

Cotham School Pupil Premium and Recovery Premium strategy 2021-22

1. Vision

At Cotham School we believe very strongly that all our students, particularly our most disadvantaged students, deserve the best possible education and we strive to have high expectations for every child. We understand that our students are individuals and have a vast range of needs both in terms of learning but also socially and emotionally. We aim to harness the opportunities given to us through the pupil premium grant to ensure teaching is excellent and that additional support and interventions are of high quality and high impact. We strive to eliminate inequalities and have a 'can do' approach towards all we do with our students and families. The senior leadership team supports staff to believe in the potential and abilities of all our students and are dedicated to giving our learners every opportunity to do their best. Teachers and Higher Level Teaching Assistants (HLTAs) are fully aware of the students eligible for pupil premium and ensure that this knowledge is used in the planning and delivery of lessons and interventions. 2020 has brought an unprecedented challenge in the form of Covid-19 to meeting the needs of our most disadvantaged students and has created a even more sizeable gap widen between those who are disadvantaged and those who are not, due to: sporadic attendance from school closures and self-isolating resulting in a considerable gap in knowledge and skills; a stark reality of a lack of IT devices and internet data to complete online learning; a rise in mental health issues from anxiety over Covid-19 to more significant adverse childhood experiences stemming from safeguarding concerns; a decline in social and emotional literacy due to months of little interaction with peers and other adults. Therefore, it has never been more important than now to consider how we can best use the Pupil Premium and Catch-Up funding grant to address and reduce these barriers.

Teaching and Learning

We target a high percentage of our spending on ensuring that our teaching is high quality and teachers are equipped with the skills to personalise their teaching. This means that lessons are adapted effectively to make sure all students make good or better progress. The school understands the importance of high-quality feedback and marking, and sees this as essential to students making excellent progress. Many of our PP students also have a SEND need, with our highest category of specific learning need being dyslexia difficulties, and non-specific learning need being low literacy. Therefore, we regularly train teachers in using dyslexia-friendly strategies in class and how to support our weakest readers, and our HLTAs are deployed strategically to deliver interventions to ensure maximum impact. There is an emphasis on the value of oracy and accurate verbal language use in the classroom, as well as developing the general Tier 2 vocabulary of our PP students through reading a wide range of texts. Our students eligible for PP are given greater focus, time and support if needed in multiple ways around talk, feedback, vocabulary and language.

Emotional and Social Well Being

We place real emphasis on delivering a high quality PSHE curriculum which permeates all aspects of school life. We promote a strong ethos of inclusivity and respect of difference which influences the way in which staff, children and families relate to each other. We use a number of strategies and external organisations to support our preventative work in achieving positive mental health and wellbeing for all of our students. In addition, we provide targeted support for students with specific emotional, social or behavioural issues. These interventions include: the provision of a 'Safe Space' sensory room, a nurture group alternative curriculum for Year 7 students who are not secondary-ready, art therapy, 1:1 emotional support from a trained mentor or a qualified ELSA-trained HLTA; school counselling and school nurse services, and small group focussed support in such areas as life skills, resilience-building, anger management, organisation.

Interventions

We plan for a small number of researched informed interventions across the school. This is in addition to quality first teaching. Interventions are delivered by teachers or well-trained HLTAs and the impact of this work is measured by intervention through entry and exit criteria and baseline assessment, as well as across the board twice a year through a review of this strategy. Interventions include: Nessy for Spelling, Bedrock Vocabulary for Y7, Lexia, Y8 English booster classes, Y9 Skillsbuilder and Preparation for English GCSE classes, a range of EAL interventions. The biggest intervention is the creation of the Y7 nurture group - an alternative curriculum of intensive Literacy, Numeracy and Social Skills sessions for students who have arrived not secondary-ready e.g. with a reading age below 6.

Curriculum and Enrichment

Our curriculum provides experiential learning opportunities throughout the academic year and we are fundamentally committed to redressing the imbalance of social and cultural capital between some of our PP students and non-PP students. We aim to do this through ensuring that the academic curriculum prepares our students adequately for the social and cultural capital required in our society whilst still embracing and celebrating the diverse cultural and historical experiences of the communities that our students represent, so we are committed to starting our work on the Bristol One Curriculum and linking with the Bristol Education Partnership in 2019-20 to achieve this. We recognise, though, that developing social and cultural capital through the academic curriculum alone is not enough, so we invite visitors into school e.g. theatre groups, as well as organise trips to visit places that will allow our students the opportunity to develop social and cultural capital in experiences outside of school. These opportunities mean that whatever a student's own life experiences have been, there will be a shared context for learning for the class. In addition, we provide a wide range of enrichment clubs and organise a Y7 camp. PP students can be supported financially to enjoy these rich experiences. We are a school for outdoor learning and recognise the power of physical activity in raising children's self-esteem. We are continually increasing our music tuition and reaching out to our students eligible for pupil premium to engage in these opportunities.

Family and Community

We prioritise the opportunity for the parents/carers of our PP students to meet with their child's teachers at parents' evening. We invite parents/carers in regularly for information sessions about their child's learning, including regular parent forums for specific community groups where translation services are available. We communicate weekly with parents through a newsletter and also encourage parents/carers to make contact with their child's tutor, Learning Coordinator (Head of Year) or teacher via email or phone. The recruiting of our Somali Family Support Worker and our Safer Schools Officer have supported us in fostering stronger relationships with our parent community and also the local residential and business community. We are committed to using our links with the local community to provide in-school projects for our students, particularly in supporting them with their sense of identity and place in our world. For example, we have engaged the services of an organisation called TALO who work with our male and female students separately on BAME empowerment projects.

Use of Research and Evidence

Our school uses national and school-based evidence to inform much of the work we do. We make sure that we employ approaches with a track record of making a difference. We strive to monitor all we do in a systematic and robust manner and only continue with approaches and interventions that have a positive impact on our students. Key sources of research used by the school include the Sutton Trust and EEF (Education Endowment Foundation) as well as current highly respected researchers in this field, such as Marc Rowland, author of 'A Guide to the Pupil Premium' and 'Learning Without Labels.' Since January 2019 we have been involved in a project with an educational consultancy, Inclusion Expert, called the Gap Project. This is ongoing through 2019-20.

Additional note

This year we have received a recovery premium funding and school-led tutoring funding in place of Year 7 catch-up funding but in addition to Pupil Premium funding. The proposed spend for this is in a separate section at the end of this document and incorporates what we would have spent with the Year 7 catch-up funding in previous years:

2. Summary information

School	Cotham School		Academic Year	2021-22	
Total PP budget	£399,120	Recovery premium funding	£111,403	Date of most recent review of this strategy	Nov 2021
Number of pupils eligible for PP	465	School-led tutoring funding	£49,815	Date for next internal review of this strategy	May 2022
		Total number of pupils	1609		

3. PP attainment over the last three years

	2018/19	
Attainment 8 per pupil (All students)	45.30 (C+)	Due to COVID-19, performance measures have not been published for 2020 to 2021, and 2020 to 2021 results will not be used to hold schools to account. Given this, please point to any other pupil evaluations undertaken during the 2020 to 2021 academic year, for example, standardised teacher administered tests or diagnostic assessments such as rubrics or scales.
Attainment 8 per pupil (Pupil Premium only)	34.91	
Att 8 Gap	- 10.39	
Progress 8 (All students)	-0.099	
Progress 8 (Pupil Premium only)	-0.310	
Progress 8 Gap	- 0.211	
Basic 4+ % (All students)	59.3%	
Basics 4+ % (Pupil Premium only)SN	32.4%	

Basics 4+ % Gap	- 26.9	-23.8	-14.6
Basic 5+ % (All students)	40.3%	53.3	60.3
Basics 5+ % (Pupil Premium only)	19.1%	33.3	46.3
Basics 5+ % Gap	- 21.2	-20.0	-14.0

4. Barriers to future attainment (for pupils eligible for PP and/or Catch-Up funding)

Academic barriers (*issues to be addressed in school, such as poor literacy skills*)

A.	Substantially more students with low reading ages (RA below 9) and poor general literacy skills, exacerbated by a sporadic final year of primary schooling due to Covid-19
B.	Significantly higher levels and number of students with social, emotional and mental health (SEMH) needs, exacerbated by the ongoing national health crisis and school closures
C.	Sharp increase in PP students with SEND issues, especially moderate learning difficulties

Additional barriers (*including issues which also require action outside school, such as low attendance rates*)

E.	Sporadic attendance due to Covid-19 rules or students unable to access school at all due to medical vulnerability
F.	Significant deficit in access to IT devices and internet to enable all students to access online learning
G.	Lack of access to adequate food, clean uniform supply, support with homework, heating, clothing and other basic needs
H.	A significant gap in social and cultural capital compared to their non-PP peers

5. Intended outcomes (*specific outcomes and how they will be measured*)

Success criteria

A.	To improve reading ages and progress in English, particularly for boys. To be measured through: repeat NFER testing for most year groups; entry and exit criteria for Literacy-based and EAL interventions; progress seen between data drops by English teachers; analysis of data arising from the additional Y7 Literacy lessons e.g. Bedrock Vocabulary; evaluation of the school's Literacy Action Plan held by the Literacy Coordinator and supported by the EAL Coordinator and SENDCo.	Students reading ages meet age-related expectations. There is a sustained narrowing of the gap between PP and All students in attainment and progress in English.
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B.	<p>To increase the provision of support for students with SEMH needs, encompassing a wide range of strategies.</p> <p>To be measured through: baseline entry and exit criteria for all pastoral provision; regular review of mentoring and counselling provision; evaluation of the specific work of the ELSA-qualified HLTA and Designated Mental Health Lead, in particular; external review of overall SEND and Inclusion provision; evaluation of the mental health actions embedded within the school's overall Safeguarding Action Plan.</p>	<p>All students are regularly taught preventative strategies to achieve positive mental health, develop resilience in the face of adversity and are able to articulate coping strategies that they can use.</p> <p>Students with high-level SEMH needs are able to access and enjoy a broad and balanced education.</p>
C.	<p>To provide increased specialist intensive support to students with moderate learning difficulties who are not 'secondary-ready' by creating an alternative curriculum at KS3 (with greater emphasis in Y7) to allow them to catch-up to their peers.</p> <p>To be measured through: baseline entry and exit criteria for all academic interventions; regular quality assurance of the delivery of all academic interventions; evaluation of the holistic experience of the Y7 nurture group students; progress seen between data drops in English and Maths in particular; evaluation of the specific work of the ELSA-qualified HLTA.</p> <p>To provide a longer-term alternative curriculum for some key older students with moderate learning difficulties who are highly unlikely to complete the full suite of GCSE qualifications.</p>	<p>Students who are not quite 'secondary-ready' are able to transition back into full-time mainstream lessons with success and make progress similar to that of their peers i.e. to meet age-related expectations.</p>
D.	<p>To improve the overall attendance of all students but particularly PP and SEND students.</p> <p>To be measured through the school's attendance data for both on-site and online/remote learning.</p>	<p>All students who are unable to access school at all are able to transition back into full-time education in the most appropriate setting for them.</p> <p>Persistent absence is reduced.</p>
E.	<p>To provide a basic level of food, uniform/clothing, access to key equipment and resources where students and their families are financially or otherwise unable to do so.</p> <p>To be measured through: case studies of the impact of providing these resources to some students.</p>	<p>All students have their basic needs met so that they are able to make the best of their learning opportunities</p>
F.	<p>To provide increased enrichment and enhancement opportunities for students from disadvantaged backgrounds to develop wider social and cultural capital.</p> <p>To be measured by: regular review of PP students' access to enrichment opportunities; evaluation of the school's work in achieving the Gatsby Benchmarks; regular student feedback on the enhancement and enrichment opportunities provided to them.</p>	<p>Students from disadvantaged backgrounds have the tools, skills and wider experiences that adequately prepares them for access to higher education and their working life as an adult.</p>
G.	<p>To close the curriculum gaps that have developed for all students due to school closures for Covid-19 over the last year.</p>	<p>Students with significant gaps in their curriculum knowledge and understanding demonstrate a narrowing of these gaps</p>

H.	To provide increased wellbeing, social and emotional support arising as a consequence of extended school closures due to Covid-19	All students are able to successfully transition back to full-time on-site schooling
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6. Planned expenditure						
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Academic						
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i. Quality first teaching for all						
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Action	Intended outcome	What is the evidence and rationale for this choice?	How will we ensure it is implemented well?	Staff lead	Cost	When will we review?
Revise the school's overall Teaching, Learning and Assessment (TLA) strategy	All students are provided with consistently good teaching.	The gap in student outcomes over time between PP students and all students. The analysis of quality assurance from the last two years. Educational research proves that disadvantaged students make significantly more progress than their peers when provided with consistently good teaching.	Robust quality assurance: learning walks every 3 weeks; work checks; regular student voice.	AT	£0	Mid-strategy: May 2022 End of strategy: Sept 2022
Review the quality of the KS3 curriculum	Disadvantaged students are provided with a broad curriculum that adequately prepares them for external qualifications at KS4 and KS5 but also, crucially, gives them the social and cultural capital, as well as confidence in their own identities, to succeed in	The gap in student outcomes over time between PP students and all students. The analysis of quality assurance from the last two years.	An audit of the current KS3 curriculum. Standardising the principles of curriculum design across subjects. Quality assurance of revised KS3 curriculum plans.	DL	£0	Mid-strategy: May 2022 End of strategy: Sept 2022

	the world.					
Increase subject-specialist examiners in all faculties	All students are taught by teachers who know exactly how to prepare them to succeed in their qualifications.	The gap in student outcomes over time between PP students and all students.	Providing in-school time for teachers to train and mark as examiners; quality assurance of TLA	JBU	£0	End of strategy: Sept 2022
Lead the whole-school strategy on improving literacy and oracy	Ensure that there is the capacity and skill to strategically diagnose, implement and evaluate actions that will drive improvement in literacy across the school.	A significant increase in students with low or very low reading ages, and low literacy in general. Research evidence of the impact of improving oracy on overall literacy and outcomes in all subjects.	Evaluation of the school's Literacy Action Plan. Analysis of data and quality assurance of English and Literacy interventions	JOX	£12,690	End of strategy: Sept 2022
Resource and provide an additional Year 7 Literacy lesson for all students	Using diagnostic analysis of KS2, CATs and other baseline testing, Year 7 students receive double-staffed lessons that extend their Tier 2 vocabulary,	A significant increase in the number of Y7 students arriving with low or very low reading ages	Evaluation of the school's Literacy Action Plan. Analysis of data and quality assurance of English and Literacy interventions	JOX	£12,690	Mid-strategy: May 2022 End of strategy: Sept 2022
Subsidise compulsory curriculum trips, extra-curricular clubs, revision materials, equipment, and resources for PP students who are in most financial hardship.	To remove these simple barriers for the most disadvantaged students to experience a broad and balanced curriculum.	Students should not be culturally or academically disadvantaged as a result of poorer financial circumstances at home.	Uptake of PP students for curriculum trips and extra-curricular clubs. Analysis of outcomes data for PP students.	DL CR	£8000	End of strategy: Sept 2022

ii. Targeted support

Action	Intended outcome	What is the evidence and rationale for this choice?	How will we ensure it is implemented well?	Staff lead	Cost	When will we review?
Create the provisions for the KS3 alternative curriculum	Students who are not secondary-ready are able to make as much progress as their peers.	A significant increase in students arriving at secondary school who are working well below expected levels e.g. at Year 3 levels or below.	Quality assurance of provision delivery. Analysis of progress data in interventions, English and Maths.	JMC \$MM JOX	£0 £7,874 £12,690	Mid-strategy: May 2022 End of strategy: Sept 2022
Create an additional 0.6 Behaviour Manager who is ELSA-qualified	Students with high levels of social, emotional and mental health (SEMH) needs are supported to develop their emotional literacy to help them build resilience and improve their social interactions.	The ELSA programme is an evidence-based intervention considered very successful by the DfE and other agencies. There is a significant increase in students with high level SEMH needs arriving in Year 7.	Student voice feedback Analysis of attendance, behaviour and Safeguarding data for these students.	\$HG	£20,416 £1,000	Mid-strategy: May 2022 End of strategy: Sept 2022
Provide mentoring to students most in need	Students with medium-high levels of social, emotional and mental health (SEMH) needs are supported to improve their wellbeing, build resilience and improve their social interactions.	Safeguarding data indicates a rise in medium-high level mental health and wellbeing concerns of students.	Entry and exit assessment. Student voice feedback Analysis of attendance, behaviour and Safeguarding data for these students.	\$ES \$HWM \$MK	£34,392 £34,392 £32,573	End of strategy: Sept 2022
Provide counselling to students most in need	Students with high levels of social, emotional and mental health (SEMH) needs are supported to improve their mental health and wellbeing.	Safeguarding data indicates a rise in high-level mental health concerns of students.	Entry and exit assessment. Analysis of attendance, behaviour and Safeguarding data for these students.	\$AC	£27,574	End of strategy: Sept 2022

Resource and provide a range of SEND interventions inc. identifying and supporting students requiring exam access arrangements	Students with specific learning difficulties, such as dyslexia, dyscalculia and others, are supported to develop strategies to overcome these difficulties.	Prior KS2 attainment data Progress data for each year group Baseline NGRT, CATs, English and Maths testing upon entry to the school, Prodigy Learning	Analysis of interventions data and progress in English and Maths; quality assurance of intervention delivery; appraisal of individual staff.	JMC \$MM \$KBK JOX Licen-ces	£0 £15,748 £10,673 £12,690 £6,600	Mid- strategy: May 2022 End of strategy: Sept 2022
Resource and provide a range of Literacy interventions	Students who are working below age related expectations in English, so are struggling with reading, writing and/or spelling and grammar, are supported to catch up to their peers.	Prior KS2 attainment data. Progress data for each year group. Data from intervention programmes. Baseline NGRT, CATs and English testing upon entry to the school	Analysis of interventions data and progress in English; quality assurance of intervention delivery; appraisal of individual staff.	JOX \$KBK \$KS \$EK	£12,690 £10,673 £8,876 £12,843	Mid- strategy: May 2022 End of strategy: Sept 2022
Resource and provide a range of Numeracy interventions	Students who are working below age related expectations in Maths are supported to catch up with their peers	Prior KS2 attainment data Progress data for each year group. CATs testing in Y7 Baseline Maths testing upon entry to the school.	Analysis of interventions data and progress in Maths; quality assurance of intervention delivery; appraisal of individual staff.	\$KC \$SN	£19,468 £23,636	Mid- strategy: May 2022 End of strategy: Sept 2022
Resource and provide a range of EAL interventions, inc. identifying students able to gain a qualification in their home language	Students at all EAL levels make as much progress as their peers.	Prior KS2 attainment data and progress data for each year group. Baseline NGRT, CATs and English testing upon entry to the	Analysis of interventions data and progress in English; quality assurance of intervention delivery; appraisal of individual staff.	JOX \$EK \$AR	£2,872 £12,843 £20,304	Mid- strategy: May 2022

		school. Arrival of students new to the country.				End of strategy: Sept 2022
Implement attendance-specific mentoring	Students with poor attendance are supported to improve their attendance to school	Attendance data demonstrates a need for targeted intervention for individuals and small groups of students	Analysis of overall attendance data including persistent absence rates and broken weeks	\$TR	£4,295	Mid-strategy: May 2022 End of strategy: Sept 2022
Enable access to off-site Alternative Provision (ALP) for targeted PP students and tutoring for Children in Care (CiC)	Students who are at severe risk of permanent exclusion and/or are no longer able to manage full-time mainstream education are supported with part or full access to Alternative Educational Provision. CiC receive 1:1 tutoring	To ensure that students who are unable to access full-time mainstream education are provided with an appropriate alternative education provision. CiC are able to make as much progress as their peers	Quality assurance of the provision at the ALP placement. Improved attendance, behaviour, safeguarding and engagement of some of the most vulnerable students.	DL \$JB \$MM	£3000	End of strategy: Sept 2022
iii. Other approaches						
Action	Intended outcome	What is the evidence and rationale for this choice?	How will we ensure it is implemented well?	Staff lead	Cost	When will we review?
Maintain the role of a Designated Mental Health Lead	Increase preventative work with all students in developing their positive mental health and wellbeing, as well as supporting the most vulnerable students with mental health issues	Increasing numbers of students presenting with a wide range of mental health issues.	Quality assurance of the mental health provision across the school. Achieving the Bristol Mental Health and Wellbeing Award. Analysis of attendance, behaviour and safeguarding data.	\$JB	£17,605	Mid-strategy: May 2022 End of strategy: Sept 2022

Provide the skills and capacity of the Inclusion managers	Act as the frontline team for Safeguarding and Child Protection concerns	A dedicated Core Safeguarding team is needed to ensure that there is always coverage to respond rapidly to Safeguarding concerns that arise	Annual statutory Safeguarding audit and the school's Safeguarding Action Plan. Analysis of safeguarding, attendance and behaviour data. Ongoing, up-to-date training.	\$LC \$HN	£35,293 £35,293	End of strategy: Sept 2022
Provide a 0.6 Somali Family Support Worker	Improve parental and community engagement with our Somali students	The second largest demographic by ethnicity in the school is our Somali students. Language and a lack of understanding of the British education system can be a significant barrier.	Parent feedback on the range of activities and support provided by the school and the Somali Family Support Worker.	\$SHI	£18,514	End of strategy: Sept 2022
Create a Senior Learning Coordinator	Support and lead the team of Learning Coordinators	Additional pastoral capacity is needed more than ever with the rising number of students with SEMH needs, many of whom are PP students	Standardised, effective practices are seen across Years 7 to 11 quality assured through line management	\$PP	£13,010	End of strategy: Sept 2022
Create a second Deputy SENDCo role	Jointly leading the SEND team's work and practices to ensure that the needs of all SEND students are met	The SENDCo has taken up an Assistant Headteacher role and there is a need for additional capacity with the increasing numbers of students with SEND	Quality assurance of the work of the SEND team, including student and parent voice.	\$SB	£33,931	End of strategy: Sept 2022
Implement the 'Safe Space' provision	Provide a sensory and therapeutic space for students	As a school with highly inclusive values, we wish	Quality assurance of the therapeutic interventions provided	\$MM \$SB	£3,937 £3,770	Mid-

	with high levels of SEMH to access when needed	to do our very best to enable all students to access a mainstream education.	in the Safe Space. Analysis of safeguarding, behaviour and attendance data			strategy: May 2022 End of strategy: Sept 2022
Lead whole-school strategy to raise the aspirations and engagement of BAME PP students through a BAME working group.	Improved attainment for BAME PP students. Improved uptake of extra-curricular activities by BAME students.	Student voice suggests the need to deepen the sense of belonging for BAME students who live beyond the local community. BAME PP students underperform compared to their peers.	Accountability in measuring the impact of the BAME working group's action plan. Student voice showing a positive recognition by students of the work being done in this area.	\$MK	£8,143	End of strategy: Sept 2022
Implement the tutor reading programme	Close the gap between students with low and very low reading ages and their peers. Improve the cultural capital of disadvantaged students in particular.	KS2 data shows an increase in Y7 students arriving with reading ages well below age related levels. National evidence shows that PP students are more likely to have many gaps in cultural capital.	Quality assurance of the tutor reading programme. An improvement in reading ages for students with low reading ages. Improved progress seen in English and other highly literacy-based subjects.	JMC	£0	End of strategy: Sept 2022
Provide basic resources for students who are most in need when required	Provide breakfast club, other food, uniform, travel money as required for PP students facing severe financial hardship.	Incidents of students requiring their basic needs to be met by the school have risen.	Analysis of safeguarding logs to ensure that this is being put to use for the students who are most in need.	DL CR	£9500	End of strategy: Sept 2022
IT access for the most disadvantaged students in all year groups		Our vulnerable and disadvantaged students are able to undertake	An increase in the completion rates of remote learning school work	DL \$PP \$EC	£549	End of strategy: Sept 2022

		remote learning successfully				
Young Blood Festival participation	Broaden the reach of participation in the Young Blood Festival programme to attract more PP students	Identifying 16 PP students who would benefit from working with an external theatre organisation to broaden their cultural capital, develop confidence and participate in extra-curricular activities	Final piece of theatre exploring their experiences as young children growing up in Bristol.	RGE	£1500	End of strategy: Sept 2022
Subsidise peripatetic music lessons	PP students offered the chance for subsidised 1:1 music lessons to learn an instrument	PP students develop a new skill and access greater cultural capital	The uptake and perseverance of PP students learning an instrument through this peripatetic lessons	RGE	£1500	End of strategy: Sept 2022
N. B. The payroll cost of the Pupil Premium (PP) strategy is higher than the funding received; however; non-PP students also benefit as not all staff work exclusively with PP students.					Total cost	£564,047

To be completed at end of academic year:

Review of Pupil Premium expenditure			
Previous Academic Year			
i. Quality of teaching for all			
Action	Intended outcome	Impact: Did we meet the success criteria? (Including impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether we will continue with this approach)
ii. Targeted support			

Action	Intended outcome	Impact: Did we meet the success criteria? (Including impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether we will continue with this approach)
iii. Other approaches			
Action	Intended outcome	Impact: Did we meet the success criteria? (Including impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether we will continue with this approach)

7. Recovery Premium and School-led Tutoring Funding

i.) Recovery Premium						
Action	Intended outcome	What is the evidence and rationale for this choice?	How will we ensure it is implemented well?	Staff lead	Cost	When will we review?
Inclusion Support Assistants x 2	Team of duty managers to support with addressing low-level disruption	Removing low-level disruption from the classroom directly impacts the quality of teaching and learning	Analysing behaviour data, student voice and staff voice	\$OM \$KW \$MB	£43,389	End of strategy: Sept 2022
Additional 0.4 Inclusion Manager	Lead and develop the school's strategy on trauma-informed practice, including delivering staff training Support the safeguarding and wellbeing of a	Trauma-informed practice is a key priority for the local authority as well as the school The demand for support of key worker students and their families is increasing	Staff feedback following training. Student and staff voice on trauma-informed practices being utilised in the school. Analysis of attendance, behaviour and safeguarding data.	\$AV	£14,462	End of strategy: Sept 2022

	caseload of key worker students and their families					
Two additional days of a Somali Family Support Worker	Improve parental and community engagement with our Somali students	It is more important than ever now during Covid-19 that our Somali and Somaliland parents receive clear communication from the school	Parent feedback on the range of activities and support provided by the school and the Somali Family Support Worker.	\$HI	£5,203	End of strategy: Sept 2022
Additional 0.6 HLTA	Small group specialist interventions to narrow the curriculum knowledge and skills gaps in Years 7-11	Covid-19 school closures have created significant gaps in knowledge and skills in all subjects.	Assessment and progress data demonstrates a narrowing of gaps in skills and knowledge in these students	DL JMC	£7,300	End of strategy: Sept 2022
GCSE Pod and SENECA licences				TWA	£8,793	End of strategy: Sept 2022
Licence for Twinkl resources for 15 users	Students who are working below age related expectations in English and Maths are supported to catch up to their peers, with SEND, English and Maths teams making good use of these resources.	Prior KS2 attainment data. Progress data for each year group. Data from intervention programmes. Baseline NGRT, CATs and English and Maths testing upon entry to the school	Analysis of Twinkl usage data show that the platform is being well used. Analysis of interventions data and progress in English and Maths; quality assurance of intervention delivery; appraisal of individual staff.	JMC	£1,459	End of strategy: Sept 2022

Contribution towards one academic mentor for English (5% of salary + on-costs)	Students who have fallen behind in English from Years 7 to 13 are supported to narrow the gaps in their skills and knowledge.	Progress data Teacher assessment data Data on engagement with remote learning	Analysis of attendance to academic mentor sessions Analysis of progress and assessment data	\$JD	£4,862	End of strategy: Sept 2022
Upgrade to No More Marking subscription	Teachers have access to standardised comparative judgement software providing opportunities to compare students' extended writing to the national picture.	This is an evidence-based approach providing access to standardised assessments that are moderated at a national level.	Analysis of data from the assessments provides specific detail by key groups and benchmarks our students against the national picture.	SWO DL	£298	End of strategy: Sept 2022
Financial support for JAM (Just About Managing) families	Providing school meals, supermarket vouchers, school equipment, uniform and other basic resources	Some families just below eligibility for Free School Meals or Pupil Premium funding, have faced extreme financial hardship due to the pandemic	Follow-up monitoring of student wellbeing and their families' financial situation	DL	£3000	End of strategy: Sept 2022

ii.) Licences and tests previously funded from Year 7 Catch-Up funding and now funded by Recovery Premium

ARROW annual licence	Students with specific learning difficulties, such as dyslexia are supported to develop strategies to overcome these difficulties.	Prior KS2 attainment data Progress data for each year group Baseline NGRT, CATs, English and Maths testing upon entry to the school, Prodigy Learning, CRICK	Analysis of interventions data and progress in English and Maths; quality assurance of intervention delivery; appraisal of individual staff.	JOX.	£200	End of strategy: Sept 2022
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Bedrock Learning Annual Subscription	Students who are working below age related expectations in English, so are struggling with reading, writing and/or spelling and grammar, are supported to catch up to their peers.	Prior KS2 attainment data. Progress data for each year group. Data from intervention programmes. Baseline NGRT, CATs and English testing upon entry to the school	Data analysis of Bedrock Vocabulary progress Analysis of interventions data and progress in English	JOX	£1,900	End of strategy: Sept 2022
GL Assessment NGRT Group reading Test and PTE Progress Tests and Lucid licence	Students who are working below age related expectations in English, so are struggling with reading, writing and/or spelling and grammar, are supported to catch up to their peers.	Prior KS2 attainment data. Progress data for each year group. Data from intervention programmes. Baseline NGRT, CATs and English testing upon entry to the school	Analysis of interventions data and progress in English; quality assurance of intervention delivery; appraisal of individual staff.	JOX	£5,292	End of strategy: Sept 2022 End of strategy: Sept 2022
iii.) Contribution to school-led tutoring:						
School staff providing small group catch-up tuition to targeted students at KS3 and KS4	Small group tuition in one subject for 246 students across Years 7 to 11.	Covid-19 school closures have created significant gaps in knowledge and skills in all subjects.	Quality assurance of the content of the tuition. Regular monitoring reports and assessment data analysed.	OM	£15,110	End of strategy: Sept 2022
N. B. The overall cost of the Recovery Premium strategy is higher than the funding received; however; the excess is covered with the Pupil Premium funding as PP students benefit from these strategies.						£111,403
Total cost						

To be completed at end of academic year:

Review of Recovery Premium and School-led tutoring expenditure	
Previous Academic Year	
i. Recovery Premium	

Action	Intended outcome	Impact: Did we meet the success criteria? (Including impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether we will continue with this approach)

ii. Licences and tests previously funded from Y7 Catch-up funding and now funded by Recovery Premium

Action	Intended outcome	Impact: Did we meet the success criteria? (Including impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether we will continue with this approach)

iii. School-led tutoring

Action	Intended outcome	Impact: Did we meet the success criteria? (Including impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether we will continue with this approach)