

# The Collett School **Pupil Premium, Pupil Premium Plus**, Funding Strategy Statement 2023-2026



## Financial Year April 2024 - March 2025

Academic Years covered:

2023-2024: Summer Term 2024 (6+7=13 school weeks)

2024-2025: Autumn Term 2024 (7+8=15 school weeks)

Spring Term 2025 (7+5= 12 school weeks)

- Aims of the Policy
- Metrics
- Overview of The Collett School's Strategy for Disadvantaged Pupils
- Challenges
- Strategy

## Aims

This policy aims to:

- Share the ultimate objectives for our disadvantaged pupils
- Share how the Pupil Premium grant is used to support our objectives
- Explain the key principles of our strategy

## Governing Board Roles

To hold school leaders to account for:

- How they spend the pupil premium
- The impact of spending on targeted groups
- The attainment and progress of eligible pupils compared with others

## Which 'Disadvantaged Groups' Attract Pupil Premium Funding?

- Children whose families currently apply for free school meals (FSM)
- Children whose families have been given free school meals ever in the last six years (FSM6)
- Children whose families are in/ have been in the armed services over the past six years (Services6)
- Children who are looked after – in care (CLA)
- Children who have been adopted from care in England and Wales (Adopt)

## Which Groups of Children are Categorised as 'Disadvantaged' but Do NOT attract Pupil Premium Funding?

- Children with Special Guardianship Orders (children adopted by family members) (SGO)
- Children with special educational needs (SEND)
- Children with Child Protection Orders
- Children with Child in Need social care protections
- Ethnically Diverse children

## Funding rates for financial year 2024-2025

*There is a reduction in the values awarded from 2023-2024*

			LA Projected Funded Numbers Mar 2024	Actual June 2024
Free School Meals	Primary	£1,385	15	
Free School Meals	Secondary	£985	32	
Post-LAC	Primary	£1,800 (70% of £2,570) The Virtual School retains 30%	0	1
Post-LAC	Secondary	£1,800 (70% of £2,570) The Virtual School retains 30%	0	1
CLA	Primary	£1,800 (70% of £2,570) The Virtual School retains 30%	0	0
CLA	Secondary	£1,800 (70% of £2,570) The Virtual School retains 30%	1	1
Service Children	Primary & Secondary	£320	0	1

## The Virtual School

- The DfE pays the local authority's Virtual School for Children looked after, who remove some of the allocation:
  - A third of the value, which schools can then apply for funding for specific additional interventions for Years Reception to Year 10.
  - The third of the value held back for year 11 pupils cannot be accessed.
- All CLA children have a termly Personal Education Plan (PEP) undertaken with the LA, prepared for by the school. Carers are invited to attend these meetings. The school's PPG is scrutinised along with the pupils' progress.
- The Virtual School has responsibility to track all children looked after (CLA), all those adopted (Adopt) and all those children with additional social care support (CP/ CIN).

## When Does the DfE Release the Funds?

- Funding is released to the school for pupils eligible for FSM6 and, pupils adopted from care and Services children.
- The DfE has annual records of PPG children, released 1 April each year. Whichever school has the child on roll at this time, will have the Pupil Premium Grant released to them.
- The DfE releases equal proportions of the funds, four times a year
- This means that a child joining our school in May, for example, will not attract funding from the DfE until 1 April the following year. We do however, retain the quarterly funding for children that leave the school during the financial year – e.g. a child moves school in September – we retain their PPG until 31 March the following year.

## The Collett School Metrics Overview 2023-2024

School name	The Collett School DfE registered for children with SEND aged 4-16
Pupils in school: Academic Year 2023/2024	128 children aged 6 to 16
Pupils in school: Academic Year 2024/2025	128 children aged 6 to 16
Pupils in school: Academic year from Easter 2025:	??
Financial year covered by this statement	April 2024 to March 2025
Academic year covered by statement	September 2024- August 2025
Publish date	May 2024
Review date	November 2024, February 2025
Statement authorised by	Stephen Hoult-Allen
Pupil premium lead	Jennie Witter
Governor lead	Joshua Jayson
Proportion of disadvantaged pupils: Post CLA: <b>2 chn / 3.5%</b> CLA: 1 chn (2until July)    Services Children (SC): <b>1 chn</b>	
<b>Pupil premium</b> allocation (financial yr 2024/25)	<i>£57,939 (LA/DfE estimate March 2024)</i>
<b>Pupil Premium Carry Forward</b> (April 2024)	£0
<b>Pupil Premium Grant to spend 2024/25:</b>	<b>£57,939</b>
<b>Pupil premium Plus</b> allocation (fin. yr 2024/25)	<b>£5,400</b> (actual pupils)
<b>Pupil Premium Plus Carry Forward</b> (April 2024)	£1,112
<b>Pupil Premium Plus Grant to spend 2024/25:</b>	<b>£6,512</b>

## Overview The Collett School Strategy for Disadvantaged Pupils September 2023 – August 2026

Our values are:

- We look after ourselves
- We look after each other
- We look after our learning
- We look after our Environment

We promote an ethos of achievement to enable each child to succeed and thrive through childhood into adulthood. As a school, we are a learning organisation and continuously strive to do better. In doing so, we try new things, seek to learn from those experiences, and work to adopt and embed the practices that work best. The use of the Pupil Premium money is seen as integral to school improvement and development and you will find this golden thread connecting School Action Planning with our most disadvantaged pupils. All our children are disadvantaged when compared to their neuro-typical peers in mainstream settings, though around 40% of our pupils are further disadvantaged through the lens of the Pupil Premium funding.

The cost of living crisis has nationally led to an increase in pupils qualifying for pupil premium and this has also been the case in our setting. The number of children accessing FSM has surprisingly stayed at a similar level since 2018, contrary to the national picture of the numbers increasing year on year.

We have an individualised approach to addressing barriers to learning and emotional support from early years to school leaving age. The importance of *quality teaching first* is particularly important for disadvantaged pupils. We bring to bear the team's knowledge for the development and input of strategies that work to meet the individual child's SEND needs. Where teachers perceive a high degree of obstacles to pupils' learning, then their attainment is lower (Burrichter, 2006, Banerjee, 2016). Knowledge of SEND specific strategies is essential, whilst a genuine belief in the individual's capacity to overcome these additional barriers is also essential in supporting the disadvantaged child with SEND to progress in their learning. Like many other schools, we experience difficulties in recruitment and particularly of those with SEND teaching/teaching support skills. As such, our trained professionals in interventions, pastoral and academic support staff remains essential. To maintain our essential interventions staffing when finances are extremely tight, we proportionately pay these staff salaries through the Pupil Premium Grant (40%) funding.

Where positive expectations of a child are demonstrated and structure imposed by the teacher communicates a trustful space, Banerjee (2016) triangulates sources that determine a 'pupils relationship with teachers, perception of teacher sensitivity and the reasons for attendance are the strongest predictors of scholastic achievement'. An absence of positive role models from school and the child's family and peer group may not conclusively be a factor of underperformance (Gorard, See and Davies, 2012) though with our SEND pupils we believe that this is an integral part of raising standards. Promoting the school values, our ethos is one of caring and 'looking after'; modelling this throughout the day. In addition, providing consistency, continuity and imbuing a sense of belonging is embedded in our loco-parentis role. The antithesis of this – a feeling of non-inclusion - where a child perceives unfairness and discrimination compounded through both school and neighbourhood factors will impact significantly on a child's engagement with school and learning as they lose trust.

Bolstering a positive sense of self-identity confirms to the child their worth, presence and trust from which they are in a better place for learning. Positivity, exemplified through representation of difference (e.g. race, religion, gender, SEND, physical needs, sexual identity) essentially reinforces the individual's sense of self, trust and aspiration. Pupil and staff diversity include 13 of the 17 ethnic groups, LGBT adults and children. To ensure our most vulnerable children's inclusion in activities and experiences who would otherwise not attend due to finances, means their cultural capital experiences are developed through a programme of activities that are inclusive in their design and in their exposure to British values and divergent family needs. [Special Educational Needs in Mainstream Schools | EEF \(educationendowmentfoundation.org.uk\)](https://www.educationendowmentfoundation.org.uk)

The importance given to healthy eating and engagement in cooking is particularly important at this time of financial hardship. Our curriculum continues to support children to expand their tastes, broaden their diet and develop improved independence skills for cooking. For some disadvantaged children, food choices are limited by social deprivation, family choices and their own limited understanding. Where fruit and vegetables are a regular part of a child's diet, Tobin (2013) confirms, there is a proven positive correlation with higher academic performance. Many of our pupils have food challenges, though in our most disadvantaged children, this is a commonality of the group. The Blue Tangerine Federation hosts a food club on the St Luke's School site that supports disadvantaged families of both our schools with membership paid by the Pupil Premium to access a wide range of food staples and free fruit and vegetables. This forms part of our cohesive approach that supports children to prepare for their transition into adulthood.

We continue to build on prior work as part of our ongoing strategy to support our most vulnerable children and families. Spending through the PPG in the past has paid for computer programmes and hardware. Communication between home and school takes different forms to support regular, non-adversarial contact including email, SMS, website, newsletters, telephone, video calls and Class Dojo. The regular communication supports the parent/carers' understanding about their child's progress, with examples of their work to help them see what their child can do, referenced by the NSPCC as a substantial aspect of sustaining pupil progress.

We understand that positive parental engagement in their child's learning can overcome many of the socio-economic barriers disadvantaged children face (Westerlund et al., 2013). Educating parents and providing them with strategies and tools that promote academic achievement increases academic achievement (Little-Harrison, 2012). Throughout the pandemic when working in school and online in a blended provision, parents and carers were supported to take an active part in learning to support their child's academic and pastoral progress. We have used the Premium funding to support disadvantaged children with IT equipment and better online reading and maths programmes. With careful selection, our choice has strategically sought to improve parents' understanding of their child's abilities, assessments and how these are benchmarked in order to better appreciate progress and next steps. Lost learning has not been as critical as expected in March 2020 and our concerted efforts to support the children's families to work with teachers and TAs in school has been an identifiable aspect of this.

We seek to identify specific areas for improvement using robust diagnostic processes from which to make evidence-informed decision on what to implement, there are challenges with small cohorts and rapidly changing cohorts. The pupils placed in our school continue to be placed outside the LA guidance for LD schools, where more of our pupils are SLD and have complex (3 or more diagnosed needs) but without an LA strategy for our SEND school sector, we remain attentive to the need to 'future-proof' our systems and curricula for uncertainty.

As such, our focus on our most vulnerable pupils and their families is expected to continually support improved educational standards for all our cohorts and illustrate our intention for complete inclusion. The focus of our PP spending seeks to avoid bolt-on strategies, but secure individual's progress and outcomes through quality teaching. In identifying the priorities for our school, we look to the teachers, pupils and their families as well as documentation on successful use of additional funding through organisations such as the Education Endowment Foundation. The most effective use of the money has been found by the EEF as follows:

- Pupil Premium Strategy is recommended as a 3 year period with annual reviews and necessary adjustments, planning for sustaining and scaling an innovation from the outset.
- School leaders will focus on a small number of priorities each year that are likely to make the biggest difference, with a focus on effective implementation.
- The PPG is embedded within a broader, strategic implementation cycle
- The approaches are selected on the basis of strong educational evidence, considering cost effectiveness and benchmarking
- PPG will also be spent on non-academic interventions including behaviour support to boost attainment.

## Challenges

The PPG funding is determined to follow the EEF's 3-tiered approach to help school allocate spending across 3 areas:

- supporting the high-quality teaching, such as staff professional development
- providing targeted academic support
- tackling non-academic barriers to academic success, such as difficulties in attendance, behaviour and social and emotional wellbeing

## Our School's Identified Challenges 2023-2026

Challenge number	Detail of challenge
1	Our individuals' cognitive disabilities and complex SEND needs are broad within a relatively small cohort of children. As such, they often require bespoke teaching methods /resources/ support impact
2	Low and non-engagement of some parents as a result of their own lack of capacity (e.g. own special needs, aspiration of learning/ work and parent's mental health and wellbeing). Through observations and conversations with pupils and their families, we find that disadvantaged pupils generally have fewer opportunities to develop cultural capital outside of school.
3	2023: FSM pupils' self-regulation of their own behaviours; 63% of 2022-23 suspensions are FSM pupils (81% of 2021-22 academic year suspensions).
4	The need to improve a positive sense of worth, value, aspiration and belonging particularly for those impacted by high anxiety and poor mental health in part as a result of the high Safeguarding issues presented in our schools.

5	Diet and implications on sensory needs, wellbeing, fitness, alertness. FSM children's choices of food, access to fresh fruit and vegetables are further compounded by the current financial climate.
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## Our Strategic Aims

Aim	Impact Evidence Sought	Target date
<p><b>High quality teaching</b>  <i>Sustain the improvement of teaching</i> through bespoke training and self-identification of skills, crucially to maintain communication through reading; cognition and understanding, self-esteem and self-worth, whilst supporting the engagement of parents reading with their children.</p>	<p>Staff ownership of CPD and prioritising own progress and preventing unnecessary duplication; teacher leaders. Reading rates improve, testing establishes progress, online access promotes reading, sustained and consistent phonics teaching. Improved language comprehension for disadvantaged pupils so that they can independently comprehend subject-specific texts with challenging terminology.</p>	<p>Autumn 2023 – Autumn 2025</p>
<p><i>Improve knowledge and progress of pupils</i> identified with challenging behaviours. Systems for improving behaviours for learning are benchmarked and adapted with external expertise to apply across the school and analysis improved for swift and timely interventions.</p>	<p>Staff feel confident in systematically managing challenging behaviours across the school and understand the mechanisms for recording and managing outcomes for pupils in a more unified way. Staff work with pupils on individual targets within a clear framework that promotes pro-social behaviours.</p>	<p>July 2024</p>
<p><b>Wider Strategies</b></p> <p><i>Increasing opportunities for</i> self-confidence, skills building and sense of purpose with life skills and work-related learning aspiration. Disadvantaged pupils have greater confidence and independence to help them engage more with the wider community and prepare for adulthood.</p>	<p>Qualifications stretch, real life work experience, communication skills and presentation skills in serving customers in the Horsebox Café. Ensuring all pupils experience careers teaching and opportunities and, that our Gatsby profile evidences the breadth of work-related learning activities.</p>	<p>Autumn 2025</p>

## 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
Quality First Teaching; establishing robust and targeted CPD through staff self-awareness auditing and Performance Management.	Training impacting on quality of provision translating to pupil progress and safeguarding, measurable through PMD 2023/24/25
Improved attainment for disadvantaged pupils in all subjects, notably communication skills, relative to their starting points as identified through baseline assessments.	<p>Through improved progress performance, as demonstrated by our end of year assessments in 2024/25 and 2025/26</p> <p>An increase in the percentage of disadvantaged pupils making excellent progress in their learning, leading to improved external accreditation. For those that are entered, results show further reductions in the attainment gap between disadvantaged pupils and their peers.</p>
Behaviours for learning consistency across the school.	Systematic use of strategies, tracked for impact and improved attainment and progress in learning and a reduction in Level 2 and the more serious behaviours recorded, by summer 2025.

## Activity in this academic year

### Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £23,500

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><b>Section Budget: £5,000</b></p> <p>CPD for teaching staff on developing SEND teaching skills – audited self-identification of needs and skills confidence including cognitive load and new content. <b>£5,000</b></p> <ul style="list-style-type: none"> <li>• TES CPD Platform £1,999</li> <li>• Curriculum Training HfL £1,427</li> <li>• Hamilton Trust (KS1,2 + SEND) – Science, History, Geography teaching materials £155 +VAT</li> </ul> <p>April 2024 spend monitoring: £3,426</p> <p>Still to spend £1,574</p>	<p>Effective professional development addresses the building of knowledge, setting and agreeing goals, monitoring impact and the embedding of this. <a href="#">EEF-Effective-Professional-Development-Guidance-Report.pdf</a> (<a href="https://d2tic4wvo1iusb.cloudfront.net">d2tic4wvo1iusb.cloudfront.net</a>)</p> <p>Evidence from cognitive science suggests that teachers must carefully introduce new content to pupils to ensure they can reference this against existing knowledge:</p> <p><a href="#">Cognitive Load Theory and its application in the classroom – The Early Career Hub (chartered.college)</a></p>	<p>1, 4</p>
<p><b>Section Budget: £10,000</b></p> <p>Work-related learning that supports children to access the workplace with relevant and appropriate accreditations for working life.</p> <ul style="list-style-type: none"> <li>• Horsebox salary (1 term): £8,000</li> <li>• Stables work experience £100 session x 20: £2,000 addition to equine therapy:</li> </ul> <p>April 2024 spend monitoring: £0</p> <p>Still to spend £10,000</p>	<p>Pupils find their curriculum meaningful, realistic and supports their entry to their next destinations and subsequently, the world of work. Evidenced through next destinations reports and alumni information.</p>	<p>1, 2, 4</p>
<p><b>Section Budget: £8,500</b></p> <p>Resources to support teachers with high quality planning and subject knowledge in key areas.</p> <p>E.g. White Rose maths</p> <ul style="list-style-type: none"> <li>• £3,000 Onwards and Upwards assessment and planning online platform</li> <li>• £1,124 Twinkl</li> <li>• £675 IXL Learning</li> <li>• £160 Tapestry</li> <li>• £318 ELS on line</li> <li>• £ Reading Eggs</li> <li>• £ Provision Mapping</li> </ul>		

March 2024 spend monitoring: £0		
Still to spend £8,500		

## Targeted academic support (for example, tutoring, one-to-one support, structured interventions)

Budgeted cost: £29,957

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><b>Section Budget: £16,870</b></p> <ul style="list-style-type: none"> <li>Qualified teacher (working part-time in Lower School) is a qualified and trained counsellor/ therapist working in school one day per week with Upper School students from the Autumn term 2023. (£300 p/w x 32weeks) <b>£7,680</b></li> </ul> <p>April 2024 spend monitoring: £0</p> <ul style="list-style-type: none"> <li>Part fundraised Music Therapy targeted to those most vulnerable in the school, for whom this is expected to benefit most. <b>£6,000</b></li> <li>Vista Services – Mentor Mark <b>£3,192</b></li> </ul> <p>April 2024 spend monitoring: £0</p> <p>Still to spend £16,870</p>	<p>Understanding through building relationships to tackle the causes of social, emotional and mental health needs as well as the outward behaviours. <a href="https://d2tic4wvo1iusb.cloudfront.net/EEF-Plotting-overlapping-needs-for-pupils-with-SEND.pdf">EEF-Plotting-overlapping-needs-for-pupils-with-SEND.pdf</a> (d2tic4wvo1iusb.cloudfront.net)</p> <p>Additional hours for counselling and music therapy for identified PPG pupils, needing additional, professional support to access school and learning.</p>	<p>1, 3, 4</p>
<p><b>Section budget: £8,500</b></p> <ul style="list-style-type: none"> <li>Drumming Herts Music Service: £550 Spring, £550 Summer) <b>£1,100</b></li> </ul> <p>April 2024 spend monitoring: £0</p> <p>Still to spend £1,100</p> <ul style="list-style-type: none"> <li>Tappy Toes: Music, Movement and Dance: £5,600</li> </ul> <p>April 2024 spend monitoring: £0</p> <p>Still to spend £5,600</p> <ul style="list-style-type: none"> <li>Equine Therapy: <b>£1,800</b></li> </ul> <p>April 2024 spend monitoring: £0</p> <p>Still to spend £1,800</p>	<p>Identified pupils with significant needs – Personal Development and mentor-counselling</p>	
<p><b>Section Budget: £4,585</b></p> <p>Sustained hours of intervention and inclusion support with communication issues (including 1:1 behaviour</p>	<p>The Communication Trust worked with the Better Communication Research Programme to develop the What Works database of evidenced interventions to support</p>	<p>3, 4</p>

<p>interventions).£4,585 (nb was £40,000 in 2023/24)</p> <p>April 2024 spend monitoring: £0</p> <p>Still to spend £4,585</p>	<p>children’s speech, language and communication.</p> <p><a href="https://www.ican.org.uk">What works database (ican.org.uk)</a></p>	
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Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £4,790

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><b>Section Budget: £4,790</b></p> <p>Resources to support individual children with showering, hygiene, period pants, clothes, underwear. £1,000</p> <p>April 2024 spend monitoring: £0.</p> <p>Still to spend: £1,000</p> <p>Fruit and vegetables for Snacks</p> <ul style="list-style-type: none"> <li>• Lower School £1000</li> <li>• Upper School £1000</li> <li>• Cookery teaching £1000</li> </ul> <p>Still to spend: £3,000</p> <p>April 2024 spend monitoring: £0</p> <p>Pupil Premium Phasels Wood trip June 2024 attendance £790</p> <p>April 2024 spend monitoring:</p> <p>Still to spend £790</p>	<p>Staff working with highly vulnerable children with 1:1 needs including hygiene and clothing with specific support in enabling their independence: Use of TAs: <a href="#">Making Best Use of Teaching Assistants   EEF</a> (<a href="http://educationendowmentfoundation.org.uk">educationendowmentfoundation.org.uk</a>)</p> <p>The cost to the school is increasing each year and this is to provide a supply of clothing, hygiene and sanitary wear to use when the immediate need occurs.</p> <p>Preparadness for learning. 50% FSM pupils limited access to fresh fruit and vegetables.</p>	<p>4</p> <p>5</p>

Total budgeted cost: £58,247

## Pupil Premium Plus (CLA, Post-LAC, Services chn, CIN and CP children)

Budgeted cost: £5,400 + £1,112 carry forward = **£6,512**

1 x Services child (£320) 1 x CLA sec (£1800) 1 x Post-LAC pri (£1,800) 1 x Post-LAC sec (£1,800).  
Virtual School has 1 third to additionally apply for.

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><b>Budget Code: Pupil Premium E19/E27/: £6,204</b></p> <ul style="list-style-type: none"> <li>• Shahn's counselling RH £1,920 (2024-2025) Work around his life story book.</li> <li>• MHST support for CLA and Post-LAC pupils. Additional mental health support through Music Therapy. (2024-2025) (2023-2024)</li> <li>• Drawing and Talking therapy/ counselling dependent on pupil.</li> <li>• Trips               <ul style="list-style-type: none"> <li>○ (Full payment of PGL trip for CLA pupils 2022-2023.) (paid)</li> <li>○ Phasels Wood Trip £210 Harry and RH to attend 2023-2024 (paid)</li> </ul> </li> <li>• Specific individual support for academic studies including the purchase of materials and texts used in school for home use.               <ul style="list-style-type: none"> <li>○ Cultural identity experiences over weekend and holidays that are specific to the individual e.g. theatre, galleries. £500 allocated. <i>(Unspent by carer in 2023/2024)</i></li> <li>○ Art equipment for exam - £140 (paid) Harry GCSE art (2024-2025)</li> <li>○ Cookery equipment transition for Harry to college - £250 (paid) (2024-2025)</li> <li>○ RH – music lessons with Meg Cripps 35weeks X £20 - £700 (2024-2025)</li> </ul> </li> </ul> <p>April spend monitoring: £0</p> <p>Still to Allocate £4,382</p>	<p>Understanding the needs of the individual and supporting them to access different experiences to their earlier years, which seek to embolden their sense of identity, current life, future aspiration and engage with new(er) parents – ie beyond their birth parents.</p>	<p>1, 4</p>

**Total budgeted cost: £6,512**



## Part B: Review of the previous academic year

### Outcomes for disadvantaged pupils

We have analysed the performance of our school's disadvantaged pupils during 2023/2024.

### Externally provided programmes

*Please include the names of any non-DfE programmes that you used your pupil premium (or recovery premium) to fund in the previous academic year.*

Programme	Provider
Rebound Therapy Training	Rebound Therapy
Hertfordshire Steps Therapeutic Thinking	HCC
TES Continued Professional Development	TES
SCERTS	SCERTS
Diversity focused Mentoring	Diversity
Mental Health leadership course	HfL
Understanding the World Teacher Training	HfL

### Service pupil premium funding : 1 child Yr7

How our service pupil premium allocation was spent last academic year
The social and emotional needs of our service child's families were such that we ensured the child had access to trips and events, whereas otherwise she would not be able to attend.
The impact of that spending on service pupil premium eligible pupils
This provided support for managing the emotional needs of the child and, over time during the year, she felt included in the curriculum opportunities and continue to make strong progress in her learning across the subject areas.

## Further information (optional)

### Additional activity

Our pupil premium strategy will be supplemented by additional activity that we are not funding using pupil premium or recovery premium. That will include:

- Staff CPD to address the challenges faced with behaviour and vulnerable children.
- Working in partnership with local colleges to provide opportunities such as taster courses, link programmes and mentoring to enable young people with SEND to familiarise themselves with the college environment and gain some experience of college life and study.
- Arranging work-based learning that enables pupils to have first-hand experience of work, such as apprenticeships, traineeships, and supported internships.

### Planning, implementation and evaluation

In planning our updated pupil premium strategy, we evaluated what activities had made progress and how we would build on these.

We used the EEF's families of schools database to look at the performance of disadvantaged pupils in school like ours.

We looked at several reports, studies and research papers about effective use of pupil premium and the intersection between socio-economic disadvantage and SEND. We also looked at a number of studies about the impact of the pandemic on disadvantaged learners. The pandemic has also given us deeper insights into family life for those from disadvantaged backgrounds and we have been able to forge stronger relationships with parents/guardians as a result.

In addition to the pupil premium funded activity outlined above, we have put in place stronger expectations around areas of effective practice, notably feedback given the impact of this identified by the EEF Toolkit. We have also put a sharp focus on supporting teachers to develop their professional practice and train in specialist areas, allowing them to develop expertise and share them with other staff.

We have used the EEF's implementation guidance to set out our plans and put in place a robust evaluation framework for the duration of our three-year approach. This will help us to make adjustments and quality improvement to secure better outcomes for pupils over time.

# Appendices

## Roles and responsibilities

The Executive Headteacher, the Head of School and school leaders are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school
- Ensuring that all school staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils with parents in the armed forces
- Planning pupil premium spending and keeping this under constant review, using an evidence-based approach and working with virtual school heads where appropriate
- Monitoring the attainment and progress of pupils eligible for the pupil premium to assess the impact of the school's use of the funding
- Reporting on the impact of pupil premium spending to the governing board on an ongoing basis
- Publishing the school's pupil premium strategy on the school website each academic year, as required by the DfE
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment

### Governors

The governing board is responsible for:

- Holding the Executive Head and Head of School to account for the implementation of this policy
- Ensuring the school is using pupil premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the pupil premium, in conjunction with the Head of School and Executive Headteacher to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the pupil premium
- Challenging the Executive Headteacher to use the pupil premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

### Other school staff

All school staff are responsible for:

- Implementing this policy on a day-to-day basis

- Setting high expectations for all pupils, including those eligible for the pupil premium
- Identifying pupils whose attainment is not improving in response to interventions funded by the pupil premium, and highlighting these individuals to the senior leadership team
- Sharing insights into effective practice with other school staff

## Monitoring arrangements

This policy will be reviewed annually by the Head of School, Head of Operations and Executive Headteacher. At every review, the policy will be shared with the governing board.

## References and citations.

Macleod, S. and Sharp, C. and Bernardinelli, D. and Skipp, A. and Higgins, S. (2015) 'Supporting the attainment of disadvantaged pupils: articulating success and good practice : Research report November 2015.', Project Report. Department for Education. , London.

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