

Pupil Premium Funding at St Joseph's Catholic College

The government recognises that students from more disadvantaged backgrounds tend to do less well in school. To combat this, they have introduced the Pupil Premium fund to support these students in school. Children with parents in the Services are also in receipt of funding but we recognise their needs are different from students from a disadvantaged background.

St Joseph's aims to deliver quality teaching to all students, regardless of social background. However, it recognises that in some cases extra support and interventions are required where some students are presented with barriers to their learning.

Through discussions with students and staff, we work together to overcome these barriers, providing interventions and support where necessary.

Overall Aims:

- Provide opportunities for reflection and mentoring with the intention of building aspiration, ambition and motivation.
- To provide Mathematics and English intervention for underachievers with the aim to improve numeracy and literacy skills from KS3 onwards.
- 100% of students to achieve their Minimum Expected Grades.
- Take full advantage of the full range of opportunities available to them across the school
- Make expected progress so that the attainment gap between disadvantaged and non-disadvantaged students is narrowed.

The College Improvement Plan outlines the strategic plan for meeting the needs of disadvantaged students across the college.

The key aspects are highlighted below.

1: Improving provision in all subjects via department development plans

This strand of the school improvement plan runs through departmental development plans

Specifically to support disadvantaged students in lessons	Actions	Impact
<p>- Specific support strategies in place for PP students, evident in reviews, and shared in SMT meetings</p>	<p style="text-align: center;">❖ Appointment of Pupil Premium Ambassadors</p> <p style="text-align: center;">See detailed job description</p> <ul style="list-style-type: none"> • Lead practitioners in English and Mathematics to run intervention groups in KS4. • 2nd in Departments to have an overview of actions needed to support PP students within their department areas. 	<p>Students feel supported and have a go-to person with any concerns regarding progress, required equipment, learning strategies.</p> <p>Underachieving students are supported to ensure they make expected progress.</p> <p>Student progress is closely monitored and contact home is made regularly to update parents on progress and attitude to learning.</p>

Ensure every teacher is acutely aware of the individual needs of the students they teach, so that differentiation is informed.	<ul style="list-style-type: none"> All teachers to have highlighted seating plans with disadvantaged students clearly marked that included actions taken in and out of lesson to support students. To utilise good practice when marking books and ensure wave one interventions are in place in every classroom. 	Teaching staff are fully aware of the needs of their pupils and support them as necessary.
To create a whole school provision map, enabling a transparent and coordinated approach to support and intervention.	<ul style="list-style-type: none"> See detailed planned spending. 	
Regular work scrutiny of PP books during the year with a more detailed focus during the review of disadvantaged students shows no discernible difference in quality and amount of work of PP students compared to others	<ul style="list-style-type: none"> Line managers to ensure all staff reviews the progress of disadvantaged students across all year groups and these are discussed as part of the line management meetings. 	Disadvantaged pupils are at the forefront of teacher planning and assessment.
Ensure Senior Leaders are engaged in ongoing self-evaluation of the achievement of Pupil Premium students and intervene decisively to drive improvement.	<ul style="list-style-type: none"> CBY to attend, on termly basis, department meetings to discuss strategies being used with disadvantaged students. 	Head of department regularly review PPG progress is in line with all the progress of all students.

Results and Progress 8 (to date) Based on 4 Matrix Data September 2019

(will be updated when IDSR figures are available)

3 year trend for End of KS4

	2016-17	2017-18	2018-19
Attainment KS4 (GCSE)			
All	45.34	44.51	46.43
PPG	37.11	35.75	38.39
Progress 8 KS4 (GCSE)			
All	-0.08	+0.12	-0.11
PPG	-0.69	+0.01	-0.61

Details of 2018 - 2019

2018 - 2019

Number of students on roll and Pupil Premium Grant (PPG) Received	
Total number of students on roll 2018 – 2019	1280
Total number of students eligible for Pupil Premium Grant 2017 – 2018 (including looked after children, Armed Forces children and Ever 6)	216
Total number of Ever 6 students	77
Total number of Looked After Children	3
Total number of Service Family Students	8
Amount of PPG funding received per student	£935.00
Total amount of Pupil Premium Grant 2018 – 2019	£193,056.12

Evaluation of spending in 2018/19

To ensure that all our disadvantaged students can access all that is on offer at the College, spending has been categorised in supporting *basic needs*, *enrichment support*, *pastoral support* and *academic support*. The details of the spending on these areas is shown in the table below.

In addition, we had a team of 'Pupil Premium Ambassadors': a group of staff who are given an additional payment to support individuals on a one-to-one or small group basis once a week. Individual targets are set, any support needed to meet these targets is arranged, and the targets are then reviewed in the next meeting. The team of 6 teachers continued working with 40 year 11 students in September 2018. From mid-June, the support goes to pupil premium students in year 10.

All year 11 students on the scheme completed an evaluation of the scheme and a summary of these findings is below.

Rate the following 1 – 10 (1 strongly disagree – 10 strongly agree)

Questions	Prior to mentoring	After mentoring
1. I feel secure and confident in school:	6.4	7.5
2. I feel included within my year group	7.2	8.1
3. I felt capable of getting good GCSE grades	5.7	7.2
4. I am determined to work hard to achieve good grades	7.8	8.0
5. I work hard in all my lessons	7.3	7.7
6. I listen to the teachers and complete all work	7.4	8.1
7. I treat all staff with respect	8.4	8.5
8. I complete all homework	6.3	8.1
9. I know what I wanted to achieve after GCSEs	7.3	8.7
10. I attended extra-curricular activities	6.6	7.4
11. I attended school every day	7.9	7.4
12. I was doing regular revision	5.8	8.4
13. I always had the right equipment for every lesson	8.8	8.8

From this it is clear it has had a positive impact on the students.

We are currently reviewing a similar system to run in 2019-20.

Summary of Spending 2018 - 2019			
Basic Needs			
Item/project	Costs	Objective	Outcome
Equipment (uniform, books, other equipment)	£16,382.23	To assist cases of hardship, so students are not disadvantaged.	Students had equipment required for learning and were moving towards being independent students.
Enrichment Support			
Item/project	Costs	Objective	Outcome
Trips support	£14,900.43	As referred within the College for students who must attend educational trips (e.g. Art gallery visits, Geography field trips).	Students met target levels/grades in subject areas. (see positive Progress 8 score)
Music lessons	£2,165.50	To provide external lessons and the means to enter competitions to disadvantaged students.	Students had the opportunity to excel in areas that would otherwise be unavailable to them. One year 10 student in receipt of singing lessons recently achieved a distinction in a grade 6 singing examination.
Pastoral Support			
Item/project	Costs	Objective	Outcome
Staff Costs Pro Rata	£52,952.34	To provide pastoral support to students and families in need including school councillor, PSA, and student managers.	Difficulties were resolved for students and enabled them to focus on learning.
Staff Costs Pro Rata	£24,602.88	TAs to support a variety of disadvantaged students.	Students were fully supported in lessons.
Lead Practitioners	£7,500.00	To provide small group intervention with underachieving student including those from a disadvantaged background.	Students in English, Mathematics and Science will make expected progress in year 11.
Staff Costs Pro Rata	£1,231.06	IAG co-ordinator to advise students and support their post-16 applications.	Students received IAG advice to successfully enrol on appropriate post 16 courses, thus ensuring the NEET figures remain less than 2%, through the use of Adviza.
Academic Support			
Item/project	Costs	Objective	Outcome
Homework Club	£3,435.00 3 one hour sessions per week x 39 weeks	Provide 1:1 TA/tutor assistance with homework, including access to IT.	Students completed homework to a good standard in terms of content and presentation.
Aspirational Support (whole College initiatives)			
Item/project	Costs	Objective	Outcome
Villiers Park Scholars Scheme	£5,000.00	High prior attaining students from disadvantaged backgrounds have the opportunity to visit University attend a residential in Cambridge	Raised the aspirations of students so they can access top universities.

		and have fortnightly mentoring.	
Pupil Premium Ambassadors (See feedback report above)	£15,600.00	Students from a disadvantaged background will receive regular mentoring.	Students are better prepared for GCSE examinations through structured conversation regarding revision skills and needs (see trends and progress data).
PPG Champions	£14,543.08	To ensure whole school initiatives are monitored and all staff are aware of the needs of disadvantaged students.	Positive progress was achieved for disadvantaged students.
Other			
Item/project	Costs	Objective	Outcome
Maximise Potential**	£1,000.00	Total paid to Maximise Your Potential.	To inspire and motivate all year 11 students.
College Nurse**	£1,000.00	Treat caseload of students as referred by college professionals	To resolve health issues in order to allow students to focus on learning. Caseload students to meet Key Stage targets.
Medical Officer**	£3,343.60	To support students who feel unwell during the day.	Students have a trained professional to support with their health and well-being.
Educational Psychologist**	£5,000.00	Treat caseload of students as referred by college professionals.	To resolve issues in order to allow students to focus on learning.
TAHMs and CAHMs	£24,000.00	To provide 1:1 sessions for Tier 3 services.	
Grand total	£193,056.00		

Details of Planned Spending 2019-2020

2019 - 2020

Number of students on roll and Pupil Premium Grant (PPG) Received	
Total number of students on roll 2019– 2020	1301
Total number of students eligible for Pupil Premium Grant 2018 – 2019 (including looked after children, Armed Forces children and Ever 6)	217
Total number of Ever 6 students	70
Total number of Looked After Children	3
Total number of Service Family Students	6
Amount of PPG funding received per student	£935
Total amount of Pupil Premium Grant 2019 – 2020	£202,895

PPG Numbers September 2019

Year Group	Numbers)
7	40
8	54
9	47
10	49
11	27
Total	217

Spending Plan 2019 - 2020			
Basic Needs			
Item/project	Costs	Objective	Expected Outcome
Equipment (uniform, books, other equipment)	£20,000.00	To assist cases of hardship, so students are not disadvantaged.	Students will have equipment required for learning and being an independent student.
Enrichment Support			
Item/project	Costs	Objective	Expected Outcome
Trips support	£15,000.00	As referred within the college calendar for students who must attend educational trips (e.g. Art gallery visits, Geography field trips).	Students meet target levels/grades in subject areas.
IAG Support Adviza (Pro-rated)	£1,225.41	To raise aspirations of students and ensure that they take the best Post 16 path.	No student is NEET.
Music lessons	£2,200.00	To provide external lessons and the means to enter competitions to disadvantaged students.	Students gain chances to excel in areas that would otherwise be unavailable to them.
Pastoral Support			
Item/project	Costs	Objective	Expected Outcome
Parent Support Advisor**	£5,500.00	To provide pastoral support to students and families in need.	To resolve difficulties for students and enable them to focus on learning. Caseload students to meet Key Stage targets
Student Managers **	£35,000.00	Non-teaching support staff. To support emotional and behavioural needs	Behaviours for learning are effective.

College Counsellor**	£15,000.00 2x days a week x 39 weeks	Counsel students as referred by College professionals.	To help students resolve difficulties and enable them to focus on learning. Caseload students to meet Key Stage targets.
College Nurse**	£1,400.00	Treat caseload of students as referred by College professionals.	To resolve health issues that will allow students to focus on learning. Caseload students to meet Key Stage targets.
Medical Officer**	£3,400.00	To support students who feel unwell during the day.	Students have a trained professional to support with their health and well-being.
Educational Psychologist**	£5,000.00	Treat caseload of students as referred by College professionals.	To resolve issues that will allow students to focus on learning.
TAMS and CAHMs	£24,000.00 2 days per week x 39 weeks	To provide 1:1 sessions for Tier 3 services.	
Academic Support			
Item/project	Costs	Objective	Expected Outcome
Homework Club	£3,300.00 3 one hour sessions per week x 39 weeks	Provide 1:1 TA/tutor assistance with homework Including access to IT.	Students complete homework to a good standard in terms of content and presentation. Students meet Key Stage targets.
Lead Practioners**	£7,500.00	To provide small group intervention with underachieving students, including those from a disadvantaged background.	Students in English, Mathematics and Science will make expected progress in year 11.
SAM learning	£2,250.00	To provide on line educational help and support for students from year 7 -11 To support students off ill so they can access curriculum material.	Student will make progress and consolidate their learning in a fun and interactive way.
2nd in Dept **	£12,000.00	To work alongside the PP Champion to monitor the progress of students in key subject areas, highlight any causes of concern; meet with student as necessary and contact home if appropriate.	Students from a disadvantaged background will make at least expected progress across all year groups.
Aspirational Support (whole College initiatives)			
Item/project	Costs	Objective	Expected Outcome
Pupil Premium Ambassadors	£7,800.00	Students from a disadvantaged background will receive regular mentoring.	Student will be better prepared for GCSE exams through structured conversation regarding revision skills and needs.
Pupil Premium Champions	£14,600.00	To ensure there is a dedicated SLT member champion the needs of disadvantaged students with all staff.	Students from disadvantaged are recognised and their barrier to learning are overcome.

Motivational Speaker	£1,200.00	To inspire and motivate all year 11 students.	Students have improved revision skills and make expected progress.
Enrichment	£1,000.00	Student can access after college enrichment activities so raise their awareness of opportunities outside of the normal curriculum.	Students learn new skills or improve on existing skills.
Other			
Item/project	Costs	Objective	Expected Outcome
TAs**	£25,000.00	Student receive the necessary support with the classroom.	Student are able to access the curriculum and make expected progress within their Key Stage.
Grand total	£202,985.00		

** These costs are pro rata according to the PPG students on the caseload for that particular professional.

Barriers to Learning

Key Areas that need addressing

Completion of homework

Parental communication

Raise aspirations

Good quality teaching.

Access to required resources

To improve behaviours for learning

Brief action plan

Action to be completed	Date	Objective	Success Criteria	Follow up
Questionnaire for all year 7 disadvantaged students	Oct 2019	To understand the requirements and experience of disadvantaged students in year 7.	Questionnaire completed. Students seen (in groups) regarding issues and concerns.	Results to inform the main barriers for learning and to be shared with all staff.
Pupil Pursuit of disadvantaged student.	December 2019	To audit a typical day of a disadvantaged student in school.	Pupil pursuit completed.	Brief report to be shared with staff.
Review of Pupil Premium Ambassadors	Termly	To reflect on the impact of the programme.	Termly meeting held and notes recorded.	To ensure the PP ambassadors are being utilised to have the most impact.

To communicate with parents useful strategies that can support their child at school	Three times a year	For parents /carers to have the information to better support their child.	Parents are engaged with their child's education.	Parental questionnaire.
To attend departmental meetings	Termly	To discuss best practice when supporting disadvantaged students.	All staff have useful strategies to support disadvantaged students.	Strategies utilised in lessons.
Regular review of student progress	Termly	To review the progress of disadvantaged student across all year groups.	Data analysed.	HoD informed and intervention implemented where necessary.
Interviews with students	Yearly	To meet with a sample of students to discuss their attitudes to learning and any barriers they experience.	Interviews completed.	Respond to student needs as necessary.