

Identification of Pupil Premium Expenditure for 2018-2019

(Note: staffing includes salary and on-costs such as employer's national insurance and pension contributions)

Desired outcome	Action/approach	Desired impact	Cost
Improve literacy in Year 7 and 8	<ul style="list-style-type: none"> • Ruth Miskin Phonics • Phonics resources • Literacy interventions • Literacy focus during GST • Director of Learning Communications to lead on literacy and library • PP learning mentor appointed 	<ul style="list-style-type: none"> • There is an attainment gap in English between PP and non PP. Evidence from EEF shows that this can grow over time at high school and that the most effective intervention is to diminish the difference as early as possible in Year 7. • Literacy interventions and programmes are intended to improve reading, comprehension and writing for those pupils in KS3 who are below age related expectations. This will enable them to fully access the curriculum and increase their rates of progress in all subjects. • Pupils in Year 8 have not had access to interventions of this kind Year 7 and so have been included in this initiative. • The creation of an SLT post to lead on literacy will raise its profile, ensure literacy events and activities take place, ensure the library is well promoted as a learning resource and is actively encouraging wider reading for pleasure. <p><i>“Successful literacy essentials include: a senior member of staff with knowledge of literacy and pedagogy; effective assessment systems which set targets from national data, not pupil group data; a quality phonics programme; literacy taught within a meaningful and relevant curriculum; ‘students at risk’ having a nominated learning mentor; learners being treated as adults; and good partnerships with parents.”</i></p> <p>Literacy Guide for Secondary Schools</p> <ul style="list-style-type: none"> • The PP learning mentor will be a teacher who promotes breakfast club as a place to support literacy interventions and school readiness. This will build social confidence as well as literacy skills. 	<ul style="list-style-type: none"> • RMP: £2,750 • Resources: £4,650 • TLR for PP mentor: £2,160 • SLT literacy post: £4700 additional cost <p>Total: £14,260</p>
Improve numeracy in Year 7 and 8	<ul style="list-style-type: none"> • Numeracy coordinator to be appointed • Numeracy online resources and Maths Apps to be purchased to support Maths SoW and develop numeracy skills • 1 in 5 Maths lessons focused entirely on numeracy with supporting homework • Numeracy intervention with Year 7 & 8 by Ma targeted intervention graduate (TIG) 	<ul style="list-style-type: none"> • There is a skills gap when it comes to numeracy skills and knowledge between PP and non PP. Evidence from EEF shows that this can grow over time at high school and that the most effective intervention is to diminish the difference as early as possible in Year 7. • Numeracy interventions will improve pupils’ ability to be successful in Maths, increase their confidence and resilience, improve attitudes to learning in Maths and increase their rates of progress. • Pupils in Year 8 have not had access to interventions of this kind Year 7 and so have been included in this initiative. • The creation of numeracy coordinator (NC) post will raise its profile in Maths and in school, ensure numeracy events and activities take place • Adapting KS3 SoW to focus on numeracy skills prepares pupils for the demands of the new GCSE where such skills are required at both foundation and higher level to be successful • Online resources to support access outside the classroom and enable parents to support their children at home with developing numeracy skills • Graduate to spend one third of their curriculum time supporting numeracy interventions in Year 7 & 8 	<ul style="list-style-type: none"> • NC: £4088 • TIG: £9879 (1/3) • Resources: £1500 <p>Total: £15,467</p>

<p>Diminish the difference between PP pupils and non-PP pupils' progress and attainment in Maths in both internal assessments and KS4 examinations</p>	<ul style="list-style-type: none"> • Director of Learning for Maths to be appointed • 1 x additional teacher of maths to increase the number of sets, enable more focused teaching and to provide targeted intervention • Masterclasses and revision with lead examiner for Year 11 • Y11 Maths residential • For PP pupils • PiXL Maths App • PiXL Curve • Revision and homework resources 	<ul style="list-style-type: none"> • There is an attainment gap in Maths between PP and non PP. Evidence from EEF shows that this can grow over time at high school and that the most effective intervention is to diminish the difference as soon as the pupil falls behind. • Targeted interventions will improve pupils' ability to be successful in Maths, increase their confidence and resilience, improve attitudes to learning and increase their rates of progress. • Current PP pupils have not had access to interventions of this kind and so all year groups will be included. • The creation of an SLT post to lead on raising standards in Maths will add capacity to deliver high quality lessons, improve the quality of leadership and management and ensure the new Maths team are developed, supported and challenged appropriately • An additional teacher will enable targeted group intervention groups to be created and bespoke programmes to be delivered to raise attainment • Masterclasses will boost confidence, improve higher level skills and improve exam technique • Maths residential to provide focused academic and pastoral support for PP pupils who generally lack confidence in exam techniques and whose aspirations often require a boost • Revision guides, work books and supporting digital resources for Maths to support home learning and enable frequent exam practice with revision materials to hand in and out of class 	<p>DoL add cost: £6,353 Teacher: £35,000 Masterclasses: £5000 Residential: £2500 App: £500 Curve: £1000 Resources: £6840</p> <p>Total: £57,193</p>
<p>Diminish the difference between PP pupils and non-PP pupils' progress and attainment in English in both internal assessments and KS4 examinations</p>	<ul style="list-style-type: none"> • Director of Learning for Communications to be appointed • 1 x additional teacher of English to increase the number of sets, enable more focused teaching and to provide targeted intervention • Masterclasses and revision with lead examiner for Year 11 • Additional resources to support delivery of new SoW more effectively to PP pupils 	<ul style="list-style-type: none"> • There is an attainment gap in English between PP and non PP. Evidence from EEF shows that this can grow over time at high school and that the most effective intervention is to diminish the difference as soon as the pupil falls behind. • Targeted interventions will improve pupils' ability to be successful in English, increase their confidence and resilience, improve attitudes to learning and increase their rates of progress. • The impact of improved English skills will benefit all subjects in the curriculum and enable faster rates of progress in other subjects too. • The creation of an SLT post to lead on raising standards in English & Languages will add capacity to deliver high quality lessons, improve the quality of leadership and management and ensure the English team are developed, supported and challenged appropriately • An additional teacher will enable targeted group intervention groups to be created and bespoke programmes to be delivered to raise attainment • Masterclasses will boost confidence, improve higher level skills and improve exam technique • Revision guides, work books and supporting digital resources for English to support home learning and enable frequent exam practice with revision materials to hand in and out of class • Theatre trips are expensive and to enable PP pupils to benefit and help bring text to life, they will be fully or partially subsidised 	<p>DoL add cost: £6,353 Teacher: £35,000 Masterclasses: £5000 Theatre: £2000 Resources: £6840</p> <p>Total: £55,193</p>

	<ul style="list-style-type: none"> Financial support for theatre trips linked to texts being studied 		
<p>Diminish the difference between PP pupils and non-PP pupils' progress and attainment in Science in both internal assessments and KS4 examinations</p>	<ul style="list-style-type: none"> Director of Learning for Science to be appointed Masterclasses and revision with lead examiner for Year 11 Additional paper, digital and practical resources to support delivery of new SoW more effectively to PP pupils Financial support for trips linked to Science 	<ul style="list-style-type: none"> There is an attainment gap in Science between PP and non PP. Evidence from EEF shows that this can grow over time at high school and that the most effective intervention is to diminish the difference as soon as the pupil falls behind. Targeted interventions will improve pupils' ability to be successful in Science, increase their confidence and resilience, improve attitudes to learning and increase their rates of progress. The creation of an SLT post to lead on raising standards in Science will add capacity to deliver high quality lessons, improve the quality of leadership and management and ensure the Science team are developed, supported and challenged appropriately Masterclasses will boost confidence, improve higher level skills and improve exam technique Revision guides, work books and supporting digital and practical resources will support improved delivery and engagement in practical and theoretical science. Homework resources and revision guides will support home learning and enable frequent exam practice with revision materials to hand in and out of class Trips are expensive and to enable PP pupils to benefit and help bring Science to life, they will be fully or partially subsidised 	<p>DoL add cost: £6,353 Masterclasses: £5000 Trips: £1000 Resources: £12,000</p> <p>Total: £24,353</p>
<p>Ensure no permanent Exclusions of disadvantaged and improve FTE figures</p>	<ul style="list-style-type: none"> Consultant to add capacity and deliver support and training Educational Psychologist directly contracted for 1 day per week Purchase LA traded services to support PP pupils with additional needs Teacher appointed to support pupils in on site, non-mainstream provision Support staff appointed to support the above facility Student Support team continue to 	<ul style="list-style-type: none"> Pastoral Care and Attendance Consultant for 45 days Director of Learning for inclusion appointed Many previously free services are now chargeable, traded services and demand is growing with long waiting lists. These services are vital for our most vulnerable pupils to identify needs and advise on appropriate support and intervention. The vast majority of those requiring support are PP. Ed Psych services and CAMHS are difficult to access due to service demands and delays impact negatively on pupils' progress and engagement SEMH needs are growing and there are larger numbers who require additional support in order to achieve good outcomes. SEND diagnoses are increasing and many support services are now chargeable. The majority of pupils are funded at a very low level for SEND Staff will be supported and trained in working with PP pupils with SEMH A separate 'turnaround' facility to encourage reluctant attenders, those struggling in mainstream and those who require a different curriculum provision will be staffed by teachers and specialist support staff Student support officers and student services manager will work on interventions with those identified as at risk of exclusion for 10% of their time per week 	<p>Consultant: £15,570 DoL add cost: £ 4500 Ed Psych: £9405 LA services: £11,000 Teacher: £40,000 Support: £21,000 10% SSO & SSM time: £18,120</p> <p>Total: £119,595</p>

	work with students on a daily basis as well running bespoke interventions to address needs.		
Improve attendance of PP pupils and reduce persistent absence	<ul style="list-style-type: none"> • Breakfast club as pastoral support • Attendance consultant 38 days 	<ul style="list-style-type: none"> • Improve attendance, punctuality, social skills and confidence as well as ensuring a healthy start to the day with a good breakfast • Support staff to improve skills, knowledge and impact of work to improve attendance 	Bfast club: £2500 Att Cons: £11,115 Total: £13,615
Improve access to enrichment and extension experiences in other subjects	<ul style="list-style-type: none"> • Subsidies for trips and visits • Subsidies for extracurricular activities 	<ul style="list-style-type: none"> • Ensure PP pupils are not disadvantaged by the cost of experiences such as these by offering subsidies when they are promoted • Contract services such as sports coaches and riding coaches to offer experiences and opportunities to PP pupils at a subsidised cost 	Trips: £8000 Ex Curr: £6484 Total: £14,484
			Total: £314,160