



**Pupil Premium 2019 - 2020**

	<b>Initiative</b>	<b>Estimated Costs</b>	<b>Action</b>	<b>Desired Impact</b>	<b>Staff Lead</b>	<b>Evidence</b>	<b>Impact</b>
1	Extra set for maths and English throughout the Senior Phase to ensure that teacher ratio is smaller and therefore PP/6Y pupils obtain more teacher time.	£55,000	One extra set in Maths and English in each year group.	A lower teacher pupil ratio to enable more time to be given to each PP/6Y pupil and therefore more timely interventions, support and challenge. This will then increase progress and attainment for these pupils.	NHV	Data to show gaps closing for PP/6Y pupils in Maths and English	
2	Library lessons for Year 7 to Year 9 to have an English teacher alongside the School Librarian in order that all pupils, including PP/6Y, have the regular opportunity to read to an adult. This will assist in addressing 'Closing the Vocab Gap'.	£15,000	Library lessons for Year 7 to Year 9 to be timetabled so that an English teacher alongside the School Librarian are present. All pupils to then have regular time reading to either the teacher or School Librarian with priority given to PP/6Y in the first instance.	Pupils become more confident in reading. Gaps are closed in understanding vocab as individual intervention, support and challenge can be given. Pupils become more confident in accessing the new style of GCSEs in all subjects and therefore outcomes improve. All pupils are encouraged to read a wide range of literature guided by the adults they are reading to in order to develop a love of reading that they can take forward into adulthood.	NHV	Data to show gaps closing for PP/6Y pupils in English. Outcomes improving in all subjects as the required language skills are developed	
3	Targeted English and Mathematics days, one per term, for Year 10 and Year 11 PP/6Y pupils	£2,000	Targeted English and Mathematics days, one per term, for Year 10 and Year 11 PP/6Y pupils to be organised and run by the Head of English Faculty and the Head of Mathematics and Computer Science Faculty. Activities on these days to be planned to provide intervention, support and challenge so that all PP/6Y pupils can have their individual needs met.	More than expected progress in English and Mathematics for PP/6Y pupils	LMM/CAM	Data to show gaps closing for PP/6Y pupils in Maths and English	
4	Weekly English and Mathematics Clinics	£6,000	Weekly subject clinics in English and Mathematics with priority given to PP/6Y pupils. Targeted intervention, challenge and stretch for PP/6Y pupils to be provided during the clinics. PP/6Y pupils will be targeted to attend the clinics and given priority. Registers will be kept of those pupils attending the clinics.	More than expected progress in English and Mathematics for PP/6Y pupils	LMM/CAM	Data to show gaps closing for PP/6Y pupils in Maths and English	
5	Targeted weekly intervention, challenge and stretch small group support in English and Mathematics.	£8,000	Maths and English weekly interventions for Year 11. Priority given to PP/6Y pupils. These interventions will take place during the normal timetabled day with pupils withdrawn from a lesson to attend a session with an English or Mathematics teacher. The list of pupils attending these sessions will be reviewed half termly following the most recent data drop by R.JC.	More than expected progress in English and Mathematics for PP/6Y pupils	LMM/CAM	Data to show gaps closing for PP/6Y pupils in Maths and English	
6	Funding 'MyMaths' for Year 7 to Year 11	£1,000	To continue with our membership of the 'MyMaths' computer accessed resource. Ensure that all pupils have access to their individual accounts.	More than expected progress in Mathematics for PP/6Y pupils. Pupils are confident using this resource to improve, consolidate and extend their mathematics skills	CAM	Data to show gaps closing for PP/6Y pupils in Maths	

7	Funding 'Accelerated Reader' for Year 2 to Year 8	£3,000	To continue with our membership of the 'Accelerated Reader' computer accessed resource. Ensure that all pupils have access to their individual accounts.	More than expected progress in English for PP/6Y pupils and pupils' reading ages are showing significant increases. Pupils are confident using this resource to improve, consolidate and extend their reading skills. Pupils develop a love of reading and are encouraged to read widely through the range of books available on the accelerated reader scheme.	School Librarian/HLS	Data to show gaps closing for PP/6Y pupils in English	
8	Funding 'Bedrock' for PP/6Y pupils, Year 9 pupils and Year 5 pupils	£3,000	To continue with our membership of the 'Bedrock' computer accessed resource, extending its use to Y5. Ensure that all PP/6Y pupils and all Year 9 and Year 5 pupils have access to their individual accounts.	More than expected progress in English for PP/6Y pupils. Pupils are confident using this resource to improve, consolidate and extend their vocab. Gaps are closed in understanding vocab as individual intervention, support and challenge can be given. Research used to justify this initiative is 'To increase the vocabulary of disadvantaged children as research shows that "By the age of 4, a child from a 'welfare' family is exposed to 30 million fewer words than a child from a 'professional' family" (Hart and Risley 2003)'.	LMM/HLS	Data to show gaps closing for PP/6Y pupils in English	
9	Funding 'Learning by Questions' resource	£45,000	Learning by Questions resource to be implemented in KS2 and KS3/4 (Mathematics and Science).	To increase motivation, aspiration and outcomes of PP/6Y children in English, Mathematics and Science. More than expected progress in Mathematics and Science at KS3/4 and more than expected progress at KS2 in Reading, Mathematics and Science. The Learning by Questions resource provides immediate individualised feedback on tasks set in order to provide support and challenge in English, Mathematics and Science. It is highly recommended and has won several education awards.	ZMS	Data shows increased progress in English, Mathematics and Science	
10	Time given to specific TAs for timely and appropriate interventions to be implemented to ensure that the Primary Phase PP/6Y children achieve at least age related expectations.	£30,000	Flexible timetables created for some Primary Phase TAs in order for timely interventions, support and challenge groups/activities to be implemented and reviewed with priority given to PP/6Y children. Specific one-to-one and small group interventions have been proven to be extremely effective in ensuring children are given the support required to achieve their full potential.	Primary Phase PP/6Y children achieve at least age related expectations.	HLS	Data to show gaps closing for PP/6Y pupils in all Primary Phase external assessment points	
11	Senior Phase PP/6Y Mentoring System	£6,000	Mentoring system implemented. Deputy Head/Head of KS3/ Head of Sixth Form meets with each PP pupil 3 times per year. Individual targeted support is given to PP/6Y pupils to ensure interventions are pupil specific. Individual mentoring sheets created and staff member will record on these sheets actions taken and also the outcomes of specific interventions.	Increase the progress of PP/6Y pupils in the Senior Phase. Ensure that all PP/6Y pupils have the required support to achieve their best.	NHV	Data to show gaps closing for PP/6Y pupils in all subjects. Increased number of PP/6Y pupils able to access the further education courses with higher entry requirements	
12	Primary Phase PP/6Y Mentoring System	£3,000	Mentoring system implemented. Head of Primary Phase/Deputy Heads of Primary Phase meets with each PP/6Y pupil 3 times per year. Individual targeted support is given to PP/6Y pupils to ensure interventions are pupil specific. Individual mentoring sheets created and staff member will record on these sheets actions taken and also the outcomes of specific interventions.	Further increase the progress of PP/6Y pupils in the Primary Phase. Ensure that all PP/6Y pupils have the required support to achieve their best.	HLS	Data to show gaps closing for PP/6Y pupils in all reading, writing and mathematics.	

13	Specific time given to the Attendance Officer	£2,000	PP/6Y pupils are contacted by the attendance officer as a priority if they are absent from school. Home visits by made when required.	Ensure the highest levels of attendance from PP/6Y pupils	NHV	Half termly analysis of attendance figures show no significant gaps for PP/6Y pupils	
14	Specific time given to the Deputy Head Reporting and Assessment to create individual data analysis sheets and records for PP/6Y pupils	£5,000	Individual mentoring sheets created and reports provided for NHV, HLS and Head. Up to date data used to ensure that mentoring system is effective and the progress of PP/6Y pupils is managed and tracked efficiently.	Increase the progress of PP/6Y pupils by ensuring that their progress and attainment is tracked carefully and that all appropriate information is provided to SLT.	RJC	Individual mentoring sheets created and reports provided for NHV, HLS and Head	
15	Extended Library opening times to facilitate a daily Homework Club	£2,000	Extended Library opening times to facilitate a daily Homework Club in order to provide pupils with a supervised work space. Registers taken by the School Librarian.	Ensure PP/6Y pupils have a suitable place to complete their homework with all the necessary support and resources. Increase the outcomes for PP/6Y pupils.	School Librarian/HLS	Attendance registers completed. Homework data analysed.	
16	Provide pupils with purple pens for use in feedback.	£600	Provide pupils with clear feedback and encourage them to use their purple pens to react to this feedback in order to increase engagement and promote further improvement.	Increase PP/6Y pupils engagement with their studies and promote increased outcomes.	RMT/NHV	Work scrutiny to show increased engagement. Outcomes for PP/6Y pupils to continue to improve.	
17	Provide a workshop/presentation on revision skills to Y11 pupils	£700	Provide revision and study skills training for Year 11 pupils. Organised by RMT	To enable pupils to achieve their best in public examinations. Priority given to PP/6Y pupils. Promote increased outcomes.	RMT	Pupil questionnaires completed and analysed.	
18	School Counsellor employed	£7,000	Employer a school counsellor for 2 days a week to provide support for pupils with priority given to PP/6Y pupils.	Support pupils with their mental health in order to ensure that pupils obtain the support they need and lessen the impact on their studies.	NHV/HLS/GF	Liaison with School Counsellor. Waiting lists analysed.	
19	Provide textbooks and resources to PP/6Y pupils	£5,000	Provide textbooks/revision materials to PP/6Y pupils as required in order for them to have the necessary equipment to complete their studies successfully. NHV to invite HOFs to purchase books/ revision guides etc. for PP/6Y pupils from funding.	Pupils can access examinations and the curriculum as they have the correct equipment. Outcomes to continue to improve.	NHV	Data to show gaps closing for PP/6Y pupils	
20	Year 7 Social Evening	£500	NHV to organise a Year 7 Social Evening to encourage strong links between home and school. Parents of PP/6Y pupils telephoned and invited to attend.	Strong links between home and school from the start of Year 7 in order to provide the best support for pupils.	NHV	Analysis of attendance at the event	
21	Provide funding for visits and events	£8,000	NHV to oversee funds which can be used to cover the costs of visits/events for PP/6Y pupils. NHV/HLS to invite conversations with parents of PP/6Y pupils to ensure that we assist with visit costs if appropriate.	PP/6Y pupils have access to educational visits by ensuring that the costs of these trips are paid for by PP monies (including residential trips if appropriate). This allows for PP/6Y pupils to have access to the full curriculum as well as benefitting from the extra-curricular curriculum.	NHV/HLS	Analysis of visits/events paid for. Discussions with pupils as to individual benefits.	
22	Provide funding for clothing	£3,000	NHV to oversee funds which can be used to cover the costs of uniform for PP/6Y pupils. NHV/HLS to invite conversations with parents of PP/6Y pupils to ensure that we assist with uniform costs if appropriate.	PP/6Y pupils have full access to the curriculum and good attendance at school due to the fact that they have the correct uniform to attend school daily and the specific clothing required to take part in all of the curriculum.	NHV/HLS	Analysis of clothing paid for.	
23	Provide inspirational guest speaker events	£1,000	NHV to liaise with HoFs in order to organise events throughout the year with guest speakers in order to raise the aspirations of PP/6Y pupils. PP/6Y pupils to have priority in attending these events.	Increased number of PP/6Y pupils able to access the further education courses with higher entry requirements.	NHV	Analysis initiatives by looking at impact on outcomes and pupil voice	

24	Subject specific initiatives fund	£2,000	NHV to liaise with HoFs in order to organise subject specific initiatives that require further funding. These initiatives must be aimed to either support or stretch PP/6Y pupils.	Increase PP/6Y pupils engagement with their studies and promote increased outcomes.	NHV	Analysis initiatives by looking at impact on outcomes and pupil voice	
25	Individual careers interviews for PP/6Y pupils in Year 7 to Year 9	£4,000	Careers Advisor to produce a timetable of interviews and supporting paperwork for all Year 7 to Year 9 PP/6Y pupils.	Individual careers interviews for Year 7 to Year 9 PP/6Y pupils in order to be able to raise aspirations and possible future employment/training choices.	NHV	Increased number of PP/6Y pupils able to access the further education courses with higher entry requirements	
26	Primary Booster Sessions	£6,600	Targeted intervention, challenge and stretch activities for PP/6Y pupils. PP/6Y pupils will be targeted to attend the booster sessions and given priority in these sessions. Attendance registers to be kept.	More than expected progress in English and Mathematics for PP/6Y pupils	HLS	Data to show gaps closing for PP/6Y pupils	
27	Year 3 New Parents Evening	£500	HLS to organise a Year 3 New Parents Evening to encourage strong links between home and school. Parents of PP/6Y pupils telephoned and invited to attend.	Strong links between home and school from the start of Year 3 in order to provide the best support for pupils.	HLS	Analysis of attendance at the event	
28	EYFS and KS1 New Parents Evening	£500	HLS to organise a EYFS and KS1 New Parents Evening to encourage strong links between home and school. Parents of PP/6Y pupils telephoned and invited to attend.	Strong links between home and school from the start of EYFS and KS1 in order to provide the best support for pupils.	HLS	Analysis of attendance at the event	
29	Primary Chess Club	£300	HLS to organise a weekly Chess Club with an instructor. PP/6Y pupils to be given priority in attending the Chess Club	PP/6Y pupils can learn a new skill and improve their problem solving/strategic thinking skills	HLS	Analysis of attendance at the club	
30	Subscriptions to aspirational magazines	£150	HLS to subscribe to aspirational magazines and publications in order to raise the aspirations of PP/6Y pupils. PP/6Y pupils to have priority in accessing these resources.	Aspirations of PP/6Y pupils raised and a reduction in perceived barriers due to economic background	HLS	Analysis initiatives by looking at pupil voice	
31	Specific time given to EYFS teachers for extended home visits for new academic intake.	£1,000	HLS to organise a EYFS Home visits for new intake in order to encourage strong links between home and school. EYFS teachers to identify families that are possibly unidentified pupil premium and to advise appropriately	Strong links between home and school from before the start of EYFS in order to provide the best support for pupils.	HLS	Analysis of attendance at parental events during the academic year to build on the home/school relationship	
32	Provide funding for costumes for Primary Phase school productions	£500	PP/6Y pupils to be provided with costumes for Primary Phase school productions.	PP/6Y pupils fully participate in Primary Phase school productions and gain in confidence from these public events	HLS	Analysis of clothing paid for.	
33	Specific Pupil Progress Review Meetings by SLT	£3,000	Half termly meetings of senior members of staff to discuss the progress of PP/6Y pupils in order to ensure timely interventions take place	Increase outcomes for PP/6Y pupils across the school by ensuring timely interventions are in place and that these interventions are reviewed for impact	NHV	Data to show gaps closing for PP/6Y pupils	
34	Primary Clubs	£8,000	HLS to organise a full range of clubs and activities, including sporting opportunities, in order to support pupils' personal development. Registers for each club to be taken. PP/6Y pupils to be given priority as to which club they attend.	PP/6Y pupils learn a new skill, improve their problem solving/strategic thinking skills, develop their sporting and/or creative talents. Pupils increase their resilience by not being afraid to try new things.	HLS	Analysis of attendance at the club	
35	Third Space Learning Online 1-1 Mathematics Tuition	£5,500	Targeted intervention, challenge and stretch activities for PP/6Y pupils. PP/6Y pupils will be targeted to attend the 1-1 online tutor sessions for a set period of time. Attendance registers to be kept.	More than expected progress in Mathematics for PP/6Y pupils	LB/HLS	Data to show gaps closing for PP/6Y pupils in Mathematics	
36	Emergency Access Funds	£30,000	Funding made available for those families who are eligible for pupil premium monies but are waiting for them to be approved. This funding can be used for school meals, uniforms, equipment, visits, school transport etc.	To all pupils to access the full curriculum at all times.	NHV	Data to show gaps closing for PP/6Y pupils in Mathematics	