

Cotham School Pupil Premium and Recovery Premium strategy 2022-23

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 an even more sizeable gap 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 this 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. We also recognise that students with the lowest reading ages will struggle to access some reading materials. We aim to ensure that the key building block of knowledge is accessible for all students so that every student can achieve well no matter the start point. 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. We also provide 1:1 emotional support from a trained mentor or a qualified ELSA-trained staff member; school counselling and school nurse services, and small group focussed support in such areas as life skills, resilience-building, anger management.

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: Read Write Inc. Phonics/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 9.

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 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.' The school is engaged with Nasen and Whole School SEND (WSS) in national research projects that support our actions and activities to support student progress.

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	2022-23
Total PP budget	£399,120	Recovery premium funding	£112,056	Date of most recent review of this strategy	Nov 2022
Number of pupils eligible for PP	465	School-led tutoring funding	£67,392	Date for next internal review of this strategy	May 2023
		Total number of pupils	1609		

3. PP attainment over the last three years

	2018/19	2019/20	2020/21	2021/22
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.		51.72
Attainment 8 per pupil (Pupil Premium only)	34.91			38.95
Att 8 Gap	- 10.39			-12.77
Progress 8 (All students)	-0.099			+0.15
Progress 8 (Pupil Premium only)	-0.310			-0.43
Progress 8 Gap	- 0.211			-0.58

Basic 4+ % (All students)	59.3%		71.5%
Basics 4+ % (Pupil Premium only)SN	32.4%		47.1%
Basics 4+ % Gap	- 26.9	-23.8	-24.4%
Basic 5+ % (All students)	40.3%	53.3	56.1%
Basics 5+ % (Pupil Premium only)	19.1%	33.3	30%
Basics 5+ % Gap	- 21.2	-20.0	-26.1%

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 specific learning difficulty

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

E.	Attendance to school
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.	<p>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.</p>	<p>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.</p>
B.	<p>To increase the provision of support for students with SEMH needs, encompassing a wide range of strategies. 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. 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. 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. 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. 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. 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. 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. 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.	To close the curriculum gaps that have developed for all students due to school closures for Covid-19 over the last year.	Students with significant gaps in their curriculum knowledge and understanding demonstrate a narrowing of these gaps
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

6. Planned expenditure

Academic

i. Quality first teaching for all

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?
1.1 Embed 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. The EEF Guide to the Pupil Premium	Robust quality assurance: learning walks every 3 weeks; work checks; regular student voice.	AT	£0	Mid-strategy: May 2023 End of strategy: Sept 2023

1.2 Review the quality of the 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 world.	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.	CR	£0	Mid-strategy: May 2023 End of strategy: Sept 2023
1.3 Continue to increase subject-specialist examiners in all faculties and disseminate knowledge	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 2023
1.4 Lead the whole-school strategy on improving literacy and oracy	Engage fully with the Voice 21 programme to develop and embed oracy rich lessons and experiences to 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. Oracy curriculum, Culture and Assessment Toolkit Voice 21: Improving Oracy	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 2023
1.5 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	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.	JOX	£12,690	Mid-strategy: May 2023

	that extend their Tier 2 vocabulary.	‘Most of the research on small group tuition has been conducted on reading and there is a greater impact, on average (+4 months). EEF	Analysis of data and quality assurance of English and Literacy interventions			End of strategy: Sept 2023
1.6 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. Lessons and planning of the curriculum is tailored to the needs of the cohort.	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 2023
1.7 GCSE Pod and SENECA licences	Students are able to access support for revision and retrieval of information while at home. Improvement in learning outcomes.	Research shows that retrieval of knowledge that is regular, and interleaved with new knowledge, supports positive learning. EEF Cognitive science approached in the classroom		TWA	£8,793	End of strategy: Sept 2023

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?
2.1 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.	\$CM JOX	£7,874	Mid-strategy: May 2023 End of strategy: Sept 2023
2.2 Re-structure and increase the capacity of the pastoral team by appointing 1 additional full-time behaviour manager	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.	EEF guidance on improving behaviour suggestions providing a tailor approach to supporting an individual's behaviour. EEF Improving Behaviour in Schools	Student voice feedback Analysis of attendance, behaviour and Safeguarding data for these students.	OM DL	£24,768	Mid-strategy: May 2023 End of strategy: Sept 2023
2.3 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.	Evidence suggests that some students from disadvantaged backgrounds show low engagement with or have low expectations of schooling. Mentoring interventions may be more beneficial for these students. EEF Mentoring	Entry and exit assessment. Student voice feedback Analysis of attendance, behaviour and Safeguarding data for these students.	\$ES \$NM \$MK	£20,635 £20,635 £19,544	End of strategy: Sept 2023

2.4 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. EEF Social and Emotional Learning Strategies	Entry and exit assessment. Analysis of attendance, behaviour and Safeguarding data for these students.	\$AC	£27,574	End of strategy: Sept 2023
2.5 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.	GT OM JOX Licences	£15,748 £10,673 £12,690 £6,600	Mid-strategy: May 2023 End of strategy: Sept 2023
2.6 Resource and provide a range of Literacy interventions including support for phonics	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.	Evidence suggests that students who follow fresh start make 3 additional month of progression reading. EEF Fresh Start	Analysis of interventions data and progress in English; quality assurance of intervention delivery; appraisal of individual staff.	JOX \$KBK \$MO \$EK TBC	£12,690 £10,673 £8,876 £12,843 £19,921	Mid-strategy: May 2023 End of strategy: Sept 2023
2.7 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	Research shows that small group and one to one interventions for numeracy has a positive impact on progress, EEF Catch up Numeracy	Analysis of interventions data and progress in Maths; quality assurance of intervention delivery; appraisal of individual staff.	\$KC TBC	£19,468 £23,636	Mid-strategy: May 2023 End of strategy: Sept 2023

2.8 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 school. Arrival of students new to the country.	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 2023 End of strategy: Sept 2023
2.9 Implement attendance-specific mentoring and intervention	Students with poor attendance are supported to improve their attendance to school including good parental communications	Attendance data demonstrates a need for targeted intervention for individuals and small groups of students EEF Attendance Interventions	Analysis of overall attendance data including persistent absence rates and broken weeks	DL	£4,295	Mid-strategy: May 2023 End of strategy: Sept 2023
2.10 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 2023
2.11 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	JMC	£1,459	End of strategy: Sept 2023

			delivery; appraisal of individual staff.			
2.12 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 2023
2.13 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 2023
2.14 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 2023 End of strategy: Sept 2023
2.15 Academic mentor to support closing the gap	To provide one to one and small group support for English and literacy skills	Evidence shows that there is a positive impact student	Intervention evaluation and analysis. Attainment and progress analysis.		£21,000	End of strategy: Sept 2023

		progress when receiving mentoring. EEF Mentoring				End of strategy: Sept 2023
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?
3.1 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. EEF Social and Emotional Learning Strategies	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 2023 End of strategy: Sept 2023
3.2 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	£30,293 £30,293	End of strategy: Sept 2023
3.3 Develop and Embed the role of the 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. EEF Parental Engagement	Parent feedback on the range of activities and support provided by the school and the Somali Family Support Worker.	\$SHI \$HI	£11,108 £5,203	End of strategy: Sept 2023

3.4 Embed and maintain the 'Safe Space' provision	Provide a sensory and therapeutic space for students with high levels of SEMH to access when needed	As a school with highly inclusive values, we wish to do our very best to enable all students to access a mainstream education.	Quality assurance of the therapeutic interventions provided in the Safe Space. Analysis of safeguarding, behaviour and attendance data	\$MM \$SB	£3,937 £3,770	Mid-strategy: May 2023 End of strategy: Sept 2023
3.5 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 2023
3.6 Embed 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 2023
3.7 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	£8000	End of strategy: Sept 2023
3.8 IT access for the most disadvantaged	Student has access to IT and equipment if required.	Our vulnerable and disadvantaged students are able to undertake	An increase in the completion rates of remote learning school work	DL	£549	End of strategy: Sept 2023

students in all year groups		remote learning successfully				
3.9 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 2023
3.10 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 OM	£8000	End of strategy: Sept 2023
3.11 Implement attendance-specific mentoring	Students with poor attendance are supported to improve their attendance to school including good parental communications	Attendance data demonstrates a need for targeted intervention for individuals and small groups of students EEF Attendance Interventions	Analysis of overall attendance data including persistent absence rates and broken weeks	DL	£4,295	Mid-strategy: May 2023 End of strategy: Sept 2023
3.12 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 2023

3.13 Create a role to support students with behaviour interventions as part of Withdrawal	Students learn how to change their behaviours due to the support and intervention from staff input.	EEF guidance on improving behaviour suggestions providing a tailor approach to supporting an individual's behaviour. EEF Improving Behaviour in Schools	Analysis of behaviour data. Evaluation of interventions.	\$OK	£19,921	End of strategy: Sept 2023
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	£541,418.20