



Pupil Premium - Allocation, Spend and Impact

Executive Summary 2019

Summary for Governors

Item of PP expenditure (three highest)	Amount	RAG - Impact
Pastoral team restructure including Pastoral Support Manager	£41,000	
1:2:1 tutoring	£30,000	
Additional staffing in English and Maths	£20,000	

Pupil Premium Allocation £212,255

Current achievement					
2019 Outcomes	Pupils eligible for PP (previous year)	Pupils not eligible for PP (your school)	Pupils not eligible for PP (national average – most recent year available)	UL target for PP students	Difference outcome to previous year (RAG)
Progress 8 score average	-0.3	-0.4	0.13	-0.45	A
Attainment 8 score average	3.5	3.9	50.1	40.97	R
4+ Basics	34.9%	54%	71.5%	56%	R
5+ Basics	18.6%	34%	50.1%	31%	R
5+ GCSEs including English and maths (9-4)	30.2%	44%			R



1. Planned expenditure 2019 - 2021		
The five headings enable you to demonstrate how you are using the Pupil Premium: to improve classroom practice; to provide targeted support; to improve attendance and behaviour; to support pupils who need to catch up; and to address pupils' special educational needs.		
i. Quality teaching for all		
Action	Intended outcome	Cost
Teaching and Learning Communities with a focus on the development of the Rosenshine Principles	Focused, and research based CPD which encourages and enables staff to develop effective strategies for T&L both within and across departments and in collaboration with other schools.	£4,000
Additional staffing in Maths and English.	Reduce class sizes in English and Maths in order to increase contact time and improve the quality of feedback Progress and attainment in English and Maths across KS3 and 4 for PP students will be in line with that of non PP students	£20,000
Robust literacy policy developing disciplinary vocabulary and a love of reading.	Students gain 'cultural capital' and have strong literacy skills enabling full access and opportunity for high attainment.	£2,000
Total budgeted cost		£26,000
ii. Targeted support and intervention		
Action	Intended outcome	Cost



Deputy Head Teacher post with responsibility for attainment	SLT focus on pupil progress, interventions and curriculum offer at KS3/4	£12,000
Whole school and departmental tracking	Dedicated tracking system (G4S) to monitor and support in the identification of progress across all subjects and to engage parents in understanding the progress and attainment of their child Clarity of position at each tracking point.	£4,155
1:2:1 tutoring	Dedicated 1:2:1 tuition to support attainment and progress of individuals in Maths. Students carefully identified using tracking data, students attain L4 + as a minimum, but many targeted have higher targets so aim is for all students to achieve or exceed target grade.	£30,000
Additional TA support English KS3 and KS4	Focus on literacy across key stages to strengthen skills and enable access to the whole curriculum. Literacy levels of PP students are in line with Non PP students across key stages	£13,000



Most Able coordinator post	<p>Dedicated member of staff to focus on the provision and support for most able PP students</p> <p>Most able attain high outcomes in line with most able non-PP students</p>	£2,500
KS4 study group	<p>To provide a space for Year 11 students to study independently at lunch time and after school.</p> <p>PP students targeted and monitored - independent learning and high aspirations</p>	£1,000
Period 6 for KS4	<p>Subject specific input to support progress and attainment beyond the normal curriculum time.</p> <p>PP students will achieve progress and attainment scores across subjects in line with Non PP counterparts.</p>	£2,000
Harbour provision	<p>Bespoke academic support to ensure that KS3 students have appropriate skills to succeed in the classroom.</p> <p>PP students in KS3 who are struggling to cope have intensive intervention to ensure that they are able to succeed</p>	£5,000
Provision of independent CEIAG	<p>Focused, personalised and independent careers advice and guidance</p> <p>No PP student will be categorised as NEET..</p>	£4,000



Role Model Mentoring Programme and university visits	Tailored sessions delivered by university students focusing on pertinent issues, the programme culminates with visits to the university and motivational speakers. PP students will believe that university and aspirational career plans are within their reach	£1000
Work Experience Programme	Equipment and travel subsidised to ensure that WEX is a valuable experience for all All Year 10 PP students participate in meaningful work experience	£500
Total budgeted cost		£75,155

iii. Behaviour and Attendance improvement strategies		
Action	Intended outcome	Cost
Attendance coordinator	Reducing absence, including persistent absence across year groups through targeted interventions, parent meetings and home visits. Attendance for PP students is in line with non PP students	£17,000
Pastoral Support Manager	Sharp focus on improving PP attendance and behaviour No significant gaps in the attendance and behaviour of PP students compared to non PP students.	£20,000
Pastoral team restructure and development	Staff allocated to year groups with specific focus on PP, strategic CPD plan to ensure all staff have requisite skills to work to remove barriers	£21,000



	PP students engage well with learning, because other needs are being appropriately supported.	
School counsellor	Counsellor from 'Your Space' to provide emotional support for vulnerable students. PP students are well supported and able to engage with and focus on school.	£6,500
Education Mental Health Practitioner	To identify emerging MH concerns and provide CBT based interventions to support healthy development. PP students to be prioritised.	£0 (Externally funded at present)
Aspire project	Seeks to monitor, evaluate and provide a rich, diverse and exciting additional curriculum to inspire students in order to encourage them to aim high in their life choices. Clear overview of the enrichment provision for students with specific analysis of groups and trends leading to higher levels of engagement and to allow for targeted intervention.	£3,000
Subsidy of enrichment activities including contribution to East Sussex Music Service.	PP students are financially supported to participate in learning activities beyond the classroom such as sports, Arts and educational visits PP students do not miss out on any educational activity they want to participate in because of cost PP students are able to access instrumental lessons 1:2:1, or in small groups for a significantly reduced cost. Equal proportions of PP and non PP students access music lessons.	£4,000
Hardship fund	Provision of uniform and equipment to help PP student s to be school ready. PP students do not miss learning because of uniform or equipment issues.	£2,000



		Total budgeted cost	£73,500
iv. Catch-Up Premium improvement strategies (including transition Y6-Y7)			
Action	Intended outcome	Cost	
Assistant Head with responsibility for KS3 tracking, attainment	Students in need of focused interventions will be clearly identified at every stage	£12,000	
Intervention. Recognised by the class teacher and overseen by LHO.	To close the attainment gap between those pupils under performing in core subjects.	£0	
Planning for Rank Order implementation.	To provide greater clarity on the performance of all pupils, specifically PP.	£0	
Reading wise programme	To ensure that all learners achieve expected levels (reading age equivalent to chronological age) by the end of year 7.	£2,600	
		Total budgeted cost	£14,600
v. SEND improvement strategies (PP eligible pupils who also have identified SEN)			
Action	Intended Outcome	Cost	
Tracking of PP/SEND students at every ATP	Any student who is PP/SEND will be identified and interventions put in place	£0	
Self-esteem and friendship groups	PP/SEND feel supported and able to access classrooms	£12,000	
Key link worker for each SEND/PP student	Opportunities are provided for individual students to identify and work on barriers to success	£12,000	
		Total budgeted cost	£24,000



2. Impact Statement			
i. Quality teaching for all			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
ii. Targeted support and intervention			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost



iii. Behaviour and Attendance improvement strategies			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
iv. Catch-Up Premium improvement strategies (including transition Y6-Y7)			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost
v. SEND improvement strategies (PP eligible pupils who also have identified SEN)			
Action	Impact	Lessons learned (and whether you will continue with this approach)	Cost



3. Additional detail

