

Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2022 to 2023 academic year) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	The Emmbrook School
Number of pupils in school	1198
Proportion (%) of pupil premium eligible pupils	12.4%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021-2022 2022 – 2023 2023 - 2024
Date this statement was published	October 2022
Date on which it will be reviewed	September 2023
Statement authorised by	Nick McSweeney (Headteacher)
Pupil premium lead	Taj Bhambra
Governor / Trustee lead	Janine Dotchin

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£110,320
Recovery premium funding allocation this academic year	£
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£110,320

1 HIGH QUALITY TEACHING

Developing high quality teaching, assessment and a curriculum which responds to the needs of pupils

LFY, PWH, SBA, TBH

Professional development on evidence-based approaches, for example feedback, metacognition, reading comprehension, phonics or mastery learning

LFY, SBA

Mentoring and coaching

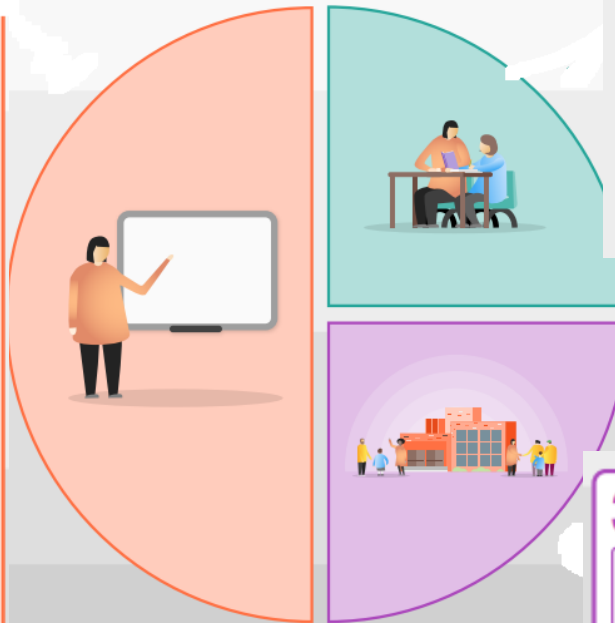
HPP = RED
Teachers = LFY

Recruitment and retention of teaching staff

NM

Technology and other resources focussed on supporting high quality teaching and learning

LFY, CURL



2 TARGETED ACADEMIC SUPPORT

Interventions to support language development, literacy, and numeracy LPA, SBA

Activity and resources to meet the specific needs of disadvantaged pupils with SEND SBA, TBH

Teaching assistant deployment and interventions SBA

One to one and small group tuition LPA, SBA

Peer tutoring SBA

3 WIDER STRATEGIES

Supporting pupils' social, emotional and behavioural needs RRI, SBA

Supporting attendance RRI

Extracurricular activities, including sports, outdoor activities, arts, culture and trips CJO

Extended school time, including summer schools CJO

Breakfast clubs and meal provision SBA

Communicating with and supporting parents TBH

Part A: Pupil premium strategy plan

Statement of intent

Our aim at The Emmbrook School is to provide all students with the opportunity to achieve their potential. We employ strategies and interventions to remove barriers which can be caused by personal circumstances or learning gaps. We promote all students having full access to the rich extra-curricular provision on offer at The Emmbrook School. This ensures we develop well-rounded individuals who achieve their ambitions and flourish in life.

Our ultimate objectives are:

- to eliminate the attainment gap between disadvantaged and non-disadvantaged pupils at The Emmbrook School.
- for all disadvantaged pupils in school to meet or exceed nationally expected progress rates.
- for all disadvantaged pupils to access to the rich extra-curricular provision on offer and be well-rounded individuals who achieve their ambitions and flourish in life.

We aim to do this through:

- frequent monitoring of qualitative and quantitative data to ensure accurate and timely identification of pupils in need of support
- ensuring that teaching and learning opportunities meet the needs of all the pupils and that where pupils have specific needs that these are addressed through high quality intervention and support
- ensuring all vulnerable learners are ready to learn through access to a specific provisions, equipment, uniform and resources.
- close monitoring of attendance at extracurricular provisions along with promotion and support to increase the attendance of vulnerable learners
- ensuring that vulnerable learners have access to high quality pastoral and mental health support

Achieving these objectives:

The range of provisions available at The Emmbrook School include but are not limited to:

- Frequent monitoring and intervention implemented to support individual needs

- Academic support which includes in class support and small group withdrawal
- Academic mentoring for students in Y10/11 with leaders providing support and guidance to support both academic and pastoral needs
- Running a breakfast club to ensure vulnerable learners are prepared for the day
- Tracking and monitoring attendance to provide intervention and support where a need is identified
- Frequent contact and support with parents regarding uniform, equipment, extracurricular activities, trips and revision resources
- Providing laptops to support with access to homework and remote learning
- Providing priority access to student support and careers support advisors

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge number	Detail of challenge
1	Overall progress data of disadvantaged students at KS4. (-0.49 2019 examination data)
2	Attendance and persistent absence of PP students.
3	Lower aspirations & ambitions to succeed
4	Access to school, resources, learning and wider cultural capital opportunities.
5	Whole school CPD development on disadvantaged students and strategies to support success
6	Effective parental Engagement

Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria
To close the attainment and progress gap for our disadvantaged students at KS4.	<ul style="list-style-type: none"> The aim is for P8 to be greater than 0.
Improve attendance for disadvantaged students.	<ul style="list-style-type: none"> Attendance to be improved on previous years and working towards being above national average and in line with non-disadvantaged students.
To create a culture of high aspirations and ambitions for our disadvantaged students.	<ul style="list-style-type: none"> An increase in engagement, attendance, behaviour and academic outcomes All PP students are able to take their next steps post 16
To ensure PP students are equipped for school and maximising their learning inside and outside of school.	<ul style="list-style-type: none"> All PP students are equipped with resources/equipment to maximise learning Extra-curricular, trip, and intervention attendance increases for PP students by 50%
All staff are actively contributing to the success of PP students	<ul style="list-style-type: none"> Teachers employing T&L strategies to support the learning of PP students. (PP First) TAs and support staff to implement interventions and tailored support to increase the progress and success of disadvantaged students which raises attainment, attendance, literacy and numeracy etc. Outcomes of P8 & A8 increase for disadvantaged students. So that P8 is greater than zero

	<ul style="list-style-type: none"> • Disadvantaged students' outcomes are in line with non-disadvantaged students in all subject areas. • Disadvantages students are being discussed at every opportunity e.g. department meetings, CURL meetings to raise the profile.
<p>Parents/carers of PP students are engaged in school, aware of their child's learning and understand how to support their child.</p>	<ul style="list-style-type: none"> • The attendance of disadvantaged students at parents/carers at Parents' Evenings is at or above that of non-disadvantaged learners. • Parent /carers surveys show engagement and satisfaction with school and school life.

Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year** to address the challenges listed above

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 36000

Activity	Evidence that supports this approach	Autumn Term	Spring Term	Summer Term	Challenge number(s) addressed
A PP first approach – disadvantaged students are prioritised to ensure they receive high quality feedback and dialogue within lessons to raise engagement and progress levels	<p>Feedback is a high impact strategy for low cost. This will ensure that staff explicitly prioritise disadvantaged students and become more familiar of their needs. Live feedback ensures that learning is consistently modelled and scaffolded within lessons and will support student reflective skills of learning.</p> <p>The use of effective questioning and purposeful interaction is an effective strategy for low cost. It also aims to improve the relationships with disadvantaged students and their teachers increase self-worth and aspirations</p>	<p>T&L PP first approach T&L policy to be re-circulate and specific strategies to be reference to enable successful implementation within the classroom.</p> <p>Use of CPD and Department Meetings to share good practice to ensure PP first remains a priority for all staff and to enable staff to identify and embed the most effective forms of feedback/questioning is utilised.</p>	Learning walks/student voice to be completed as part of the QA process and reflect on disadvantaged progress and engagement.	Continue to refine and embed this approach responding to feedback and observations of the QA process ready for September 2022	1,3,5

<p>Stronger focus and tilt towards addressing the needs of the most vulnerable pupils through policy and practice. Greater sign-posting to vulnerable pupils' outcomes through SLT and CURL meeting through CURL toolkit</p> <p>Scheduled work scrutiny following monitoring cycle and QE process (Additional support and intervention for identified pupils,</p>	<p>Evidence indicates that high quality teaching is the most important lever schools have to improve pupil attainment, including for disadvantaged pupils. Schools should focus on building teacher knowledge and pedagogical expertise, curriculum development, and the purposeful use of assessment. In some cases, this may include the selection of high-quality curriculum materials, or investment in the use of standardised assessments</p>	<p>CURL meetings with SLT link with clear PP focus using CURL toolkit and teacher handbook</p> <p>Agreed schedule by SLT of work scrutiny</p>	<p>All subject areas know who are the under-performing PP students</p> <p>Carry out work scrutiny and feedback to CURL</p>	<p>Additional support put in place</p> <p>1 sub-level in CORE over 2 terms minimum improvement</p> <p>Carry out work scrutiny and feedback to CURL</p>	
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<p>tracked by SBA (for SSU intervention)</p> <p>Instigate homework club for SEND/PP pupils (Fewer missed Homework / improved monitoring)</p>			<p>Establish homework club for PP pupils</p>	<p>Improved home learning grades through monitoring</p> <p>20% improvement in home learning grades KS3</p>	
<p>Implement the reading strategy and enhance library access</p>	<p>By embedding a reading strategy across the school will encourage independent reading and widen the focus and understanding of literacy across all aspects of the curriculum. It will support all aspects of a student's development in regards to progress, attainment and engagement.</p>	<p>High quality CPD session - Launch new reading strategy to all staff</p> <p>Department focused in implementing strategy across department</p> <p>Recruitment of an admin library post.</p>	<p>Learning walks/student voice to be completed as part of the QA process and reflect on the implementation of reading strategy</p> <p>Continued high quality CPD to support the implementation of the reading strategy across the school</p> <p>Introduction of a reading buddies/book club</p>	<p>Library space becomes a purposeful learning environment which facilitates lessons/addition provisions to support the engagement and progress of students</p> <p>Reflect on the impact of reading buddies/book club scheme</p>	<p>1,4,5</p>

<p>Interventions to support language development, literacy, and numeracy</p> <p>-lucid screening' and identifying unmet needs</p>	<p>A common form of support for teacher professional development is mentoring and/or coaching, particularly for early career teachers. Schools should carefully consider the mechanisms, for example, whether they are going to be adopting a mentoring or coaching approach</p> <p>Intervention against low scores leading to improvement</p>	<p>Lucid screening to assesses all PP pupils</p>	<p>Support pupil progress against identified needs through targeted intervention</p>	<p>Improvements in outcomes through SISRA monitoring</p>	
<p>Reflection of the KS4/KS5 Curriculum to see if the subject being offered are fit for purpose especially for our disadvantaged students with a long-term plan to enable high levels of engagement and access to a purposeful and meaningful curriculum for all.</p>	<p>If will can ensure a broad and accessible curriculum for all, all aspects of learning and engagement with school should increase positively impacting attainment, attendance, behaviour etc.</p>		<p>Options process for year 9 students – work with disadvantaged students within this process to get an insight/feedback in regards to their experience.</p>	<p>Complete disadvantaged student voice in terms of the current curriculum offer research/visit other schools to get an insight into their curriculum and how it is positively impacting disadvantaged students with the intention to start working on</p>	<p>1,2,3,4</p>

<p>Extracurricular & Enrichment</p>	<p>Extracurricular activities are an important part of education in its own right. These approaches may increase engagement in learning, but it is important to consider how increased engagement will be translated into improved teaching and learning</p>	<p>Audit extra-curricular provision and participation</p>	<p>Launch opportunities with PP pupils through YL and form tutor</p>	<p>curriculum adaptations in 2022/23. Every PP student engaged in an activity</p>	
<p>Develop, recruit and retain the best members of staff</p> <p>Professional development on evidence-based approaches</p>	<p>By having high quality teachers across all subject areas' students will experience outstanding teaching and learning experiences which in turn will positively impact all students supporting them in becoming well-rounded individuals who achieve their ambitions and flourish in life.</p> <p>Supporting continuous and sustained professional development (PD) on</p>	<p>High quality CPD sessions and the opportunity to share good practice across the school (Nov INSET)</p> <p>PP focused CPD strategies for teachers through INSET</p>	<p>Recruitment Process for September 2022 to be rigorous to ensure we are employing our high-quality teachers</p> <p>Look at opportunities across the school community which could support with the retention of staff e.g. TLR opportunities</p> <p>PP focused CPD strategies for teachers through INSET</p>	<p>New Staff Induction Day</p> <p>All new posts in place ready for September 2023</p> <p>Reduction in behaviour points</p>	<p>1-6</p>

<p>Staff Mentoring & Coaching</p>	<p>evidence-based classroom approaches is important to develop the practice of teachers in your setting. The content of PD should be based on the best available evidence. Effective PD is likely to require a balanced approach that includes building knowledge, motivating teachers, developing teacher techniques, and embedding practice</p> <p>A common form of support for teacher professional development is mentoring and/or coaching, particularly for early career teachers. Schools should carefully consider the mechanisms, for example, whether they are going to be adopting</p>	<p>Reduction in on-calls and sanctions</p>	<p>Reduction in on-calls and sanctions</p>	<p>Increase in Reward points</p> <p>20% increase in Reward points</p> <p>20% reduction in behaviour points</p> <p>QFT evidenced through T&L policy and practice</p>	
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<p>Teaching assistant (TA) deployment and interventions to support pupil learning</p>	<p>a mentoring or coaching approach improved academic monitoring strategic deployment of TAs is important to ensure priority pupils are supported. This will include ensuring</p> <p>TAs are fully prepared for their role and supplementing rather than replacing high-quality provision from the class teacher, including providing targeted interventions.</p>	<p>Training opportunities and need identified with SENCO</p>	<p>Launch of schedule with support staff</p>	<p>At least 50% of support staff to have received at least 1 professional training opportunity</p>	
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Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £28000

Activity	Evidence that supports this approach	Autumn Term	Spring Term	Summer Term	Challenge number(s) addressed
<p>KS4 1:1 Academic/Pastoral Mentoring</p> <p>One to one and small group tuition and small group intervention. Activity and resources to meet the specific needs of disadvantaged pupils</p> <p>Peer tutoring</p>	<p>1:1 guidance to support their progress will ensure it is a key priority for all stakeholders. Leadership will be able to identify their barriers to learning and any strategies needed to meet their educational and emotional needs and ensure their personalise plans are having a positive impact.</p> <p>Strategic deployment of TAs is important to ensure priority pupils are supported. This will include ensuring TAs are fully prepared for their role and supplementing rather than replacing high-quality provision from the class teacher, including providing targeted interventions.</p> <p>Peer tutoring includes a range of approaches in which pupils work in pairs or small groups to provide each other with explicit teaching</p>	<p>Identified KS4 students allocated a mentor</p> <p>Identify PP pupils who need additional support with CURLs and SENCO and schedule intervention</p> <p>Pupil voice to gather initial feedback</p>	<p>Weekly mentoring meetings to be structured in to discuss academic/pastoral progress and setting targets to support this.</p> <p>Intervene and track</p>	<p>Review mentoring is it having an impact – look at attainment and behaviour, attendance etc data to support this.</p> <p>Progress over time through monitoring</p> <p>1 sub-level in CORE over 2 terms minimum</p> <p>Progress over time through monitoring</p>	<p>1</p>

	support. Such an approach is likely to require careful coordination, training and development, along with assessment that is likely to require teacher leadership.			1 sub-level in CORE over 2 terms minimum	
Careers support and guidance for KS4 students	Career guidance and support for our KS4 students to guide and prepare them for their post 16 steps to allow them to be able to identify steps and goals they need to achieve to enable this to happen.	Ensure all disadvantaged students have their careers interview in term 1	RSE curriculum to support careers and next step advise. Additional opportunities to work with our careers lead in school to support this. Year 11 Year Leader to ensure disadvantaged students have potential next steps in place and personalised support offered if needed.	All disadvantaged students are secure in post 16 options.	3
Revision Clubs at KS4	Extended school time for KS4 students will allow them additional expertise and focus for examinable courses to support progress and attainment	Track disadvantaged students' attendance at revision clubs during term 1.2 Subject offering the opportunity to be in the classroom or via Teams to support attendance.	Utilising personalised plans for Year 11 disadvantaged students and identify and overcome any barriers that may be preventing them from attending e.g. minibuss transport support.	Targeted support and direction for specific disadvantaged students in the preparation for their summer exams in regards to their attendance at revision clubs	1

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £ 51300

Activity	Evidence that supports this approach	Autumn Term	Spring Term	Summer Term	Challenge number(s) addressed
PP Representative Group	By creating a disadvantaged student representative group we will be able to give a voice to students and respond to the needs and feedback given to enable us to overcome the challenges identified within this strategy.		Representative group set up in school	Responding to the feedback of the group to move the PP strategy forward for September 2023.	4
Breakfast/Homework Provision KS3	Homework/breakfast provision club to enable students to continue their learning before and beyond the school day, whilst accessing expertise guidance to support learning on top of lending this provision to support personal and pastoral needs too. The provision can also provide opportunity for students to engage with activities that they may not be able to access at home due to potential barriers e.g. funding	Explore ways of implementing this provision via SSU, Year Leaders, support staff run etc.	Implement the provision	QA process to see if it is positively impacting our disadvantaged students	3
A continued and sharpen focus on disadvantaged students' attendance	By increasing the attendance of students and accessing learning there is a clear correlation that progress and attainment should increase. There is a clear link between poor attendance levels and lower academic achievement.	Year Leaders to follow a PP first approach in attendance meeting: Barriers identified, meetings with parents and strategies put into place to increase their attendance levels.	Interventions implemented to support attendance through looking at the barriers identified in term 1 to see if we can remove these e.g. Minibus Transport for KS4, Rewards/Recognition for KS3.	Actions reviewed and on-going	2

		<p>Utilise the year leader admin link/attendance officer to prioritise contact to PP students when they are absent.</p> <p>Weekly reports created to monitor attendance of disadvantaged students to respond to and put in intervention to support</p> <p>Tutors to complete a PP first approach in weekly attendance conversations.</p>			
<p>To continue to utilise and review SSU, Behaviour Team/pastoral support and the intervention they can provide to support our disadvantaged students</p>	<p>A positive experience of school and tailor support and intervention will improve engagement and interaction in school</p>	<p>To continue to embed the systems in place e.g. referral to SSU, external providers to support student's engagement with school</p> <p>To continue to implement and embed the behaviour policy across school</p> <p>RSE curriculum tailored to support needs e.g. well-being</p>	<p>On-going throughout the academic year</p>	<p>On-going throughout the academic year</p>	

Supporting pupils' social, emotional and behavioural needs	Social and emotional skills support effective learning and are linked to positive outcomes later in life. Schools may consider whole-class approaches as well as targeted	Identify PP pupils with SENCO and SSU for scheduled intervention (emotional)	Intervention to take place	Improved wellbeing through student voice Stronger attendance	
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Total budgeted cost: £110320

Code	EEF Strand	Impact
A	Metacognition and self-regulation	7
B	Reading comprehension strategies	6
C	Oral language interventions	6
D	Feedback	6
E	Collaborative learning approaches	5
F	Mastery learning	5
G	Peer tutoring	5
H	Phonics	5
I	One to one tuition	5
J	Homework	5
K	Teaching Assistant Interventions	4
L	Parental engagement	4
M	Social and emotional learning	4
N	Behaviour interventions	4
O	Small group tuition	4
P	Summer schools	3
Q	Reducing class size	2
R	Mentoring	2

EEF Ref	Resource	Focus	Purpose	AIM	Reporting	One-off or On-going	Cost / Cost outright	Weekly hours	Row total
L	SDHT	L&M	Teacher of PP, PP Lead - oversight, L&M, PP Strategy, Reporting to LAB	Delivery of PP Strategy	T1.1 summary strategy report	OG	20	5	100
Q, N, M,D, B	SDHT	TLA	Teacher of PP AP	SPI & Residual (SISRA) to be green	Usual subject monitoring	OG	20	7.5	150
M,N	DHT	Attendance	Attendance, reporting, L&M; managing attendance plans, behaviour plans and oversight	Improve attendance so in line with non-PP	T1.1 PP attendance	OG	20	3	60
Q, N, M,D, B	DHT	TLA	Teacher of PP AP	SPI & Residual (SISRA) to be green	Usual subject monitoring	OG	20	5	100
N	LM	Attendance	Administration of PP resources, well-being and attendance intervention	Improve attendance so in line with non-PP	Weekly PP reports; follow-up	OG	20	5	100
N, L	SWO	Attendance	Attendance 'challenge' through YL meetings and with EWO	Improve attendance so in line with non-PP	Attendance plans for PP <90%	OG	20	5	100
L,N	YL (4)	Attendance	Attendance (additional focus on PP)	Improve attendance so in line with non-PP	Own assembly material	OG	20	8	160
L,N	DHT	Behaviour & Attitude	L&M responsibility for emotional/behaviour of PP; PSPs	Improve engagement; reduce sanctions; increase reward;	Behaviour plans & PSPs	OG	20	8	160
A,L,N	SBM	TLA	Teacher of PP AP; focus on Y11 PP		Usual subject monitoring	OG	20	8	160
M,O,B,I,K,R	SENCO	L&M	Support for vulnerable pupils including PP with SEND	SPI & Residual (SISRA) to be green	T1.1 Impact report; SSU trackers	OG	20	10	200
Q, N, M,D, B	SENCO	TLA	Teacher of PP AP	SPI & Residual (SISRA) to be green	Usual subject monitoring	OG	20	7.5	150
	SEN Manager	L&M	Administration PP with SEND	Support high outcomes through providing resources and support	support SENCO reporting	OG	20	5	100
E,C,J,B	AHT (T&L)	TLA	Provision; CPD focus on PP strategy through revamped policy		Policy updates; CPD	OG	20	5	100
L,N	AHT (Y9/Y10)	Behaviour & Attitude; TLA	Leadership of inclusion and achievement focus on PP/SEND	SPI & Residual (SISRA) to be green; reduced sanction points; increased reward points	Monitoring reports	OG	20	3.5	70
L,N	AHT (Y7/Y8)	Behaviour & Attitude; TLA	Leadership of inclusion and achievement focus on PP/SEND	SPI & Residual (SISRA) to be green; reduced sanction points; increased reward points	Monitoring reports	OG	20	3.5	70
L,N,J,R	AHT (Core)	Behaviour & Attitude; TLA	Leadership of inclusion and achievement focus on PP/SEND	SPI & Residual (SISRA) to be green; reduced sanction points; increased reward points	Monitoring reports	OG	20	5	100
K	CURL focus	TLA	Leadership of all pupil outcome focus on PP/SEND	SPI & Residual (SISRA) to be green	Monitoring reports	OG	20	5	100
M,L,R	PP Champion	Personal Development	to provide mentoring support for identified pupils	Increase resilience and enjoyment of school	mentoring updates	OG	20	5	100
M,L,R,A,B,C,D E,H,I,M,N,R	SSU (4)	Personal Development	SEMH support for vulnerable pupils 'at risk' PP	Improve engagement; reduce sanctions; increase reward;	targeted interventions against success criteria	OG	20	20	400
	Reflection (2)	Behaviour & Attitude	Behaviour support for vulnerable PP pupils to improve engagement	Improve engagement; reduce sanctions; increase reward;	behaviour reports	OG	20	20	400
	AHT (Assessment)	Outcomes	Publication of monitoring data to support all pupil focus on PP/SEND	SPI & Residual (SISRA) to be green	Monitoring reports	OG	20	1	20
J,	SLT (7)	Outcomes	work scrutiny of PP/SEND following monitoring analysis	Support high outcomes through providing resources and support	work scrutiny feedback	OG	100	0.25	25
M,	Ringfenced	Personal Development	Trips; resources outside speakers; opportunities	Ensure PP pupils have access to rich and diverse extra-curricular activities	allocations	OO	10000		10000
								Weekly cost	2925
								Annual	115300

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2021 to 2022 academic year.

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.

If last year marked the end of a previous pupil premium strategy plan, what is your assessment of how successfully the intended outcomes of that plan were met?

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider

Service pupil premium funding (optional)

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium allocation last academic year?	
What was the impact of that spending on service pupil premium eligible pupils?	

Further information (optional)

Use this space to provide any further information about your pupil premium strategy. For example, about your strategy planning, or other activity that you are implementing to support disadvantaged pupils, that is not dependent on pupil premium or recovery premium funding.

Intended outcomes - a review of The PP Strategy for 2021-22

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

	Intended outcome	Success criteria	Evaluation
1	To close the attainment and progress gap for our disadvantaged students at KS4.	<ul style="list-style-type: none"> P8 score is improved from our last examination outcome in 2019 which was -0.49 The aim is for P8 to be greater than 0. 	<ul style="list-style-type: none"> Unvalidated data (no P8 score as yet) would suggest that this target of P8>0 will not be met
2	Improve attendance for disadvantaged students.	<ul style="list-style-type: none"> Attendance to be improved on previous years and working towards being above national average and in line with non-disadvantaged students. 	<ul style="list-style-type: none"> Attendance has improved for disadvantaged pupils but the attendance gap against non-PP is still significant, as is the gap against national figures from DfE
3	To create a culture of high aspirations and ambitions for our disadvantaged students.	<ul style="list-style-type: none"> An increase in engagement, attendance, behaviour and academic outcomes. 	<ul style="list-style-type: none"> Evidence of better engagement lower down the school at KS3 from

		<ul style="list-style-type: none"> All disadvantaged students are able to take their next steps post 16. 100% of students having a post 16 provision secured. 	<p>behaviour and inclusion data.</p> <ul style="list-style-type: none"> This has been achieved with zero NEET
4	To ensure PP students are equipped for school and maximising their learning inside and outside of school.	<ul style="list-style-type: none"> All disadvantaged students are equipped with resources/equipment to maximise learning Extra-curricular involvement needs raising through increased opportunity 	<ul style="list-style-type: none"> This has been achieved across the school and in all year groups Post-pandemic, the school continues to grow its extra-curricular provision this year with a clear aspiration of ensuring every disadvantaged pupil engages with some form of extra-curricular activity either within school, or outside.
5	All staff are actively contributing to the success of PP students	<ul style="list-style-type: none"> Teachers employing T&L strategies to support the learning of PP students. (PP First) TLA's and support staff to implement interventions and tailored support to increase the progress and success of disadvantaged students which raises attainment, attendance, literacy and numeracy etc. Outcomes of P8 & A8 increase for disadvantaged students. 	<ul style="list-style-type: none"> This has been more successful in some departments than other. Consistency of application of T&L policy remains a focus. Validated P8 scores currently not available This is partially successful – in Y7 for example where gaps across core subjects are minimal. This has been successful

		<ul style="list-style-type: none"> Disadvantaged students' outcomes are in line with non-disadvantaged students in all subject areas. Disadvantages students are being discussed at every opportunity e.g. department meetings, CURL meetings to raise the profile. 	
6	Parents/carers of PP students are engaged in school, aware of their child's learning and understand how to support their child.	<ul style="list-style-type: none"> The attendance of disadvantaged students at parents/carers at Parents' Evenings is at or above that of non-disadvantaged learners. Parent /carers surveys show engagement and satisfaction with school and school life. 	<ul style="list-style-type: none"> This has not been successful This has been evident through parent surveys

	Intended outcome	Evidence document																																																																																																																								
1	To close the attainment and progress gap for our disadvantaged students at KS4.	<table border="1"> <thead> <tr> <th data-bbox="976 220 1070 244"></th> <th data-bbox="1081 220 1160 244">F</th> <th data-bbox="1171 220 1249 244">M</th> <th data-bbox="1261 220 1346 244">HPA</th> <th data-bbox="1357 220 1435 244">PP</th> <th data-bbox="1447 220 1525 244">SEN</th> </tr> </thead> <tbody> <tr> <td data-bbox="976 252 1070 276">Ma Y10</td> <td data-bbox="1081 252 1160 276">Orange</td> <td data-bbox="1171 252 1249 276">Green</td> <td data-bbox="1261 252 1346 276">Yellow</td> <td data-bbox="1357 252 1435 276">Yellow</td> <td data-bbox="1447 252 1525 276">Green</td> </tr> <tr> <td data-bbox="976 284 1070 308">Sc Y10</td> <td data-bbox="1081 284 1160 308">Green</td> <td data-bbox="1171 284 1249 308">Yellow</td> <td data-bbox="1261 284 1346 308">Orange</td> <td data-bbox="1357 284 1435 308">Yellow</td> <td data-bbox="1447 284 1525 308">Yellow</td> </tr> <tr> <td data-bbox="976 316 1070 339">En 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Y9	Green	Green	Green	Yellow	Yellow							Ma Y8	Yellow	Yellow	Green	Yellow	Yellow	Sc Y8	Yellow	Yellow	Green	Yellow	Yellow	En Y8	Green	Green	Green	Yellow	Green	Hi Y8	Green	Green	Green	Yellow	Yellow							Ma Y7	Green	Green	Green	Green	Green	Sc Y7	Green	Green	Green	Green	Green	En Y7	Green	Green	Green	Green	Yellow	Hi Y7	Green	Green	Green	Green	Yellow
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2 Improve attendance for disadvantaged students.

ATTENDANCE REPORT

2021-22
 Ref: Week 28 2022
 Attendance in education and early years settings during the coronavirus (COVID-19) pandemic - Published 12 July 2022

Summary
 Overall attendance is above national average for whole school and for year groups.
 Priority 1 groups are in RED
 Priority 2 groups are in Amber
 Actions plans around individual pupils will be created in September and tracked every term

Priority groups for Sep 2022

Overall attendance (OA)	PA	PP	SEND	Social Worker	LAC/PLAA
OAY7	PA7	PP7	SEND7		
OAY8	PA8	PP8	SEND8		
OAY9	PA9	PP9	SEND9		
OAY10	PA10	PP10	SEND10		

3 To create a culture of high aspirations and ambitions for our disadvantaged students.

	Autumn			Spring			T3.1				Trend		
	C1	C2	C3	C1	C2	C3	C1	C2	C3		C1	C2	C3
Year 7	324	51	10	408	102	20	252	99	15	Year 7			
Year 8	806	309	113	580	249	105	321	148	61	Year 8			
Year 9	864	363	101	763	271	142	354	156	61	Year 9			
Year 10	674	235	158	466	129	127	220	77	72	Year 10			
Year 11	466	77	70	236	45	74	10	8	10	Year 11			
Not PP	2201	576	195	1788	467	235	874	324	109	Not PP			
PP	933	459	257	665	329	233	283	164	110	PP			
SEN E	133	127	133	34	22	80	18	4	27	SEN E			
SEN K	70	35	25	66	56	46	22	16	21	SEN K			
SEN N	1269	415	83	996	318	104	462	193	58	SEN N			

4 To ensure PP students are equipped for school and maximising their learning inside and outside of school.

Needs further developing

5	All staff are actively contributing to the success of PP students	<p>1 HIGH QUALITY TEACHING</p> <ul style="list-style-type: none"> Developing high quality teaching, assessment and a curriculum which responds to the needs of pupils LFY, PWH, SBA, TBH Professional development on evidence-based approaches, for example feedback, metacognition, reading comprehension, phonics or mastery learning LFY, SBA Mentoring and coaching HPP = RED Teachers = LFY Recruitment and retention of teaching staff NM Technology and other resources focussed on supporting high quality teaching and learning LFY, CURL <p>2 TARGETED ACADEMIC SUPPORT</p> <ul style="list-style-type: none"> Interventions to support language development, literacy, and numeracy LPA, SBA Activity and resources to meet the specific needs of disadvantaged pupils with SEND SBA, TBH Teaching assistant deployment and interventions SBA One to one and small group tuition LPA, SBA Peer tutoring SBA <p>3 WIDER STRATEGIES</p> <ul style="list-style-type: none"> Supporting pupils' social, emotional and behavioural needs RRI, SBA Supporting attendance RRI Extracurricular activities, including sports, outdoor activities, arts, culture and trips CJO Extended school time, including summer schools CJO Breakfast clubs and meal provision SBA Communicating with and supporting parents TBH
6	Parents/carers of PP students are engaged in school, aware of their child's learning and understand how to support their child.	Needs further developing