternative provision per term (priority given to PP students so assuming 2 PP placements per year) for 2020-21 = £4,857</p>	<ul style="list-style-type: none"> <li>• Results of students attending alternative provision</li> <li>• Attendance data</li> <li>• Exclusion and behaviour data</li> <li>• Reports from alternative provision</li> </ul>
Teaching and Learning:			
<p>Teachers provide pupils with incisive feedback, in line with the school's assessment policy, about what pupils can do to improve their knowledge, understanding and skills.</p> <p>Targeted intervention in maths and English to ensure that students have the opportunities to progress to their next academic level.</p> <p>PP students have access to good/outstanding teaching</p>	<p>Training and monitoring of staff to ensure that review of best practice is ongoing. The school marking policy states that teachers should mark the Pupil Premium books first to further enable this to happen.</p> <p>The offer of additional literacy and numeracy support at GCSE through a Core Skills option supports the learning of the more vulnerable students. This enables more targeted support for smaller groups of students.</p> <p>Seating plans are reviewed for the placement of Pupil Premium students, ensuring closer monitoring and support within lessons.</p> <p>Intervention is run during tutor time and holiday periods, encouraging continual engagement with education throughout the year.</p> <p>Where appropriate and possible, the setting of students is considered to ensure they are within a group that will both academically challenge and support them. The staffing of these groups is carefully considered to</p>	<p>No cost</p> <p>3 lessons per week in each options block in KS4 (average teacher salary used in calculation of MP6) = £5,200</p> <p>No cost</p> <p>Staffing cost to organise and run sessions = £14,290 (20 hours of staffing per week (MP6 salary used in calculation) and 100 hours across holiday periods + 5% of DHT salary for administrative cost)</p> <p>No cost</p>	<ul style="list-style-type: none"> <li>• Work scrutiny</li> <li>• GCSE results 2020</li> <li>• Lesson observation records</li> <li>• Progress data</li> </ul>

	<p>ensure the highest quality teaching is available.</p> <p>Curriculum equipment is supplied for Pupil Premium students to ensure that they are able to fully engage and participate in all lessons and activities.</p>	Planned spend based on actual spend last year = £400	
Wellbeing			
<p>Pupil premium students are engaged in a detailed and thorough transition programme to the school</p> <p>Training of specialist staff for the pastoral support of vulnerable students.</p> <p>Training of all staff for attachment and trauma awareness.</p> <p>Clear systems in place for financing, travel, uniform. Additional support from external agencies.</p>	<p>A named SLT member (AHT) has oversight of the transition between KS2 and KS3. They work directly with the SENDCO so ensure transition programmes for individual students are in place. This is to enable vulnerable students to enter the school smoothly and with a named key worker.</p> <p>Pastoral team to engage with training from LA and other national bodies to support well-being and group sessions that broaden the range and quality of support and intervention given.</p> <p>Heads of Year and pastoral support officers have training to allow them to work with vulnerable learners, offering them emotional, social and wellbeing support. This includes allocation of mentors, both within school and externally, keyworkers and counselling training of a staff member.</p> <p>PP students have priority access to internal pastoral support provision through Pastoral Officers</p> <p>Discrete systems are in place to ensure all FSM students are able to retrieve funds for food, and other essentials such as bus passes and uniform, without highlighting this to other community members. This is to ensure that they are part of the community.</p> <p>A named SLT member has oversight of the SEND department and vulnerable learners. This includes the links with external agencies that offer a range of support for the wellbeing of young people. This ensures that the wellbeing of vulnerable learners is monitored regularly and support</p>	<p>% of AHT salary (5%) for this delineated role = £4,050</p> <p>Cover costs for courses during the school day/out of contracted hours - £1000 approx</p> <p>Line management costs (where routine support and training is delivered – 6 hours per week of DHT time) plus external training costs (based on actual costs in 2019-20) = £3,300</p> <p>% of Pastoral Officer's salary (based on number of PP students accessing in 2019-20) = £15,733</p> <p>Uniform contributions (based on 2019-20 actual costs) = £1,100</p> <p>% of DHT (Pastoral Care 5%) and AHT (SENDCo 5%) salaries = £8,383</p>	<ul style="list-style-type: none"> <li>• Year 7 attainment, exclusion and attendance data</li> <li>• Student feedback</li> <li>• Records of number of students using cashless system to spend FSM money</li> <li>• Range of group sessions running/ attendance at these</li> </ul>

	put into place swiftly through a weekly triage meeting.		
Homework club/extended opening times	One of the barriers that some pupil premium students may face is the physical lack of space/equipment to complete homework or do in-depth, extended or independent study. Students have the opportunity to feel safe and supported in a controlled environment so they can make progress and extend their learning experience.	Staffing costs (4 hours per week) = £2,220 per annum	<ul style="list-style-type: none"> <li>• Student feedback</li> <li>• Homework scrutiny</li> <li>• Online learning engagement</li> <li>• Attendance data</li> <li>• End of unit assessments</li> </ul>
Lockdown specific support	Hard copy work sent home where electronic device access is limited/not available  PP students most vulnerable identified for 'key student' groups during a lockdown	Laptops and dongles  Printing and postage	
Attendance			
PP students' attendance moves more in line with whole school attendance and remains above the national PP attendance figures – PP students are given more structured support through the pastoral system so they have access to knowledge and therefore make informed choices.	<p>A Deputy Headteacher has oversight of the attendance, meeting fortnightly with HoYs to monitor each Year groups' attendance. This ensures regular discussions of individual attendance and therefore swift intervention. Regular communication is made with home following these meetings to continue to build and maintain positive relationships between home and school.</p> <p>An attendance officer monitors attendance daily, contacting home when a student is not present. Key students are highlighted to the DHT and HoY who contact home. This ensures that attendance is continually a high priority and highlighted with parents.</p> <p>Attendance letters are regularly sent, targeting key groups of students. This ensures that parents are informed of poor attendance, and given appropriate literature to inform them of the impacts of low attendance.</p> <p>An EWO is linked to the school and works with the DHT on fining and Persistent Absentees. This is to ensure the vulnerable students with very low attendance are monitored closely, and advice and guidance from an external professional is sought when appropriate.</p>	<p>% of DHT salary (10% for delineated responsibility) = £8,666</p> <p>% of Attendance Officer salary (based on % of time spent monitoring and supporting PP students) = £10,500</p> <p>% of Attendance Officer salary (calculated in light of how much time is spent on this task) = £925</p> <p>EWO salary = £6800 (paid for from catch up covid funding in 2020-21)</p>	<ul style="list-style-type: none"> <li>• Attendance data</li> </ul>
Raising aspirations			
Careers support and guidance is offering through the pastoral	Students engage with career opportunities within their form times, researching and presenting different career ideas and the	20 minutes once a week for every form group equates to	<ul style="list-style-type: none"> <li>• Destination data</li> <li>• GCSE results 2021</li> </ul>

system, enrichment programme and PSHE	pathways required to reach them. This gives students the ownership, whilst ensuring a wide range of careers are presented and explored.	roughly 7.5 hours per week of staff time = £1500	
As wide an enrichment programme as is possible during COVID-19	Year 9 are offered a careers day in which external speakers from a wide range of professions are invited in to discuss their career and the pathway they took. This allow students to ask questions and see how the journey to specific careers is taken.	No cost	
Give students in KS4 access to external careers advisor	School has a trained Careers Lead to support all students, and particularly PP students	MET college administration charges per student (£70 per head): £1400	
Work experience arranged for Year 10 students	Students engage with a real life career and develop awareness of skills required for their adult lives. Placements enable students to experience careers they would not normally be able to access, raising aspirations.	Cost of advisor provision = £32 per student at 39 students - £1248	
Participate in LA NEET programme	Provision of an independent careers advisor for all PP KS4 students		
	A wide range of after school clubs enables students to participate in activities that they may not be able to access within classes, or at home. These range from creative writing to football, Duke of Edinburgh to rock band. Pupil premium students are financed for any clubs that require a financial input if they needed. Standard contribution is 50%	£500	
	SLT mentoring, targeted at PP students	1 hour per week per SLT member, equates to 5 hours a week of SLT time = £5,000	