

Pupil Premium Plan

Summary:

Pupil Premium funding for 2020-21 is expected to be: £228,599

We will continue to focus on those strategies which most clearly evidence impact in achievement and progress, personalised for each young person according to need and based on best practice research:

- Targeted support by teachers
- Mentoring support
- Financial support for basic needs, extra-curricular and enrichment activities
- Raising aspirations

Target	Impact	Strategies	Timescale & Milestones	Resources <i>(Should include costs)</i>
Targeted additional support: English	Within school, gaps between the achievement of disadvantaged students and their peers in English are narrowed significantly.	The provision of additional support in English is based upon the ability levels and individual needs of disadvantaged students.	Report produced to show analysis and actions to be taken after each assessment point.	Additional English teacher £57,645
Targeted additional support: Science	Within school, gaps between the achievement of disadvantaged students and their peers in science are narrowed significantly.	The provision of additional support in science is based upon the ability levels and individual needs of disadvantaged students.	Report produced to show analysis and actions to be taken after each assessment point.	Additional Science teacher for smaller group £57,243
Additional support: Leader of Disadvantaged Student Achievement	Within school, gaps between the achievement of disadvantaged students and their peers are narrowed significantly.	To identify opportunities to refine and improve disadvantaged students' achievement and engagement in School.	Report produced to show analysis and actions to be taken after each assessment point.	Teaching & Learning Responsibility Payment £8,291
English Learning Support Assistant (LSA)	Further tailored support for individuals contributes to accelerated progress across in English.	The LSA will be deployed to raise standards and help to increase the levels of engagement and achievement of disadvantaged students who are struggling in English.	September 2020 Timetable planned to support identified students. Report produced to show analysis and actions to be	LSA £20,363 (TEMP for one year)

			taken after each assessment point.	
Maths Learning Support Assistant (LSA)	Further tailored support for individuals contributes to accelerated progress across in Maths.	The LSA will be deployed to raise standards and help to increase the levels of engagement and achievement of disadvantaged students who are struggling in Maths.	September 2020 Timetable planned to support identified students. Report produced to show analysis and actions to be taken after each assessment point.	LSA £21,127
Literacy Lead	To develop and implement a vision for improving standards of literacy across the School so that all students' literacy proficiency and confidence will improve in all areas of the curriculum.	To plan, implement and evaluate a creative, vibrant and effective whole school literacy strategy, based on research and through an evaluation of the School's current position.	Jan 2020 April 2020 July 2020 Termly review of impact.	Teaching & Learning Responsibility Payment £4,439
Numeracy Lead	To develop and implement a vision for improving standards of numeracy across the School so that all students' numeracy proficiency and confidence will improve in all areas of the curriculum.	To plan, implement and evaluate a creative, vibrant and effective whole school numeracy strategy, based on research and through an evaluation of the School's current position.	Jan 2020 April 2020 July 2020 Termly review of impact.	Teaching & Learning Responsibility Payment £4,439
Student Action Lead	To enable students to make a positive contribution and commitment to volunteering and community action.	Deliver and monitor a wide ranging, rich extra-curricular, and enrichment programme that reaches all cohorts, with a particular focus disadvantaged and SEND students.	Termly monitoring of participation and impact – particular focus on outcomes for disadvantaged cohort.	Teaching & Learning Responsibility Payment £2,873
Disadvantaged Student Achievement Mentor	Highly personalised support will ensure that potential barriers to achievement for identified disadvantaged students are identified and tackled.	To work with an identified cohort of 10-12 underachieving disadvantaged students across each Yr9 group. Targeted students will receive extra support through form time mentoring.	Report produced to show analysis of impact on Students' attendance/behaviour records and progress/attainment after rotation of students.	Teaching & Learning Responsibility Payment £4,439

<p>Raising Aspirations Coordinator</p>	<p>Disadvantaged students in KS3 will be targeted to develop their employability skills and feel supported through their transition into KS4. The students will become more independent and proactive in their pursuit of an aspirational pathway appropriate to their potential.</p>	<p>Ensure that every year 8 student understands the importance of and demonstrates the LORIC employability skills. To include the organisation of a community based activity.</p> <p>Review, evaluate and plan the implementation (resources and staff training/support) of the PiXL Edge programme to ensure that every student understands the importance of and demonstrates the LORIC employability skills.</p> <p>Review the careers in curriculum resources and support each curriculum area ready for implementation during National Careers Week, ensuring that the impact is monitored and evaluated through lesson drop ins, student voice, for example leading to further developments for subsequent years.</p> <p>Organise and oversee the delivery of a tailored labour market information (LMI) programme to all year groups, planning for continuity and progression with the programme in future years.</p>	<p>Sept 20 – Support LORIC teachers with resources and gain feedback at the end of September from stakeholders.</p> <p>Half termly analysis on LORIC student/group progress.</p> <p>National Careers Week is scheduled for March 2021.</p> <p>Monitor the work of departments in implementing their individual improvement plans.</p> <p>Schedule the use of Xello for all year groups throughout the year in a timely manner, eg. Year 11 – Nov 20 Year 10 – Jan 21 Year 9 – Feb 21 Year 8 – April 21 Year 7 – June 21</p>	<p>Teaching & Learning Responsibility Payment £4,439</p>

<p>Pastoral Support Worker</p>	<p>Tailored support for disadvantaged students and their families' helps to ensure that any barriers to achievement related to personal circumstances can be dealt with effectively, leading to accelerated progress. High quality pastoral support provided to students when joining the school helps with the earlier identification and elimination of possible barriers to learning.</p>	<p>The Pastoral Support Worker maintains contact with disadvantaged students' families, including parents who are 'hard to reach'. Transition work is also an important element of this role, supporting all students as they join the school.</p> <p>The Pastoral Support worker has now undergone training and gained qualifications in mental health first aid and grief counselling. This support is provided for students as and when needed.</p>	<p>Jan 2021 April 2021 July 2021</p> <p>Termly review of impact. Report of behaviour and attendance data with 3 years comparative data. Reported to SLT in terms of behaviour and attendance report and impact of inclusion officer in line with SIP objectives</p>	<p>£23,709</p>
<p>Resources for individual Students including specific strategies to support the achievement of the most able disadvantaged students</p>	<p>The provision of resources and funding for educational experiences ensures that disadvantaged students have equal access to all that the school has to offer. This must remove barriers and ensure a positive impact on their achievement.</p>	<p>This may include funding for items such as Music lessons, seminars, ICT equipment, uniforms, etc.</p>	<p>Recommendations will be made through the year.</p> <p>Evaluations will be reported following each action.</p>	<p>Additional resources:</p> <p>Music tuition £3,938</p> <p>Elevate seminar £1,453</p> <p>Clothing £2,537</p> <p>Rewards £600</p> <p>Offsite provision £1,937</p> <p>Educational Resources £2,962</p>

Relate counselling	Specialised counselling provided to students requiring this type of support is effective in building resilience and confidence. In turn, this has a positive impact on students' learning and progress.	Evidence to be gathered on the impact of this support.	Report ongoing as resource to be used in individual cases.	Relate £4,620
General Fund	To be drawn on as the need is identified.			£263
To successfully deliver a Year 11 Team Building and Celebration Event (inclusive of all disadvantaged groups).	<p>All Year 11 students to have access to group activities that build teamwork and resilience.</p> <p>The Year 11 prefect team (inclusive of disadvantaged groups) to have demonstrated leadership skills through the planning, promotion and delivery a full event</p> <p>A fully inclusive celebration of Year 11 achievements that offers equal access to enrichment experiences.</p> <p>An opportunity for all students to reflect on their progress and experience of school.</p>	<p>Delivery of a full day team building and celebration events. To include:</p> <p>Structured group tasks (assault course etc)</p> <p>Music</p> <p>Catering</p> <p>Music</p> <p>Leavers' Hoodie ceremony</p> <p>Achievement assembly</p>	<p>June 7th 2021</p>	<p>£1,282</p> <p>Contribution to cost of event to OneEducation</p> <p>Staff teaching Year 11 to cover and supervise.</p>
Projected cost of this Action Plan:				£228,599

