



Ministerium Tuum Imple Love | Serve Do the best that is possible

Pupil Premium Strategy 2021-22

School is accountable for the manner in which Pupil Premium funding is managed, including the monitoring and evaluation of its effectiveness in improving the quality of teaching and learning and, as a consequence, the opportunities it provides in particular for Pupil Premium students. This provision is reviewed and developed on an annual basis in response to current issues surrounding the progress of individuals and groups of Pupil Premium students. It is also intended to achieve the most effective use of available resources as well as the impact these have on the wider school while remaining focused on aiming to close the gap in attainment between Pupil Premium students and their peers. The school recognises the varying need of its Pupil Premium cohort which is reflected in the wide variety of support and resources that pupils of all abilities can access.

Barriers to Educational Achievement

Priorities identified this year in addressing the needs of Pupil Premium students are;

- To ensure that Pupil Premium children re-connect with the curriculum effectively and that any gaps identified in learning are addressed swiftly;
- Continuing to address poor literacy and numeracy skills to improve levels of self-confidence as well as engagement in independent learning;
- Equipping students with the relevant skills to maximise learning opportunities within the classroom, including addressing any issues around persistent absence from school;
- Reducing the percentage of fixed term exclusions and internal exclusions so that Pupil Premium students are able to access their learning within the classroom;
- Addressing low aspirations so that Pupil Premium students are working towards a longer term goal and are engaged purposefully in their education in order to achieve the necessary qualifications to access post 16 provision.
- Ensuring that students are fully prepared for the next stage of their education.

The Allocation of Pupil Premium Funding

School has been allocated a total of £407,710 for the financial year 2021-2022. These funds are in addition to the main school budget share and are used to try to narrow the gap in attainment and aspiration between those pupils who are recognised as attracting Pupil Premium funding and their peers. This academic year, money has been targeted in the following ways:

Curriculum Support (£93,123)

A proportion of all Department Development Plan funding is to be attributed to the support of the educational needs of Pupil Premium children throughout the school and within all departments. Specific actions are contained within each department development plan.

Specific Capitation Projects (£15,425)

While Curriculum Support covers a broad number of strategies in terms of developing high quality teaching and learning experiences, departments are also encouraged to bid for funding to provide additional and specific resources to support the needs of Pupil Premium Students in their subject areas. Staff are asked to be imaginative and creative in their approach to Pupil Premium spending in order to improve academic performance and support the achievement of the priorities outlined above. Departments during the 2021-22 financial year have requested funds to:

- Produce a series of recorded lessons and revision sessions to be shared on itslearning;
- Target individuals and groups of Pupil Premium for revision sessions. A number of departments are to provide revision guides and resources for Pupil Premium students to aid this process;
- Renew licence of PinPoint in Maths to provide Pupil Premium students with individualised targets and tailored learning resources;
- Equip Pupil Premium students with packs of Art materials to support independent learning away from the classroom;
- Target Pupil Premium students to attend Aim Higher university and college visits to improve aspiration and motivation as well as develop longer term goals;
- Purchase an online GCSE PE text book subscription to allow Pupil Premium students to develop greater independence in their learning;
- Provide intervention resources in Mathematics;
- Purchase of Accelerated Reader licenses for Year 10, 11, 12 & 13;
- Provide parental workshops to support parents to help their child to develop their engagement with English;
- Provide parental workshops to support parents to develop their understanding of the literacy skills required by their child to achieve well across the curriculum;
- Purchase of Doodle Maths subscription to allow Pupil Premium students to develop greater independence in their learning;
- Purchase of Grade Booster Digital + for GCSE Business to allow Pupil Premium students to develop greater independence in their learning;
- Purchase of an online Edexcel GCSE Business course to allow Pupil Premium students to develop greater independence in their learning;
- Purchase of a BTEC TECH award online textbook in Social Sciences to allow Pupil Premium students to develop greater independence in their learning;
- Purchase of Kerboodle online exam practice and revision materials in History to allow Pupil Premium students to develop greater independence in their learning;
- Provide climbing sessions in extra curricular PE;
- Provide resources for pastoral intervention groups;
- Support children in attending school trips;
- Facilitate a YT group trip to Buckden to develop confidence, social skills and promote spiritual development;
- Run the 'I work' programme in year 10 to support pupils and develop the necessary skills to succeed with their work experience;
- Facilitate the 'Journey to Work' programme and resource 'Work Related Learning Day' activities to raise awareness of Pupil Premium students of career opportunities;
- Support the travel costs of a small number Pupil Premium students where access to short term Alternative Educational Provision is necessary to maintain them in mainstream education.

School will aim to provide an active programme of events to raise aspiration and support the motivation of students in establishing longer term goals to improve the quality of future life options and decisions. We will continue to encourage Pupil Premium children to take up opportunities to raise their awareness of higher education, apprenticeships as well as the world of work.

Counsellor (£19,164)

Our School Counsellor is present on school site 2.5 days per week. The counsellor works with a wide range of children whom he will prioritise by need, however a significant proportion of these are Pupil Premium students. The work of our school counsellor continues to lend an additional layer of important support to the pastoral care in school and he liaises closely with the Chaplaincy and Pastoral Assistants and Year Leaders of each year group as well as the Pastoral Manager. It is envisaged that this area of our pastoral support will increase upon the return of pupils post the pandemic.

Chaplaincy and Pastoral Assistants (£151,590)

There is a Chaplaincy and Pastoral Assistant attached to every year group and they are an integral part of the detailed work undertaken in the pastoral care of pupils. They monitor pupil attendance and behaviour, provide intervention on both an academic and social level as well as supporting the spiritual development of students. They also provide a primary contact for parents, and work with families on issues that impact upon learning as well as the physical emotional, mental and spiritual wellbeing of students. Chaplaincy and Pastoral Assistants will also maintain links with outside agencies that are at times necessary in supporting some of the more complex needs of students.

Careers Advice (£4,667)

Careers advice is currently contracted from the outside provider, Prospects, for one day per week in order to support pupils with motivation, aspiration and identifying longer term career and life goals. Any parent may request a careers interview for their child by contacting the pastoral team of the child's year group. This stated proportional resource continues to provide direction and focus for the aspiration of Pupil Premium students.

EAL Support (£16,088)

EAL continues to provide further support to help students to overcome the language barrier and succeed in their learning. Where English is a particular concern more intensive work is undertaken to allow students to manage successfully within the classroom. This is a proportional cost attributed to our pupil premium students.

Literacy Coach (£5,446)

The Literacy coach works with students from all year groups to address literacy concerns that present barriers to student learning. The coach will respond to individuals and groups who need support within English as a distinct subject as well as respond to requests for support of Pupil Premium students by staff who identify a specific need. The intention is that the coach will also work with Post-16 students to review and give advice on written assignments and essays as well as provide support for applications to Further Education. This is a proportional cost attributed to our pupil premium students.

Numeracy Coach (£5,866)

The Numeracy Coach will work with individual or small groups to improve their numeracy and thus their ability to succeed. The Coach also works with Post 16 students who are completing GCSE retake courses. This is a proportional cost attributed to our pupil premium students.

Sports Coaches (£16,240)

We will continue to provide and expand on enrichment activities and opportunities available to pupils outside of the classroom with the school giving particular focus on increasing Pupil Premium participation. School operates a policy of inclusivity and will aim not to allow any child to be restricted from taking advantage of such opportunities due to financial constraints. This provision enables pupils throughout all year groups, including those eligible for Pupil

Premium funding, to access to a broad range of sports courses that appeal to a variety of different interests. School provides a number of Sports Coaches who also have other roles in school. These provide coaching in rugby, netball, rounders, athletics, basketball and cricket and enable pupils to play sport at a more proficient and higher level. The Sports Coaches also provide additional mentoring to some students. This coaching is not necessarily sports related but can also influence attitudes and engagement to learning.

Leadership and Management Time (£64,508)

Time is provided for all leaders to identify specific needs, plan robust actions and evaluate the impact of these actions. This includes time for TLR holders within each Department and support provided by our Pastoral Manager. It also includes leadership time for our Data Manager to analyse key information and assess the impact of our work.

Administration Time (£17,001)

Time is allocated to Faculty Administrators and Finance Assistants to provide admin support and financial management, as well as receptionists offering front line support to pupil premium families

The monitoring and evaluation of Pupil Premium funding

The effectiveness of Pupil Premium spending is monitored by the analysis of data from:

- external examinations performance for Years 11 and 13;
- ongoing school internal progress checks for all year groups. Data is produced for each individual Pupil Premium student;
- attendance monitoring across the school on a half termly basis;
- fixed term exclusions across the school on a half termly basis;
- inclusion and Reflection room records.

This process is further supported by:

- Head of Department and Head of Faculty discussion specific to the progress of Pupil Premium within subject areas;
- Head of Faculty and Year Leader monitoring and discussion of interventions involving Pupil Premium Students with specific year groups;
- Chaplaincy and Pastoral Assistant meetings part of which discusses concerns of specific students including Pupil Premium Students across the school
- Pastoral Plus meetings (involving School Nurse, EAL, SEN, Chaplaincy, Year Leader and Pastoral Manager) to discuss concerns of specific students including Pupil Premium Students by year group;
- Raising staff awareness through training of the nature and varying need of a Pupil Premium cohort;
- Student Voice to seek the views and opinions of Pupil Premium students of their experiences in school;
- A robust behaviour policy that allows Pupil Premium students to access an appropriate level of support in managing their choices and decisions;
- Areas identified through the student mentoring process.

The date of the next formal review of the school's pupil premium strategy will take place in the March 2022.