

**2020/21 strategy (this does not include LAC and Service Children funding)**

**£542,440**



**RAG**(Evaluation of impact)

**RED- Full impact yet to be validated** AMBER – Some demonstrable impact/ impact ongoing GREEN – High impact /already tangible impact

Teaching (T)	1- Supporting Great Teaching				
	Area	Strategy	Lead	Cost	Review notes & RAG impact February 21
	I. Keep profile of PP high	a) Portion from SLT salaries – expectation to explicitly focus/ report on closing the gap in respective areas of leadership	VG JA	£35,000	All SLT are expected to regularly report about disadvantaged pupils within their areas of leadership during SLT and Governors meetings. Disadvantaged pupils’ experience of lockdown is also regularly discussed. PP routinely features during line-management meetings with Heads of Dept/Years.
II. Data analysis	a) Strategy meetings with key leaders following calendared data collection to focus on a group of identified disadvantaged pupils falling behind	SLT		<ul style="list-style-type: none"> <li>- New attendance database allows clear identification of pupils whose attendance is dropping and for instant actions put into place.</li> <li>- Improved analysis of reading ages and strategies being matched to the data. New KS3 assessment process, termly data on literacy is now collected for data analysis cycle.</li> <li>- Core subjects TLR3 holders for PP are analysing data and sharing with departments for action.</li> <li>- Curriculum Leaders: analysis of PP well embedded/ targeted intervention needs to continue to develop.</li> </ul>	

Teaching (T)						- More targeted analysis of pupils with SEND's performance and accountability shifted to all involved, not just the SENDCO.	
	III.	Daniel Sobel's (International Inclusion expert) strategy to ensure staff know pupils' motivators and barriers and use this knowledge in lessons	a) Heads of Year compile a booklet of motivators/ barriers for staff to access	LM			Pupil voice activity in Y11 in Nov 2020 showed pupils felt their teachers knew them well and that the majority provided bespoke support matching their needs and circumstances.
	IV.	Recruit and retain good teachers	a) 7 X TLR 3 incentives + TLR for Numeracy coordinator to recruit& retain good staff & lead in key areas of PP plan	VG	£24,500		All teachers on a TLR3 have remained at LDA so far.
			b) Staff wellbeing budget	JA	£2,000		Staff feedback continues to demonstrate staff feel their wellbeing is important.
	V.	Limit the amount of supply teachers to ensure consistency of expectations	a) Contribution towards 3 cover supervisors	JA	£20,000		Monitoring tours continues to show pupils are more settled with a cover supervisor than with supply teachers. A random selection of pupils showed pupils prefer their cover lessons delivered by our established cover teachers.
	VI.	All pupils challenged & develop independence	a) PP target for SLT leaders' appraisal	VG			Targets are positively supporting the focus pp disadvantaged pupils and ensure they remain at the core of each leader's area of leadership.
			b) Whole staff CPD to focus on this area	CP	Part of CPD budget		
	VII.	Develop vocabulary, oracy and reading skills (VOR)	a) Lead literacy co-ordinator (TLR)	CP	£7,000		
b) Bedrock software			LMO	£3,600		The January 2021 Bedrock report shows that, where used remotely and regularly, the software is having a positive impact on pupils' vocabulary development. More creative ways now	

Teaching (T)					need to be developed to raise its profile amongst the pupils not accessing it. Remote access remains a barrier.
		c) Reading rewards	LMO	£180	Amazon vouchers for Bedrock use have been positively received by both parents and pupils.
		d) Whole staff CPD on VOR	CP	Part of CPD budget	Started in September 20- needs developing and sharing with staff. At its development stage.
	VIII. Assessment and Feedback	a) GLS testing in maths/English/science at KS3	JE	£17,500	Will take place in the summer term to support the Catch-up plan.
		b) Dean Trust Child profiling on SIMS (Emotional/ academic/ Wellbeing)	LM	Staff Time	Utilised by all leaders to identify gaps and inform bespoke support.
	IX. Full access to a range of courses/ options	a) Departmental fund for specialist subjects so pupils can fully access courses that require purchases: - Ingredients in Food technology - Canoeing/Rock climbing lessons for Sports Studies module - Art materials	JA	£5,000	Ingredients and art materials were purchased during term 1, enabling pupils to fully access the course. Canoeing/Rock climbing lessons have not been delivered yet due to lockdown. This allocation needs to be revised after lockdown is over.
	X. Extra-curricular opportunities, remote enrichment and subject specific enrichment to enhance the curriculum	a) Across KS3, all pupils experience and participate in creativity, the arts and sport & subsidy for cultural opportunities, curriculum-based trips b) <b>During periods of lockdown</b> , remote enrichment activities are regularly on offer and pupils are supported with cost (e.g. ingredients for "Cook off" etc) c) <b>Departments to bid to HH via their line-managers (new from February 21)</b>	HH EP	£14,000	Engagement with remote enrichment has been positive so far; HH is looking at various ways to continue to offer online enrichment activities and appeal to a wider range of pupils and parents. Discussions took place to give departments opportunities to further enhance the academic curriculum via bids.

2- Remote learning						
<b>Teaching (T)</b>	I. All disadvantaged pupils access Google Classroom from home	a) Government Laptop scheme	JA	Extra time to install software/ security	<ul style="list-style-type: none"> <li>- Engagement records for disadvantaged pupils tracked by T&amp;L lead show that remote access is significantly improving week on week.</li> <li>- Regular phone calls home also support this increase in engagement.</li> </ul>	
		b) Dongles/ other ways to support Internet access	CP			
		c) Small visualisers for staff to teach from home	CP	£ 400		Staff have made very rapid progress in their use of remote provision. Staff voice, parental feedback and feedback from the Dean Trust Improvement Partnership put LDA in phase 4 (top level) of the Dean Trust remote provision ladder.
		d) CPD on remote learning for staff	CP	£580		
	II. Access to resources from home	a) Departmental bids to support with home-learning and (new from February 21) <b>with pupils coming back after periods of lockdown.</b>	JA CP	£25,000	Tracking of use of resources (including online) show that although the resources are well used by and benefitted some disadvantaged pupils, some are not fully engaging with them. Discussions took place about pupils coming back in March who may not have all the necessary resources or would benefit from other resources to fully access the curriculum (e.g. Spanish dictionary etc). A review will take place in March 21.	
		b) Instruments for KS4 pupils doing GCSE music	JE	£800	All pupils now enable to access their KS4 provision from home. Phone calls from Head of music show all use the instruments and have 1:1 online with peripatetic teacher.	
		c) Access to bespoke texts to read at home for all KS3 (with reading records)	LMO CP	£5,600	All pupils provided with texts before Christmas. Review of impact will text place when pupils are back in school.	
		d) Access to the “Day” online newspaper	LMO CP	£800	High quality resource that is being used effectively in literacy and PDC lessons. However, some pupils are currently not accessing the resource.	
	II. Access to resources from home	e) CPD for staff delivering literacy lessons, including watching good practice in the department	CP	Part of CPD budget	Planned for Summer 2021.	

3- Transition support					
<b>Teaching (T)</b>	I. Summer school transition	a) Pupils in Year 6 into Year 7 receive literacy and numeracy lessons	JE	£ 15,000	Summer school to take place again in summer 21
	II. Transition (supporting pupils' needs after lockdown)	a) Pupils' profiling (see V, b)	LM	Staff time	1:1 wellbeing and engagement support has taken place regularly over lockdown for identified pupils.
	III. A comprehensive CEIAG offer to focus on social mobility	a) Contribution towards careers officers' cost	LM	£ 25,000	During lockdown, we have continued to provide 1:1 career interviews on-line or by phone and to support pupils with post 16 applications. Proactive communication with post-16 providers and promoting their virtual events. Remote careers advice to Y9 as part of options process.
	IV. Transition classes to support pupils with KS2 scores 80-85	a) Contribution towards the 5 transition groups to deliver a bespoke curriculum	CT	£ 25,000	Transition groups continue to support vulnerable pupils struggling to access the curriculum. EHCP and PEP reviews with parents confirm how positive the groups are to meet pupils' needs.
	V. Specialist core subject teaching in inclusion	a) Part time maths/ Science and English specialist	JA	£ 10,000	Parent & pupil voice, SLT monitoring, behaviour records and mock examination 1 show that the specialists have had a positive impact on the academic development of Inclusion.
<b>Total allocation for Teaching: £ 246,960 (46% of PP budget)</b>					
1- High-quality one-to-one and small group tuition					
<b>Targeted Support (TS)</b>	Area	Strategy	Lead	Cost	Review notes & RAG February 21
	I. One to one and small group tuition	a) See catch-up plan b) Employment of extra teaching staff to allow English and Maths to reduce Pupil/teacher ratio in Y11 and increase contact time of our disadvantaged pupils (including white board)	LM EP /FF	£ 56,280	Term 2 needs to be reviewed as pupils are at home. We are looking to re-direct these staff's time to provide online, remote 1:1 to identified pupils during lockdown.

2- Further support pupils catch up					
Area	Strategy	Lead	Cost	Review notes & RAG February 21	
I. Support with resources at KS4	a) Past papers practice exam questions booklet for Y10 & 11in maths	EP	£2,800	These have been used for revisions for Mock 1 and as remote resources.	
II. KS3 Pupils significantly behind with their reading ages	a) Remodel literacy lessons for 4 classes who will use levelled comprehension boxes	CP LMO	Funded via catch up plan	Pupils have been identified and tested, staff have been trained; this strategy will take place when pupils are back.	
3-Teaching Assistants and Targeted Support					
<b>Targeted Support (TS)</b>	I. Support hard to reach learners	a) Remodel Inclusion/SEND to further increase those departments' efficiency	JA		This model has been positively commented on during the last IQM report (2021).
		b) Alternative provision budget contribution	JA	£ 70,000	AP continues to support young people at risk of being excluded.
		c) Remodel graduated response approach so it is more teacher friendly, reduces workload and efficiently supports pupils	CT CF JA		This model was favourably commented on by the IQM assessor and the Local Authority SEND officer.
	II. Planning for pupils with SEND	a) "Provision map" software	CT	£ 1,700	Installed in January 2021- a first review will take place in May 2021
b) Bespoke courses for very low achieving pupils "Kip Mc Grath" programme		CT	£ 2,500	This individualised learning programme is helping target the specific needs in the foundations of English, reading, spelling, comprehension and maths of a pupil in Year 11.	
c) Bespoke CPD for non-specialists teaching Literacy lessons		CP LMO	time	Planned for Summer 2021	
d) Close tracking of SEND reading ages / progress and report back to Deputy head		CP LMO	time	This started but will re-start after testing point in March 2021	

	e) Lexia software and read write gold	CT	£ 4,000	Both extensively used/ support pupils to access learning and mock examinations. Lexia is improving the reading ages of dyslexic pupils in the transition groups (data available to support this) – will be rolled out for home use.
	f) All pupils to have their own headphone to access online software	CT	£ 1,000	Pupils accessing online provision are making use of the headphones. This has also been useful during in house provision during lockdown.
	g) <b>New from February 21:</b> touch screens tablets to support remote learning for pupils in transition groups	NS		

**Total allocation for Targeted Support: £ 137,380 (25% of PP budget)**

**1- Supporting parents and carers**

Wider strategies (WS)	Area	Strategy	Lead	Cost	Review notes & RAG February 21
	I. Parent engagement and support	a) Contribution to SEND support officer to engage with SEND pupils' parents	JA	£ 10,000	Started in January 2021.
b) Support leaflets for accessing remote learning		CP	£ 1,000	Staff have used them to talk parents through the provision. Parental feedback has been very positive.	
c) KS4 booklet to support parents with understanding how to support their children at KS4		LM	£500	Very positive feedback from Y11 parents and pupils. During remote learning, these guides are regularly referred to. This will be extended to KS3 (funding will come from catch up plan)	
d) Attendance rewards for pupils with SEND, in consultation with parents		CT	£500	EHCP attendance in Term 1: 93% (National all: 85%) SEND attendance in Term 1:87% (National all: 85%)	
e) Free uniform and equipment for the whole of Year 7- <b>New from February 21: review equipment on offer for Year 7, following the</b>		JE	£15,000	Positive feedback from parents.	

<b>Wider strategies (WS)</b>		success of extras provided during lockdown periods.				
		f) Free breakfast for struggling families identified by HoYs	EP	£2,000	Pupils have benefited from these.	
		g) Hardship fund to support with uniform, equipment and other identified needs	EP/HH	£3,000	Pupils continue to be given what they need to access basic educational needs.	
	<b>2-Supporting pupils' behaviour needs</b>					
	I. Embed Behaviour for Progress	a) Behaviour for progress tracked through "ClassCharts" software	CS	£ 1,600	ClassChart is particularly important during periods of lockdown to track and reward pupils' engagement with remote learning and engage parents.	
		b) Embed the House System	HH	£2,000	The house system continues to be embedded and promoted throughout lockdown.	
	II. Develop aspirations and culture capital in Inclusion	a) A programme of inspirational and cultural activities	CF HH	£4,000	Will be reviewed in Spring 2021, after lockdown 3	
	III. Supporting vulnerable pupils to develop social, emotional and behavioural skills to succeed	a) Inclusion department salary contribution	CF JA	£50,000	Inclusion continues to be praised by externals (LA, IQM) as it plays a vital role in supporting the needs of vulnerable pupils (including those at risk of being excluded).	
		b) Revamp inclusion model to better target academic needs	JA CF		The model has been changed to target academic needs as well as mental/ wellbeing ones. SLT monitoring shows there has been a shift towards a more developed academic approach to Inclusion.	
		c) New from Feb 21: upskill TAs via targeted courses to support pupils' mental health	CS	£5,000	Due to start in half term 4	
IV. Support Y11 with concentration pre-examinations	a) Breakfast prior to examinations	LM	£1,000	Currently not in used/ money re-directed		
<b>3-Attendance</b>						
<b>Area</b>	<b>Strategy</b>	<b>Lead</b>	<b>Cost</b>	<b>Review notes &amp; RAG February 21</b>		



<b>Wider Strategies (WS)</b>	I. Attendance to match national, all	a) Improved Attendance data to form tutors so they can monitor PP attendance and action	EP		Attendance for term 1 for PP at LDA (87%) currently higher than that published by Government Statistics website for all (86%).
		b) Funding for admin attendance officer	JA	£ 22,500	
		c) Funding for outreach attendance officer	JA	£ 20,000	
		d) Local Authority Service Level Agreement and support - attendance	EP	£6,000	Since a reorganisation of partnership, more impact noted. Continue to monitor impact and draw up a report of impact with data.
		e) Police panels – Safer Schools Police Officer/attendance blitzes	EP	£5,000	Police officer instrumental in supporting pupils and families. A case studies file of impact has been compiled.
		f) Internal exclusion to support with low FTE	EP	£6,000 staffing	External exclusions continue to be significantly below National.
		g) Heads of Year attendance rewards	EP	£3,000	Attendance for term 1 for PP at LDA (87%) currently higher than that published by Government Statistics website for all (86%).
<b>Total allocation for Wider Strategies: £ 158,100 (29% of PP budget)</b>					

**Review- September 2021**

Please note, a review of the strategy is currently taking place with leaders across the school.