

Annex 2d: Pupil premium strategy statement (secondary) 11-16 school

1. Summary information					
School	Rutlish School				
Academic Year	19/20	Total PP budget	£224,515	Date of most recent PP Review	
Total number of pupils		Number of pupils eligible for PP	254	Date for next internal review of this strategy	Jan 20
2. Current attainment					
			Pupils eligible for PP (your school)	(national all pupil average/ all boys average 2016/17)	
% achieving 5 9-4 incl. EM			64.71%	56/ 51	
Progress 8 score average			0.47	0.12/ -0.22	
Attainment 8 score average			46.36	48.06/ 45.92	
3. Barriers to future attainment (for pupils eligible for PP)					
In-school barriers <i>(issues to be addressed in school, such as poor literacy skills)</i>					
A.	Comparative poorer progress from KS2-4 of mid/most able third in mathematics				
B.	Comparative poorer progress of mid/ most able (KS2-4) in English				
C.	Comparative poorer progress of PP pupils (KS2-4) in Core and additional science				
D.	Ensuring progress of EAL pupils, especially those that join the school after Year 7 in KS3 and during KS4				
E.	Comparative poorer progress of the most able third (2-4) in Geography, French, Graphics, English Literature, Economics, Science Double award, the mid third in English and RE				
External barriers <i>(issues which also require action outside school, such as low attendance rates)</i>					
D.	National underachievement of boys across almost all measures and all phases				
4. Desired outcomes <i>(desired outcomes and how they will be measured)</i>				Success criteria	
A.	Maintain outcomes above all pupil averages			Outcomes above all pupil averages	
B.	Narrow in school gaps			Gaps closing	

Summary of total spend

Heading	Amount	Cumulative total
Quality of teaching for all	£161,277	£161,277
Targeted support	£35,000	£196,277
Other approaches	£ 14,000	
Available for PP projects 2019/20	£ 14238	
Additional fund for year 7 En/Ma Catch up	£ 18,103	

5. Planned expenditure					
Academic year		19/20			
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.					
i. Quality of teaching for all					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Raise achievement in KS3/4 En./ Ma./ Sc.	Additional teaching staff/ improved focused intervention	Smaller class sizes in ability sets facilitating improved impact on targeted pupils. Focussed withdrawal one2one or small group work as required	Termly work scrutiny, data analysis and lesson observation. Identify and share best practice, responding to need	IA 4 En, PP 4 Ma, HRY 4 Sc	Termly across Depts and year teams with PP lead (SB) coordinating feedback/feedforward

Effective assessment systems across KS3/4 keep staff informed by accurate, up to date progress data	Timely accurate assessment/ Sims/ 4matrix/ rigorous monitoring of challenging targets/ analyse intervention	Facilitating accurate feedback of the impact of intervention on outcomes allowing plans to evolve and improve and pedagogy to develop in response to emerging need.	SLT monitor whole school assessment systems in use and SLT data manger quality control/ train	BG SB	½ yearly Yearly presentation to HT
EAL make rapid progress and access the curriculum narrowing any gaps in relative	Additional staffing both teaching and support/ improved focused intervention	Focussed in class support/ withdrawal one2one or small group work as required	Termly work scrutiny, data analysis and lesson observation. Identify and share best practice, responding to need	EAL lead (SBA)	Termly across Depts and year teams with PP/EAL leads coordinating feedback/feedforward
KS3 Pushing pupil progress peer lesson observation project identifies and shares best practice.	Focus high aspirations and/or literacy and numeracy across the curriculum	Ours is a high performing school with a track record of above average outcomes for all groups of learners. To narrow gaps and improve consistency we share	Participants bid for funding and evaluate impact via a written report/ presentation/ data analysis	SB KC	annually
KS4 Pushing pupil progress peer lesson observation project identifies and shares best practice.	Focus high aspirations and/or time planning, resourcing learning, exam preparation	Ours is a high performing school with a track record of above average outcomes for all groups of learners. To narrow gaps and improve consistency we share best practice.	Participants bid for funding and evaluate impact via a written report/ presentation/ data analysis	SB KC	annually
Total budgeted cost					£161,277

Targeted support					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Address widening gaps in KS4	Underachieving KS4 PP in year 11 to attend extra tuition sessions run by subject teachers in Eng./Ma./Science (one subject per Saturday session)	Higher and lower ability skill sets can be targeted by different subject teachers in preparation for filling the skill/content gaps in preparation for exams	Termly data analysis	IA 4 En, PP 4 Ma, HRY 4 Sc	
	Underachieving KS4 PP in year 11 (Progress 8 subjects outside of Eng., Maths., Science) to attend extra tuition sessions run by subject teachers after core Saturday subject	Predicted data reveals shortfalls in progress in some subject areas	Termly data review	SB, IA, relevant subject teachers	
	KS4 G&T PP pupils to attend targeted revision sessions aiming for level 8/9	PP pupils regularly make 3 but not 4 levels of progress. Subject areas for close attention include English, Science and History.		SB, NG	

Y7 catch up En/Ma	<p>Literacy/Numeracy/Lunch/Homework groups</p> <p>Literacy club</p>	<p>Some causes of underachievement involve lack of space and IT facilities</p> <p>Programme for consistent reading that develops reading skills. Feedback informs teacher planning</p> <p>Programme that develops student's numeracy skills</p>	<p>Termly data analysis, PP questionnaires</p> <p>Termly and annual review of PP progress</p>	<p>SB, KC</p> <p>SB, PP, IA</p>	Termly by SB
Y8 catch up En/Ma	<p>Lunch/Homework groups</p> <p>Literacy club</p>	<p>Some causes of underachievement involve lack of space and IT facilities</p>	<p>Termly data analysis, PP questionnaires</p> <p>Termly and annual review of PP progress</p>	<p>SB, KC</p> <p>SB, KC</p>	Termly by SB
Y9 catch up En/Ma	<p>Lunch/Homework groups</p> <p>Literacy club</p>	<p>Some causes of underachievement involve lack of space and IT facilities</p>	<p>Termly data analysis, PP questionnaires</p>	SB, KC	Termly by SB
Y10 Homework	Homework Group	<p>Some causes of underachievement involve lack of space and IT facilities</p>	<p>Termly data analysis, PP questionnaires</p>	SB, KC	Termly by SB

	Targeted skills sessions for underachieving students	By invitation programme for PP pupils who are underachieving in liaison with subject teachers	Termly review of PP progress	SB	
My futures KS4 at risk of becoming NEET	Year 10 revision guides for PP students	Some cause of underachievement involve lack of resources	Departments set weekly homework from guides and provide data to support termly progress measures	SB	
Targeted PP underachieving KS3	PP students' data to be reviewed at end of first full term and interventions, I.e. academic tutoring / resource packs etc. provided to ensure they maintain expected standards of progress	Preventing KS3 PP students from failing to make adequate progress and changing sets which could potentially damage their self esteem	Measure comparative progress from mid academic year and end of academic year	SB, KC, subject teachers	

Targeted PP underachieving KS4	Teachers from Eng to attend subject specific courses addressing the areas of weakness in each department – mid ability in English,	Further training will provide new strategies to address teaching needs	Teachers to feedback to departments during staff meetings/inset days and lesson observations	SB, KC, subject teachers	
Targeted PP underachieving KS5	Year 12 core subject text books to be available in the LRC	Key and expensive resources are available to all PP pupils for study/photocopying etc.	LRC manager to report on how often resources are used by PP students, student questionnaires	SB, RR6 staff	
Total budgeted cost					£35,000
ii. Other approaches					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Raising aspirations KS3	<p>Cadets</p> <p>Duke of Edinburgh</p> <p>Cultural trips</p>	<p>Enrichment</p> <p>Enrichment</p> <p>Enrichment</p>	<p>Pupil feedback</p> <p>Pupil feedback</p> <p>Pupil feedback</p>	<p>SBO, Bob Penny</p> <p>SBO, SH</p> <p>SBO</p>	Half yearly
Raising aspirations KS4	<p>Careers interviews</p> <p>Careers trip to EXCEL London</p>	<p>Encouraging pupils to aim for and navigate a route into a career</p> <p>Exposure to opportunities post-secondary education</p>	<p>Pupil feedback</p> <p>Pupil feedback</p>	<p>SBO, LAH</p> <p>SBO, LAH</p> <p>,</p>	Termly

	WRL KS3/4 trips to universities and workplaces	Exposure to opportunities post-secondary education	Pupil feedback	SBO, LAH	
	Duke of Edinburgh	Enrichment	Pupil feedback	SBO, SH	
Other	Funding to cover other PP initiatives/requests that may arise throughout the course of the academic year				
Total budgeted cost					£ 14,000

6. Review of expenditure				
Previous Academic Year		2018/19 Review in progress		
i. Quality of teaching for all				
Desired outcome	Chosen action / approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost

Raise achievement in KS3/4 En./Ma./Sc.	Additional teaching staff/improved focused intervention	Successful exam results	Need for more tailored interventions across subject areas	£205,147
Effective assessment systems across KS3/4 keep staff informed by accurate, up to date data	Timely accurate assessment/SIM S/4matrix/rigorous monitoring of challenging targets/analyse intervention	Interventions recorded on SIMS across subject areas	Subject areas to ensure interventions have impact on students – follow up, etc	
EAL make rapid progress and access the curriculum narrowing any gaps in relative performance	Additional staffing both teaching and support/improved focused intervention	In-class EAL support successful for student engagement	Ensure support does not have a negative impact on other pupils	

KS3 Pushing pupil progress peer lesson observation project identifies and shares best practice	Focus high aspirations and/or literacy and numeracy across the curriculum	Peer observation in English	Extend to whole school in Summer term	
KS4 Pushing pupil progress peer lesson observation project identifies and shares best practice	Focus high aspirations and/or literacy and numeracy across the curriculum	Observation notes shared with teaching staff had a positive impact	Extend to whole school in Spring term	

ii. Targeted support

Desired outcome	Chosen action / approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
Address widening gaps in KS4	Mentoring for appropriately identified underachieving PP. KS4 pupils	PP pupil reviews suggest effective in some instances	To be continued on a smaller scale with established members of the school	£ 27,957

	<p>Underachieving KS4 PP in year 11 to attend extra tuition sessions run by subject teachers in En./Ma./Science (one subject per Saturday)</p>	<p>Targeted sessions with good attendance from PP pupils in Science proved to be highly effective. Impact in Maths and English less certain</p>	<p>Ensure regular attendance of PP students through calls home, etc. Key skills not content to be targeted during sessions</p>	
	<p>Underachieving KS4 PP in year 11 (Progress 8 subjects outside of Eng./Ma./Science) to attend extra tuition sessions after core Saturday subject</p>	<p>Effective in some Ebacc/optional subjects</p>	<p>Begin tailored sessions earlier in academic year</p>	
	<p>KS4 G&T PP pupils to attend targeted revision sessions aiming for level 8/9</p>	<p>A significant number of pupils attained levels 8/9 in English</p>	<p>Approach will be continued in English and strengthened in other subject areas</p>	
	<p>Training for mid ability pupil premium student marking</p>	<p>A significant increase in results of PP boys across English Language and Literature</p>	<p>Approach will be used again with other subject areas and target areas</p>	

iii. Other approaches

Desired outcome	Chosen action / approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
Additional funding for year 7 En/Ma Catch up	Literacy writing workshop	Some pupils have now reached expected levels, not all students attended workshop, but those who did have shown progress.	Programme to continue and be implemented across numeracy. Push for higher attendance. More strategies to be implemented to address wider cohort	

7. Additional detail

- In this section you can annex or refer to **additional** information which you have used to inform the statement above.