



Pupil Premium Review 2020-2021

Teaching and Learning – research projects	All AoLs have conducted their research and will share top 3 strategies with other AoLs this month to be implemented across all teaching areas. All subject areas have found strengths which have impacted on student learning and knowledge retention over time, which we will now share more widely.
Teaching and Learning – climate for learning, positive behaviour strategies	New behaviour strategy was implemented whole school in November and whole staff training delivered. Staff feedback has recognised that positive behaviour strategies have been useful, however some of the additional behaviour strategies to support this that we have not been able to use this year (detentions, phrase 2 classrooms) were needed to support this.
Targeted Support – Catch up	See below.
Targeted Support – Behaviour choices	PP students presenting and communicating through behavioural challenges all now have a named key worker due to increasing the capacity of the pastoral team. Some of our most vulnerable students (WG, AW, GG, EP) have bespoke interventions in place that we wouldn't have had the capacity to offer previously. Increased capacity has also meant we can intervene early with simple fixes like uniform issues to avoid negatives and students being perceived as different.
Wider Strategies – Flourish Curriculum	A termly rolling programme has now been introduced. Several adjustments have been made over the terms and sessions are now running successfully. Student voice interviews show student really value these opportunities and allow us to offer a range of enrichment opportunities that historically, PP students may have missed out on, either in or outside of school.
Wider Strategies – Subject Specific Literacy and Communication	No further training has been delivered to staff on this yet.

Catch Up Funding Review

Teaching and Learning

Assistant Head Teacher to lead on departmental action research projects to develop and ensure teaching excellence across the school	All AoLs have conducted their research and will share top 3 strategies with other AoLs this month to be implemented across all teaching areas. All subject areas have found strengths which have impacted on student learning and knowledge retention over time, which we will now share more widely.
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Targeted Support

Senior Learning Mentor to provide 1:1 and small group tuition to identified students in Maths and English	14 Year 11 students had regular catch up sessions with RW. RW has supported 2 Year 10 maths groups where target grades are borderline 3/4 and 4/5 and 10 specific students. She has worked with various small groups in Year 7 and 8 classes where Maths teachers had identified catch-up need following on from the Jan-March school closures. RW is currently completing catch-up literacy training this term, which has proven to be the most effective reading intervention for KS3 students.
ATA to support students within lessons	LE has worked with a range of Year 11 students across all 4 classes as they prepared for their final English assessments. In particular, BB, HM, JM, LR, AR have all benefitted from support and reached or exceeded target grades.
Catch up Literacy for KS3 students	This has proved our most successful intervention strategy so we have invested in training and additional member of staff to start delivering the training in the last few weeks of this year. To continue next year.
Teaching Staff in FLZ to support students	This was most successful where teachers of core subjects supported students. Although students did use the time to catch up on coursework, they struggle to work independently. In the KS3 HUB all staff have now been directed to deliver a specific intervention rather than students completing homework independently. If we continue with the FLZ next year, the same to be introduced here.
Increased staffing in humanities to allow smaller groups in Year 11 Geography and RE	Year 11 grades in geography have continued on their upward trend.

Wider Strategies

Outdoor Education	Selected vulnerable students have accessed the outdoor education programme this year. This is currently being extended so all students are able to benefit from an element of outdoors education next year. Where possible and appropriate RW has supported outdoor education, which has enabled positive relationships to be built and drawn upon in additional Maths support sessions. Team capacity increased for 2021-22. Planning team in place to focus on a whole curriculum offer.
Flourish Curriculum	A termly rolling programme has now been introduced. Several adjustments have been made over the terms and sessions are now running successfully and allow us to offer a range of enrichment opportunities that have been missed during school closures, and missed due to extra restrictions once schools reopened. Student voice interviews show student really value these opportunities.
Review of behaviour policy	We continue to review our behaviour policy. Whilst there have been many positives to arise from a more restorative approach, we will rebuild into our behaviour policy once COVID restrictions are lifted, sanctions such as making up lost learning time, and removal to a support classroom.