

How we intend to spend Pupil Premium funds this academic year (2019-20)

Area of Expenditure	Key Impact focus	Planned Expenditure 2019/20	Responsible HOF / SLT
Year 8 Brilliant Cub	Raising Aspirations	£2,000.00	VWR
Maths learning support (HLTA)	Progress of PP students. Removing differences to other students	£36,979.00	SWN
English learning support (HLTA)	Progress of PP students. Removing differences to other students	£14,120.00	SGT
Science Learning Support (HLTA)	Progress of PP students. Removing differences to other students	£17,189.00	ARB
Overstaffing in all core subjects (30 lessons total)	Progress of PP students. Removing differences to other students	£37,400.00	WKT / DOS / MGK
English and Hums Intervention tutor	Progress gaps narrowed on 2017-18	£20,853.00	SGT
Literacy mentor	Progress gaps narrowed on 2017-18	£17,802.00	SGT
Heads of Year	Progress, Attendance, Personal development and wellbeing	£51,295.00	CSS
Alternative provision (on site) - R2E & Inclusion mentors	Attendance & Reduction in FTE / IE / Study room	£41,142.00	CSS
Gateway	Attendance & Reduction in FTE / IE / Study room	£11,355.00	CSS
AP Budget	Attendance & Reduction in FTE / IE / Study room	£20,000.00	CSS
Education welfare officer (0.5)	Overall attendance and PA for PP = NA or better	£14,625.00	WKT
Pupil Premium attendance officer	Reduction f PA to within national norms	£11,988.00	WKT
Health and wellbeing manager (0.33)	Student wellbeing and access to education. Measured through attendance	£10,194.00	WKT
Counselling Support (0.33)	Social / emotional support and resilience	£15,543.00	WKT
Careers Support (0.33) plus resources and capitation	Raising aspirations & motivation. Measured through progress comparisons and attendance	£10,000.00	AOE
Intervention budget to include: <ul style="list-style-type: none"> • Equipment / consumables • En and Maths residential • Support for uniform / trips Rewards 	Accessibility enabling equality of opportunity. Measured through attendance and motivation	£27,687.00	WKT
SLT Monitoring and QA (0.05FTE)	QA of all strategies	£4,830.00	WKT
Total		£365,002.00	

Targets

Academic targets for the PP cohort during the upcoming academic year will be entered after discussion with our Local Governing Body and the Academy Trust.

Attendance:

We have set very ambitious targets for the attendance of PP students so that it remains at least in line with other PP students nationally

Behaviour and Rewards

We expect to see and rise in the ratio of reward – behaviour points and a reduction of 10% in internal and fixed term exclusions

Examples of Interventions to raise attendance and address persistent absence:

- The same applies to Persistent Absence figures have employed a further full-time PP Attendance Support Officer who will be working directly is working directly with PP students whose attendance is a concern to support them with being in school and also providing attendance analysis for middle and senior leaders to act upon.
- Our EWO provides support to the above post and continues to support the management of the overall attendance improvement strategy.
- We have reprioritised the work of the Head of House Team to ensure that they have a priority focus on the support of PP attendance.

Examples of interventions to raise attainment:

- Overstaffing in the core subjects of English, maths and science to reduce some class sizes and allow for flexible approaches to learning for PP students
- Core Subject HLTA Support: Our Higher Level Teaching Assistants are supporting small groups of pupils in core subjects to help with progress and secure exam readiness
- Small Group and 1:2:1 Tuition: Staff from the school are providing extra tuition within school hours and after school for specific students with literacy and numeracy support requirements
- Academic mentoring of identified students
- Practical Lesson Support: Funding subsidises the purchase of ingredients for food technology students and materials for product design and textiles
- A range of alternative curriculum interventions support those students who find accessing the mainstream curriculum challenging
- Homework Club: This supports our pupils with independent work and ensures they are able to complete out of hours learning tasks in a supportive environment
- Support for Trips and Visits: Funding subsidises educational and experiential trips and visits to ensure no disadvantaged child misses an opportunity through the cost of the activity. Many of these activities are linked to controlled assessments or other components and are vital to ensure a student can achieve their best in the subject area.

Examples of Interventions to support welfare and wellbeing:

- Welfare support: Our non-teaching Heads of House provide day to day support for students who have welfare needs, ranging from self-esteem, emotional needs to more complex welfare needs, working where necessary with other agencies.
- Uniform Supply: Funding is able to subsidise the costs of school uniform and PE kit from our suppliers
- Counselling Support: Our on-site counsellor offers emotional support to those in need and can work with students and their families to provide confidential security and strategies to help with issues in and out of school
- Careers Support: HoH and year leaders are able to deliver important messages and direction around careers and choices as pupils progress through school supported by an experienced Careers Advisor
- Health and Well-being support: Our on-site Health Manager offers health and well-being support to those in need and works with students and their families to ensure students are able to access their right to an education.