

Pupil Premium 2020/21

Allocation	2020/21		
<i>Based on the School Census</i>			
Pupils in year groups 7 to 11 recorded as Ever 6 FSM	249	@ £955	= £ 237,795
Looked-after children (LAC)	0	@ £1,900	= £0
Children who have ceased to be looked after by a local authority in England and Wales because of adoption, a special guardianship order, a child arrangements order or a residence order	0	@ £1,900	= £ 0
Service Children	0	@ £300	= £ 0
Total			= £ 237,795

Barriers to future attainment for students eligible for the PGP

Academic barriers

- In-academy attainment gaps on entry in English and Mathematics.
- Reading ages significantly lower than both chronology and national on entry.
- Positive learning habits are often not fully embedded.

Quality first teaching and harnessing the power of feedback			Cost: £7,073		
Action		Intended Impact	2020/21 Cycle 1	2020/21 Cycle 2	2020/21 Cycle 3
1	Review and adapt LTPs and SOW each cycle.	To enable gaps in learning to be revisited and reflect on success on next steps for next year.			
2	Design and implement a bespoke CPD programme underpinned by development of a practice culture.	To improve quality first teaching and routines in the classroom.			
3	Further embed intervention and prevention strategies aimed at supporting disadvantaged students.	To close gaps in knowledge for disadvantaged students.			
4	Embed and respond to retrieval practice through lesson 1 quizzing, quick 6 and low stakes quizzing.	To improve retrieval of knowledge to improve success and outcomes on cycle assessments.			
5	Embed regular assessment and feedback models across all departments.	To regularly find out gaps in student's knowledge to inform teaching.			
Highly tailored interventions and more time			Cost: £144,811		
6	Build accelerated reader into the English curriculum in Y7-9.	To deliver a supported reading package identifying gaps in students reading and reading for understanding.			
7	Purchase GL NRT tests for English and maths for Year 7.	Identify the ability of students to enable target setting, baseline setting and core groupings.			
8	Introduce P8 intervention for targeted cohorts of Year 11 students to improve progress of PP students.	P8 interventions should close gaps in students' subject knowledge and prepare them for examinations.			
9	Adapt Y11 PD to become core Exam Prep to improve progress on PP students.	To increase students exposure to exam question practice and discover different revision methods.			
10	Introduce Saturday school for Year 11 to improve progress of PP students.	Saturday school should focus on exam practice in core and Ebacc subjects.			
11	Employ additional teachers in core subjects to create an additional class.	To improve outcomes in core subjects.			
12	Employ additional student support workers to assist with the cover strategy and support disadvantaged learners.	To ensure the quality of teaching and learning remains high in the absence of staff so that students can still make progress in lessons.			
13	Embed an effective lesson 1 for all year groups.	To ensure all students receive the same start to the day and are clear about the school's vision and expectations. This ensures students are ready to learn and the average no. of detentions to be similar across disadvantaged and non-disadvantaged.			
14	Embed Knowledge Organisers to be used for effective home learning across Y7-10.	To provide students with the key knowledge needed for every subject each cycle and to ensure they are completing home learning on this knowledge every day.			

Minimising barriers to achievement			Cost: £62,950		
15	AFL kits provided along with a school bag and PE kit to minimise any barriers to learning. Uniform vouchers also given out.	All students will therefore be equipped and ready to learn in all subjects.			
16	Full time safe guarding lead.	Students will feel safe in school.			
17	Strategically employ an Attendance Officer to target key disadvantaged students.	To improve the attendance of disadvantaged students.			
18	Maximise the effectiveness of DEAR through Lesson 1.	Students will read every day and more widely/often.			
19	Provide a homework club for disadvantaged students to support learning outside the classroom.	Disadvantaged students will complete the same amount of homework as non-disadvantaged.			
20	Provide a range of CEIAG opportunities for disadvantaged students in all year groups.	Disadvantaged students will experience a range of CEIAG opportunities.			
21	Additional after school and Saturday intervention sessions for Y11 students to improve progress in core and Ebacc.	Disadvantaged students will have a safe place with a subject expert to do additional revision and intervention.			
22	Full time careers advisor through C&K.	Disadvantaged students will receive careers advice during their time at school and especially in year 11.			
23	Additional Y11 parents evening for PP students to provide them with additional revision materials and communicate strategies with parents to improve progress.	The parents of disadvantaged students will understand how they should be revising and what the gaps in their knowledge are.			
24	Purchase 3 more class sets of chrome books and charging case.	Access to computers is essential for some subjects (Business, Sport, HSC), but this will also support the AR programme. We would struggle to move computers across bubbles			
25	Purchase revision guides and workbooks from CGP for all Y10 and Y11 students.	Supporting home learning, remote learning and in-class. Improved attainment between C1 and C2 mocks			
Raising Aspirations and Broadening Experiences			Cost: £22,961		
26	Raise aspirations through a visit to a University.	To give disadvantaged students and experience of what going to university looks like to increase the chance of them attending.			
27	Subsidise residential trips. (Y11 revision residential)	To ensure disadvantaged students do not miss out on any valuable learning experiences.			
28	Provide a wide range of <i>free extra</i> -curricular activities to raise self-esteem and foster good relationships of PP students.	Disadvantaged students will have opportunities to attend both sports clubs and academic clubs to give the chance to develop their character.			
29	Each year students experience a variety of educational enrichment.	Disadvantaged students will develop their cultural capital through experiences outside of the classroom.			
			Total Cost	£237,795	

Review of Expenditure

Quality First Teaching and Harnessing the Power of Feedback	
Impact	Lessons Learned
<ul style="list-style-type: none"> • Long term plans have been developed to aid the delivery of the curriculum across all subject areas. • Schemes of work have been reviewed and adapted in every subject area. • Departments planned closing the gap lessons for the students return to school and adjusted all LTP to address missed learning. • Home learning strategy ensures every student completes homework everyday even during lockdown. • Training delivered to CLT on Assessments, Knowledge Lists and QLAs planned and prepared. • CPD delivered virtually because of COVID. (Rosenshine resources, £1,800) 	<ul style="list-style-type: none"> • Use coaching and practice when we return to school to ensure consistency across the academy remains. • Adjust the curriculum to add additional capacity for literacy in Y7 & 8. (AR, £5,273)
Highly Tailored Interventions and More Time	
Impact	Lessons Learned
<ul style="list-style-type: none"> • Knowledge Organisers for every subject area to aid with retention and knowledge recall. (£1,011) • Small group, 3 to 1 tutoring for Y10 PP students in Maths and English. (£4,000) • Embed an effective lesson 1 for all students to go over the school's vision and expectations. When students were isolated they still logged on which improved the engagement with remote learning. This gives all students the same start to the day and ensures they are settled and ready to learn. This had led to the average no. of detention been very similar across disadvantaged and non-disadvantaged. (Classcharts, £2,800) • Employed additional staff to provide an additional set in both sides for core in Y10 and 11. (£137,000) 	<ul style="list-style-type: none"> • Embed literacy interventions to improve reading ages. This will improve the progress in English across all year groups. • Whole school literacy focus needed, Y7 & 8 have an additional hour of literacy every week. • Reading tests need to be sat at the start of the academic year.
Minimising Barriers to Achievement	
Impact	Lessons Learned
<ul style="list-style-type: none"> • Y11 students were given revision guides to use at home and assist with their learning in lessons. (£5,200) • Using positive framing in student interactions when addressing negative behaviour has helped to reduce the number of students given to disadvantaged pupils. • Additional Y11 parents evening for PP students to provide them with additional revision materials and communicate strategies with parents to improve progress. (£2,500) • All students in Y11 (inc PP) received careers advice and all students attended a careers fair. • Full time APSO service through the LEA. (£30,000) • AFL kits provided along with a school bag, hoodie and PE kit to minimise any barriers to learning. (£3,500) Uniform vouchers also given out (£4,500) • Progress leader held regular progress meetings with students to help improve progress across school along with a non-teaching head of year to focus on pastoral needs. (£10,000) 	<ul style="list-style-type: none"> • Culture of practice needs to be embedded across staff to tighten up academy routines. (Coaching training £2,000) • Improve access to talk services including counsellors, youth workers and therapeutic support groups. • All PP students provided with a device and wifi to work from home during lockdowns and when isolating. (£5,250)
Raising Aspirations and Broadening Experiences	
Impact	Lessons Learned
<ul style="list-style-type: none"> • New academy displays to support the culture and key ways to achieve to promote students success. (£1,500) • Y11 visit to Kingswood for additional learning to take place in English, Maths and Science, Sept 2021. (£6,250) 	<ul style="list-style-type: none"> • Kingswood trip carried over to next year's Y11 students. • Arrange Educational visits for Week 10 in Cycle 1 and 2 to ensure students experience cultural capital. (£11,211) • Arrange college and university visits for KS4. (£4,000)