

Pupil Premium Strategy- 2019-2022

Priority 1- Develop effective Teaching to close the gap

Strands		Foci	Strategies	Lead	PPG Allocation
1A	Pedagogy	Effective implementation of the curriculum	I. Ensure T&L SLT lead has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	JA CP	Contribution to SLT lead salary: £ 10,000
			II. All teachers use selected D. Lemov strategies, ensure pupils practise retrieval and include appropriate opportunities for complex application , once the knowledge and techniques that are needed have been fully embedded (use of “letting the kite go” technique).	CP	
			III. Focus monitoring on the provision of appropriate opportunities to learn at greater depth and develop resilience	CP	
			IV. In Y11, staff identify each disadvantaged pupil's challenges and interests and use this knowledge in their day-to-day practice and curriculum (Daniel Sobel)	CP LM HH	
			V. All 4 new teaching spaces have a visualiser to support with resilience and deeper thinking	CP	Paid via CPD budget
			VI. Enhanced ICT facilities to support effective delivery of the curriculum in identified subject areas and support disadvantaged pupils with no IT provision at home with after school revision/completion of coursework	CP	£16,000
			VII. Renew TLR 3 T&L to support with all staff implementing 1A. I	CP	Accounted for in 1C. I

Strands		Foci	Strategies	Lead	PPG Allocation
1B	CPD to enhance the teaching of the curriculum and appropriate use of assessment	<ul style="list-style-type: none"> ▪ CPD supports the development of staff's subject knowledge ▪ CPD Supports the development of staff's pedagogy as per 1A ▪ CPD supports the development of pedagogical content 	I. Continue to purchase relevant publications that relate to pedagogy and curriculum. Purchase for each HoD David Didau's a copy of "Making children cleverer" and other subject specific curriculum publications.	CP	Paid via the general CPD budget
			II. An additional £5,000 cover fund to allow: <ul style="list-style-type: none"> ▪ time for teachers to develop their subject and pedagogical knowledge ▪ time for HoDs and Deputies to meet and discuss the curriculum ▪ time for specific examination boards training ▪ all Middle Leaders to visit another school to observe teaching and engage in curriculum discussions ▪ time for Middle Leaders to sequence the curriculum ▪ time for Middle Leaders to review assessment procedures ▪ triads of QA exercises and feedback exercises are implemented 	JA CP	£5,000
			III. Ensure staff undertaking NPQLM/ NPQSL qualifications focus their research project on improving outcomes for disadvantaged pupils.	CP	
1C	Staff recruitment, retention & wellbeing	Continue to create opportunities to recruit & ensure retention of outstanding teachers. Focus on staff wellbeing.	I. 7 TLR 3 created to retain good staff and focus on key areas of this plan	VG JA	£17,500
			II. Portion of Cover Supervisor Salary to support with cover to support staff wellbeing	VG JA	£6,000
			III. Support towards wellbeing sundries (lunch during INSET/ Colleague of the week rewards)	JA	£2,000
1D	Higher Achievers (HA)	Cater for the needs of disadvantaged HA	I. Continue to work closely with NACE	CP	£2,000
			II. Renew Higher Achiever TLR3	CP	Accounted for in 1C.I
			III. Targeted curriculum and interventions resources for this group of pupils	LHO	£1,500

Priority 2- Use curriculum freedoms to help close the gap to National all

Strands		Focus	Strategy	Lead	PPG Allocation
2A	Curriculum intent & implementation in mathematics	Strengthening leadership and curriculum intent & implementation in mathematics	I. Appointment of a director of mathematics & contribution to the recruitment of an additional outstanding teacher in mathematics (including a TLR3 as incentive)	VG JA	£86,000
2B	Numeracy	To focus on application of maths in real life/ability to reason mathematically and a sense of enjoyment & curiosity about the subject.	I. Contribution to the leadership of numeracy	KA	£26,200
			II. Preparation the Numeracy Quality Mark	KA	Paid via the catch up plan
2C	Literacy	Rapid progress of all pupils reading below chronological age and closing the vocabulary gap. Developing pupils' confidence and enjoyment in reading. Increase pupils' access to the curriculum via literacy	I. Contribution to the leadership of literacy	CP LMO	£26,200
			II. Drop Everything and Read (DEAR) sessions every week for pupils in Years 7-10	CP LMO	
			III. Reading rewards	LMO	£500
			IV. Renew LEXIA software	CT	£1,100
			V. Contribution to remodel and develop the library so disadvantaged access books that suit their tastes (based on pupil voice)	LMO	£1,000
			VI. All departments to set weekly KS3 homework about Tier 2, subject specific words via bedrock and regularly use bedrock strategies to help pupils understand and embed these new words.	CP LMO	£3,120

Strands		Foci	Strategies	Lead	PPG Allocation
2D	KS2 to KS3 Transition	Quality transition between KS2 and KS3 and mitigating for gaps inherited from KS2 performance	I. Renew TLR 3 holder to support with transition (KS2 to KS3 and KS3 to KS4) (main focus of TLR- retain good teachers)	JE	Accounted for in 1C.1
			II. Summer school for Y6 with a focus on maths/English and based on gaps in learning	JE	£12,000
2E	KS3 curriculum intent	To ensure the curriculum intent and implementation powerfully address the stark social disadvantage of LDA pupils	II. Ensure KS3 curriculum SLT lead has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	JA JE	Contribution to SLT lead salary: £ 10,000
			III. Evaluate the quality of education over time using observation, learning tours and work scrutiny 'Deep Dives' to ensure high quality provision	JE CP	
			III. The cross-Trust Curriculum Values permeate subject/whole school curriculum	JA HoDs	
			IVI. Review schemes of work and ensure enrichment is implicit and enhances provision		Time for cover accounted for in 1.B.II
			VI. Curriculum meeting for middle managers to reflect on the curriculum and improve it in their subject		
2F	Options in Year 9	To ensure Year 9 disadvantaged pupils and their parents receive bespoke support and guidance to ensure aspirational option choices/ remove preconceived ideas about particular options	I. Bespoke invitation for identified parents at options evening	JE CS HoDs HoYs	
			II. Targeted advice to pupils from the beginning of Year 9		
			III. Bespoke taster days and visits to colleges		

Strands		Foci	Strategies	Lead	PPG Allocation
2G	Closing the gap in Y9 -English & Maths	Ensure staff identify gaps and steps to address those gaps	I. To renew/create a TLR 3 position in Maths/ English to retain /recruit outstanding teacher and support with the tracking of specific pupils in Year 9 to support closing the gap.	JE BBL	Accounted for in 1C. I
	Closing the gap in Year 8 maths		II. To establish a cohort of pupils in liaison with key staff in maths and English and design a bespoke package of intervention and support for those pupils. Track the progress through the year & liaise with parents	JE LHe JAs	TLR 3 accounted for in 1.B. II
			III. Maths mornings (8.00 a.m. -8.40 a.m.) with a targeted group of Year pupils	CPa	
2H	Inspirational KS4 curriculum	Increase in pupils achieving the EBACC measure	I. Additional EBACC (History, Geography, MFL, Maths and English) lessons curriculum time in Year 11; additional time in Maths in Year 10	VG	£15,450
			II. Careful match of staff against groups and reduced class numbers	VG HoDs	
			III. Support teachers to develop specific teaching and learning strategies to support pupil premium pupils in EBACC subjects through research and collaboration	CP	Part of CPD budget
2I	Individual subjects' curriculum intent and implementation with a focus on disadvantaged Y11 pupils	Focus on how the intended curriculum and its implementation address social disadvantage by addressing gaps in pupils' knowledge and skills	I. Continue to provide departments with bidding opportunities to support closing the gap to national all with Year 11	JA	£8,500
			II. Ensure SLT Y11 lead has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	LM JA	Contribution to SLT lead salary: £ 10,000
			III. Focus on Y11 outcomes in History and Combined science: support the department with focusing on specific pupils and devise support plan, which includes mentoring of pupils and resources	JA LM	Part of the £8,500

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2J	Closing the gap at KS4 in English and maths	Ensure staff identify gaps and steps to address those gaps	I. School's examination board accredited examiners in English to deliver regular "Walk & Talk" sessions in the Sports Hall to the whole of Year 11	CS		
			II. School's examination board accredited examiner in English to deliver workshop for the English staff to update on AQA developments	CS	Part of cover pot in 1BII	
			III. Specific tracking and support of an identified cohort of pupils falling behind	FF	£ 1,600	
			IV. All mock examination papers in English Language marked by an external AQA examiner	FF	Funded by the Trust	
			V. Deeper learning project in maths	EP	£1600	£ 4,650 Maths fund
			VI. 5 twilight sessions across the year with a targeted cohort of Year 11 pupils at risk of getting 3 only rather than their targeted 4	EP	£1000	
			VII. School trip targeting 40 underperforming disadvantaged Y11 pupils	EP	£1000	
			VIII. Maths 50 day revision practice booklets and answers purchased for every PP pupils/ booklets will also be used in intervention time	EP	£1050	
2K	Disadvantaged boys in Year 11	Increase motivation to achieve	I. Commission inspirational speaker to run workshops for targeted boys in Year11	LM	£1,000	
2L	Learning at home	Share with parents the component knowledge and techniques they need to support their children	I. Classcharts to facilitate parental access to homework and support tracking of homework	CP RF	£1,500	
			II. Workshops with parents during parents' evening about Classcharts and how to support their children at home	CS		

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2M	Culture, life-skills and experience	Across KS3, all pupils experience and participate in creativity, the arts and sport & subsidy for cultural opportunities, curriculum-based trips	I. Extracurricular opportunities fund, including: <ul style="list-style-type: none"> • access to DoE – Bronze and Silver Awards • swimming lessons • Peripatetic lessons 	CS	£12,000
			II. Ensure SLT lead for enrichment and pupil engagement has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	JA CS	Contribution to SLT lead salary: £ 10,000
2N	Knowledge for opportunity	A comprehensive CEIAG offer to focus on social mobility	I. Continue to work in partnership with local colleges/speakers/providers	CS	free
2O	Pupils' wellbeing	To promote pupils' good mental health and well-being.	I. Increase menstrual knowledge and access to sanitary products for girls	CS	
			II. Continue to provide spare underwear and tights for emergency use	CS	
			III. Introduce hygiene box for boys and girls	CS	
			IV. Pastoral officer to support with Mental Health	CS	£25,000
			V. Increase the amount of workshops and days providing opportunities to support with Mental health	CS	
			VI. Review with the Pupil Parliament menus on offer in the canteen to ensure healthy options are promoted	CS	
			VII. Increase opportunities for pupils to join in extracurricular sporting activities outside school	CS	£500

Strands		Focus	Strategy	Lead	PPG allocation
2P	SEND	Curriculum access	I. Pupils with SEND at KS4 have access to the full curriculum with bespoke transition support	VG	
			II. Targeted careers meetings and opportunities to visit Carmel college/ liaison with home regarding next phase of education	CT	Part of Careers budget
			III. An additional maths specialist to deliver 1:1 support on identified gaps	VG	£ 5, 440
			IV. To create TLR 3 in science to retain good staff and ensure targeted support of a specific cohort of SEND pupils in science.	VG/ JA	
			V. Lunch club to develop social skills (vulnerable PP & SEND)	CT	£2,000
2Q	Inclusion	Supporting vulnerable pupils to develop social, emotional and behavioural skills to succeed	I. Re- engage programme for 6 PP students with serious mental health issues	AC	£6,500
			II. Inclusion enrichment/ cultural and health development	CF	£500
			III. Alternative Education & support	AC	£70,000
			IV. Boxall profiling	CF	£160

Priority 3- Develop Behaviour for Progress

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Strands		Focus	Strategy	Lead	PPG allocation
3A	Attendance & Persistent Absence	Continue to increase attendance % and lower persistent absence to meet the National all figures	I. Ensure SLT lead in charge of attendance and inclusion has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	JA AC	Contribution to SLT lead salary: £ 10,000
			II. Funding for an admin attendance officer	AC	£22,500
			III. Funding for outreach attendance officer	AC	£20,000
			IV. Local Authority Service Level Agreement and support - attendance	AC	£6,000
			V. Accountability and targets for all leaders involved with attendance	AC	
			VI. Improved Attendance data to form tutors so they can monitor PP attendance and action	AC	
			VII. Rewards for good and improved attendance	AC/ HOYs	£3,000 (£600 per Year Group)
			VIII. Internal exclusion to support with low FTE	AC	£5,000 (staffing)
			IX. Police panels – Safer Schools Police Officer/attendance blitzes	AC	£6,000
			X. Saturday school and 3-5 school to support with Truancy	AC	£500
3B	Attitudes to learning	Explicit focus on “Behaviour for Progress” (BfP)	I. Behaviour for Progress (BfP) stickers and posters/ Embed use of language in every lesson / opportunities for self-assessment	CS	£500
			I. Continue with tracking of BfP via Classcharts	CS	£1,500
			II. Keep BfP high profile amongst staff and pupils	CS	
			III. Embed Lord Derby Award	CS	£500
			IV. Embed Pupil parliament functions (e.g. Glitch theatre visit, badges etc.)	CS	£1,000
Strands		Focus	Strategy	Lead	PPG allocation

3C	Parent engagement	Engage parents to support pupils' education	I. Review opportunities for alternative parents' evenings for selected parents who usually do not engage (Parents voice in the past did not reflect realistic barriers)	CS	
			II. Contact parents/carers prior to Parents' evenings and information events to secure an appointment	CS	
			III. "Year 11", "Year 10" & "Revision Launch" events to inform parents about the expectations and demands of KS4 / develop understanding of the courses and how to support their children	CS	
			IV. Monitor attendance at Parents events and follow up with communication home	CS	
3D	Pupil engagement in revision activities at KS4	Encourage motivation to achieve at the GCSE examinations.	I. A bespoke mentor	LM	
			II. Study packs provided to equip PP with the practical resources to assist their studies (study packs based on pupil voice)	LM HOY 11	£1,500
			III. Study Base – staffed in the morning and after school with support available and access to resources to enable pupils to engage and make progress.	LM	
			IV. Free breakfast before revision sessions and examinations	LM	£1,000
			V. Targeted progress meetings with pupils/parents and carers	LM	
3E	Transition-Pastoral	Increased sense of belonging and pride to join Y7	I. Provide school uniform, PE kit, other uniform related sundries and school stationery to all Year 7	JA	£15,000
3F	Emergency fund	Support pupils in severe circumstances	I. Identification of pupils in need of a free breakfast and school related items.	JA	£2,000