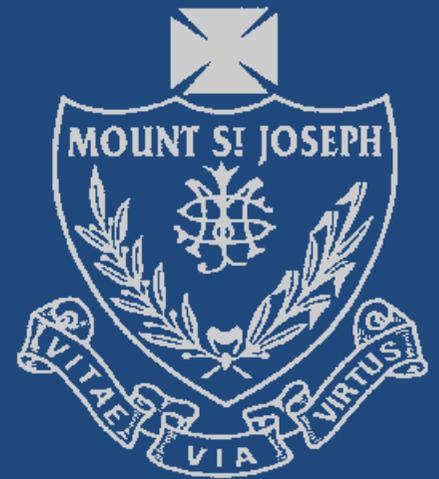


# PUPIL PREMIUM STRATEGY 2020/21



## **Pupil Premium Funding**

### **What is the pupil premium?**

The Pupil Premium provides additional funding on top of the main funding a school receives. It is targeted at students from disadvantaged backgrounds to ensure they benefit from the same opportunities as students from less deprived families. Since April 2015, the premium has been worth £955 and goes to students who at any point in the past 6 years have been in receipt of Free School Meals (FSM); £2300 goes to any student who has been continuously looked after for the past six months or who has been adopted from care under the Adoption and Children Act 2002 or who has left care under a Special Guardianship or Residence Order; finally £300 goes to students whose parent/parents are currently serving in the armed forces or are in receipt of a pension from the MoD.

How the Pupil Premium is spent is monitored closely with all schools accountable for the impact of how the funding is spent. At Mount St Joseph is a very inclusive and caring school and we pride ourselves on utilising the Pupil Premium to support our students with a specific focus on Literacy, Transition, Engagement, and Attendance, maximising the life opportunities for all students.

### **Why is there a pupil premium?**

Nationally students who have been eligible for Free School Meals at any point in their school career have consistently lower educational attainment than those who have never been eligible. Children from disadvantaged backgrounds are far less likely to get good GCSE results. Attainment statistics published in January 2014 show that in 2013 37.9% of pupils who qualified for free school meals got 5 GCSEs, including English and mathematics at A\* to C, compared with 64.6% of pupils who do not qualify.

### **How many pupils at Mount St Joseph are eligible for the Pupil Premium?**

Approximately 45% of students at Mount St Joseph are eligible for the Pupil Premium

### **Is there an issue with eligible pupils not applying for FSM?**

In Bolton, when a Housing/Council Tax Benefit claim form is completed and approved; this automatically entitles child (ren) in the family to receive free school meals. The Council inform the school directly of the child's entitlement to free school meals.

### **How will the impact of the spending of the Pupil Premium be measured?**

To monitor progress on attainment, new measures will be included in the performance tables that will capture the achievement of students covered by the Pupil Premium. At Mount St Joseph, the usual cycle of data collection and the monitoring and tracking of the cohort's attainment, will be used to inform student progress and enable the early identification of need, support and appropriate intervention.

## **Proposed spend of Pupil Premium- 2020/21**

The **Pupil Premium** provides funding for pupils:

- who have been in receipt of free school meals (FSM) at any point in the past 6 years (£955 per child)
- who have been continuously looked after for the past six months (£2300 per child)
- who are adopted from care under the Adoption and Children Act 2002<sup>1</sup> or who have left care under a Special Guardianship or Residence Order (£2300)
- for children whose parents are currently serving in the armed forces, or whose parent /guardian is in receipt of a pension from the MoD (£300 per child)

Schools are held accountable for the spending of these monies, performance tables will capture the achievement of disadvantaged students covered by the Pupil Premium. Mount St Joseph is committed to providing effective resources and ensuring vital support is in place for our disadvantaged students to improve their academic outcomes. The school will continue to build on the successful initiatives to reduce the gap in attainment between Pupil Premium students and their peers through 2020-21.

**This section details the proposed spend of the Pupil Premium 2020/21.**

Pupil Premium value for 2020/21 is **£336,600**.

Pupil Premium planned spend is **£341,077**.

**The four key objectives:**

1. Transition: to improve transition for PP\* students to ensure students are equipped and ready to engage in school life
2. Attainment: to improve outcomes for PP\* students to ensure that attainment matches or exceeds target grades
3. Engagement: to improve curriculum engagement and academic achievement for PP students. Appendix 1 provides further details in relation to the ASPIRE action plan which supports this objective.
4. Attendance / emotional barriers to progress: to implement strategies addressing the attendance gap between for PP non PP students and remove emotional barriers to progress

(\*PP or disadvantaged – referring to any student in receipt of Free School Meals in the past 6 years)

**Quality of education:**

**Key Objective 1:**  
**To improve attainment outcomes for disadvantaged \* students to ensure attainment is in line with or exceeding expected levels of progress**

**Rationale:** Additional capacity created within both maths and English departments to enable smaller class sizes across all year groups to be created to enhance academic progress for students who are below national expectation of attainment for maths and English.

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
<p>Deployment of additional teachers in maths and English departments</p> <p>Additional capacity created within maths department to enable support through intervention to remove barriers to learning, engage parents and enhance academic progress, working with students who are below national expectation of attainment for maths</p> <p>Intervention sessions to run with targeted cohorts in Year 11 in subject specific form groups. Students identified as those underachieving in any subject and sessions run as intensive workshops, focusing on skills needed,</p>	<p><b>SHE / GMU / GRE / PD</b></p> <p><b>SHE / GMU / GRE / PD</b></p>	<p>Analysis of data at key points throughout the year. Initially to identify relevant pupils who will need to access intervention; to monitor progress; and to identify any additional pupils who may need to access intervention throughout the year.</p> <p>Class lists.</p> <p>Evaluation of progress made since accessing the smaller class / additional intervention sessions.</p> <p>Registers of attendance to class/intervention sessions.</p> <p>Analysis of ATL data.</p>	<p><b>£88,678</b></p>	<p>Additional teaching capacity.</p> <p>Copying and resource development.</p> <p>Rewards and refreshments for students.</p> <p>SIMs datasheets.</p> <p>Student voice panel.</p>	<p>Pupils accessing smaller classes / additional intervention make positive progress throughout the year in Maths: - Pupils' actual GCSE grade will show that progress has been made from starting assertive mentoring grade.</p> <p>- Pupils who have accessed all relevant sessions (96% + attendance) and engaged in their learning should make enough progress towards achieving their target grades.</p> <p>- Pupils with lower attendance (85-95%) will make some progress but may not achieve target grades.</p>	

<p>through the intervention centre.</p> <p>Extended school day- Period 7 (after end of school hours) to run with Year 11. Students identified as those underachieving in maths, English and science; sessions operated as intensive workshops, focusing on the skills, knowledge and application needed.</p>		<p>Pupils to evaluate the impact of smaller classes and additional sessions through pupil voice.</p>			<p>Attendance to sessions increases as pupils recognise the benefit of additional/ smaller group sessions.</p> <p>Pupils develop more confidence with maths.</p> <p>Mind-set of disadvantaged cohort changed – reflected in the behaviour of cohort and ATL analysis</p> <p>Impact to be measured based on GCSE results (August 2021) and final data input (June 2021). Results 2020 will be used as a baseline measure to aid judgement of 2020-21 data.</p> <p>Evaluation to be judged against GCSE progress measures 2020 &amp; 2020 PP vs NPP and national data and benchmarks. These will generally be school based due to 2020 use of CAGs.</p> <p>Impact will also be seen in number of students within the cohort whose</p>	
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					progress increases across the school year.	
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**Key Objective 2:  
To develop greater parental engagement in order to support raising attainment**

**Rationale:** 'Better support around the child outside of school with clear communication between all relevant agencies involved would add to improvement. More parental accountability around attendance and support for child's development socially and educationally would be welcome.' (Schoolszone Research Study)

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
<p>Additional virtual sessions with parents designed and calendared in order to initiate support mechanisms and outline the expectations of pupil performance in Year 11. (September 2020)</p> <p>Parents of students identified as those underachieving in maths, English and science invited in to attend additional virtual support sessions - sessions operated as intensive workshops, focusing on the skills, knowledge and application needed. (Regular intervals throughout the year – starting in September 2020)</p>	<p><b>SHE/ PD/ GMO/ GMU/ MSM</b></p>	<p>Calendared events – parents informed via texts home/ emails/ website and letters home</p> <p>Minutes and evidence from parental meetings used to measure impact and evaluate further actions</p> <p>Monitoring and evaluation of ATL data and assertive mentoring used to facilitate parental meetings and provide structured support</p> <p>Strategic meetings to plan, monitor and evaluate the sessions and the impact of the support classes offered through the new intervention centre</p>	<p><b>£91,546</b></p>	<p>Office Support</p> <p>Pastoral Support</p> <p>HOD support</p> <p>Dedicated time on the calendar to staff, resource and facilitate parental meetings</p> <p>Staffing time used to import, analyse and evaluate the ATL and assertive mentoring data</p>	<p>Parents feel confident in contacting school for progress updates.</p> <p>Improved attitude to learning and engagement in these lessons. Less behavioural issues, improved grades.</p> <p>Specific barriers to learning that parents may face, such as lower levels of literacy or numeracy, are removed through intensive in-school support, thus allowing parents to support their child at home more effectively</p> <p>Although not always quantifiable, parental</p>	

<p>Further develop a designated way for parents to easily access help and advice from school via a help line/email/text service/Twitter/Facebook/SIMS parent App.</p>		<p>Staff, parental and student voice used to capture impact</p> <p>Office staff regularly monitor the amount of questions posed through the website or text</p>		<p>Intervention centre used as a base for intensive parental sessions designed to support parents</p> <p>Staffing and refreshments in the centre when sessions are being delivered</p> <p>Website and other forms of technology used to capture parental voice are regularly updated</p>	<p>communication with school will increase and create the image of a 'united front', so that students are able to visualise a collective approach to their education, especially in year 11</p> <p>ATL should improve as a result of increased parental communication.</p>	
<p>Further utilise the Intervention Centre to increase parental engagement, offering tailored sessions to support them at home with challenging and complex situations. To be delivered virtually 2020.</p>	<p><b>SHE</b></p>	<p>Intervention Team to evidence and monitor impact, capturing parental voice and measuring student engagement through ATL analysis</p>		<p>Scheduled and calendared meetings / sessions planned and delivered through professionals, internal and</p>	<p>Levels of parental engagement will improve, with pastoral contact increased and ATL levels should improve as a consequence</p>	

				external sources		
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**Key Objective 3:  
To improve curriculum engagement and academic achievement for disadvantaged students**

**Rationale:** Sutton document 'the choices that schools make in allocating the money will be vital so that the funding can help raise pupils' attainment and aspirations.'

National College Research cites effective embedded reward policies as being a contributory factor to improving attainment and engagement.

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
<p>Implement an academic subsidy to enable disadvantaged students to fully access the curriculum and reduce attainment gap.</p> <p>Implement an engagement subsidy to enable disadvantaged students to fully access the extra-curricular and financially dependent curriculum activities and reduce attainment gap.</p> <p>Alternative provision for targeted students identified as those at risk of underachieving focusing on core subjects and life skills needed.</p>	<p><b>KMA</b> <b>/GMU</b> <b>/GRE</b> <b>/SHE</b> <b>/PD</b></p>	<p>Analysis of academic data at data points across the academic year (monthly y11 and half termly y7-10).</p> <p>Registers of attendance to class/intervention sessions.</p> <p>Analysis of ATL data.</p> <p>Student voice.</p> <p>Meeting minutes from PP group and alternative curriculum meetings.</p> <p>Evaluation of impact of alternative provision and providers from student and school perspective.</p>	<p><b>£59,671</b></p>	<p>Alternative curriculum placements.</p> <p>Revision guides.</p> <p>PP group resources e.g. rewards, copying, refreshments.</p>	<p>Pupils are fully engaged in their learning and should make enough progress towards achieving their target grades on a half termly basis</p> <p>Attendance school and PP sessions increases as pupils recognise the benefits and have improved aspirations.</p> <p>Mind-set of disadvantaged cohort changed – reflected in the behaviour of cohort and ATL analysis which shows improvement over the year and improvements in behaviour for learning skills such as resilience,</p>	

<p>Further development of home learning through increased use of SMHW and live lessons via teams.</p>					<p>reflected in reduction of incidents involving this cohort.</p> <p>Impact to be measured based on GCSE results (August 2021) and final data input (June 2021). Results 2020 will be used as a baseline measure to aid judgement of 2020-21 data.</p> <p>Evaluation to be judged against GCSE progress measures 2020 &amp; 2021 PP vs NPP and national data and benchmarks.</p> <p>Impact will also be seen in number of students in all year groups within the cohort whose progress increases across the school year. This will be compared to 2019-20 data to show improvement in student progress.</p> <p>Positive student voice with regards to the curriculum is obtained and data shows that ATL improves alongside academic data.</p>	
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**Key Objective 4:**

**To develop additional and alternative teaching and learning strategies that focus on disadvantaged pupil learning and engagement through research, whole staff training and measuring of impact**

**Rational:**

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
<p>Implementation of a training programme that focuses on developing engagement, learning strategies, blended learning and use of ICT (September 2020 onwards)</p> <p>Embed relevant strategies in daily teaching (ongoing throughout the year)</p> <p>Evaluate the impact of engagement and learning strategies by analysis of ATL scores, pupil voice and academic progression (July/August 2021)</p> <p>Deliver relevant, engaging and effective whole school training from internal and external specialists, thus equipping staff with the skills needed</p>	<b>GRE</b>	<p>Teaching and Learning development plan.</p> <p>Quality Assurance calendar/ whole school calendar outlining key training events.</p> <p>Observations and learning walk feedback.</p> <p>Clips of lessons on IRIS connect.</p> <p>Pupil voice.</p> <p>Regular analysis of ATL.</p> <p>Staff voice and feedback from training recorded in evaluations and other training resources utilised in INSET session</p>	<b>£2,418</b>	<p>Access to QA calendar/whole school calendar</p> <p>Time to complete observations/ learning walk and necessary cover to facilitate this</p> <p>IRIS connect</p> <p>Dedicated training time during INSET</p>	<p>A strategic <i>Teaching and Learning Development Plan</i> is created that highlights the development of engagement and learning strategies for disadvantaged pupils, measured in increased levels of engagement mapped in learning walks and QA checks</p> <p>The training programme facilitates staff with effective strategies that increases engagement and independent learning for disadvantaged pupils.</p> <p>Analysis of ATL will show positive outcomes (grades 1 and 2) for disadvantaged pupils and fewer debits /</p>	

to identify and refer PP students who show signs of early mental health issues					<p>behavioural issues over time highlighted greater engagement in learning (see previous targets for ATL improvement)</p> <p>All staff are able to draw on a range of strategies to support PP students and the referrals to the pastoral team and school counsellor will increase as a result, meaning external referrals decrease over time compared to last year</p>
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### Key Objective 5:

To ensure that all disadvantaged pupils have access to appropriate learning materials

**Rational:** *Schoolzone research study: "schools should address material deprivation so they can focus on learning. Providing consistent access to learning materials, such as revision guides, books and computer devices was considered an essential component in closing the gap."*

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
All disadvantaged pupils to receive relevant revision guides for their timetabled subjects / core subjects (December 2020)	<b>SHE/ GRE</b>	Pupils receive relevant revision guide – distribution to be monitored and recorded by HOY.	<b>£7,465</b>	Revision guides  Show My Homework subscription	Disadvantaged pupils have access to resources and learning materials that they can access independently, thus increasing the amount of independent homework tasks completed (measured through Show My	
Provision of ICT equipment from Government scheme to those in need.	<b>SHE/ GRE</b>	All pupils have access to SMHW/ Microsoft 365 – regularity of access and frequency of logins can be evaluated by class		Allocated room(s); staff to monitor pupils at set times	completed (measured through Show My	

Pupils have access to revision materials placed on <i>Show My Homework</i> by HODs – e.g. knowledge organisers with training provided for all students in school (September 2020)	<b>SHE/ GRE</b>	teachers at assertive mentoring drops (Attitude to Revision)		Allocated room(s) and access to technology; staff to monitor pupils at set times	Homework and staff records)  Disadvantaged pupils engage with independent revision – monitored via SMHW, access to resources and revision rooms.	
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### Behaviour and attitudes and Personal Development:

<b>Key Objective 6:</b>						
<b>Transition: to improve transition for disadvantaged * students to ensure students are equipped and ready to engage in school life</b>						
<b>Rationale:</b> Initiative to help disadvantaged students make a successful transition from primary to secondary school.						
<b>Action and Dates</b>	<b>Leads</b>	<b>Monitoring</b>	<b>Cost</b>	<b>Resources</b>	<b>Success criteria/ Outcomes</b>	<b>Progress/ Impact</b>
<p>Liaise with feeder primaries to identify disadvantaged students (January-July 2021)</p> <p>Identified cohort of PP students invited to attend transition sessions including English / maths / science / languages – (These may be virtual sessions) Jan 2021 on</p> <p>Disadvantaged and vulnerable students invited into school (May be virtual groups) for intensive group</p>	<p><b>JHA/ ACA</b></p> <p><b>JHA/ ACA/ KMA</b></p> <p><b>JHA/ NSA AMO</b></p> <p><b>JHA/</b></p>	<p>Heads of department create a central file for resources created for summertime activities</p> <p>Set deadlines for PP data and creation of this sub-group ready for transition 'taster sessions'</p> <p>To meet January 21 to discuss timetabling of transition events with STEM HOD's and feeder primary leads. SEND materials</p>	<b>£12,915</b>	<p>Kit Bags</p> <p>Reprographics</p> <p>Meeting time</p> <p>Timetabling/ Staffing</p> <p>Timetabling/ mentoring time</p>	<p>Key data to inform planning for the 21/22 transition; early identification should result in increased levels of progress for those who attended the PP transition sessions, compared to those that did not attend</p> <p>STEM taster sessions to build confidence and enthusiasm ready for September 21, captured through student voice</p>	



**Key Objective 7:**

**Attendance: to implement strategies addressing the attendance gap between disadvantaged and non-disadvantaged students and remove emotional barriers to progress**

**Rationale:** EEF 'the choices that schools make in allocating the money will be vital so that the funding can help raise pupils' attainment and aspirations.'

For example, at secondary level disadvantaged pupils are **three times** more likely than their peers to be classed as '**persistently absent**' – i.e., to miss more than one in five school days across the year. Similarly, disadvantaged pupils are **three times** more likely to receive **two or more fixed-period exclusions** across the year.

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
<p>Embed strategies to promote good attendance of disadvantaged students and reduce the attendance gap between disadvantaged and non-disadvantaged students</p> <p>To embrace outside research and good practice on narrowing the gap in attendance between PP and non-PP to inform interventions</p> <p>To closely monitor disadvantaged attendance data to inform action planning – including mentoring of PP students who are in the PA (or close to) threshold.</p> <p>To add PP students to the Pastoral Teams key student</p>	<p><b>JHA/ DBU/ PD</b></p> <p><b>JHA/ PD</b></p> <p><b>JHA/ DBU / PD</b></p> <p><b>JHA/</b></p>	<p>JHA/DBU to meet regularly to specifically develop bespoke strategies for tackling attendance issues in the PP cohort</p> <p>Evaluate data to inform planning of attendance improvements strategies</p> <p>Weekly attendance meetings to inform progress on PP cohort from the Pastoral Team – have this as a specific agenda item</p> <p>H. Williams to priorities actions from the AAP for PP students and inform JHA/DBU Monitor attendance of pupils with warning letters and fines</p>	<p><b>£13,190</b></p>	<p>Working hours for admin staff (HW/ PCOs)</p> <p>Reprographics</p> <p>Meeting Time</p> <p>Research /strategic meeting time</p> <p>Meeting time</p> <p>PCO specific role (daily</p>	<p>Relevant data for bespoke strategies to encourage good attendance for PP students close the PA threshold, with a reduction of the PA for PP students from the previous academic year by at least 1%</p> <p>Regular updated knowledge to facilitate a variety of strategies to limit 'a stale approach'</p> <p>High levels of understanding and communication of the Pastoral/Attendance Team to identify key priorities for PP students with poor attendance</p>	

list for instant communication between school and home regarding any attendance issues.  To identify PP students as a key priority to any actions taken from the 'Attendance Action Plan'  Attendance Officers to priorities PP pupil appointments at Parents Evenings	<b>DBU/ PD</b>  <b>JHA/ DBU/ PD</b>	School – home links forged at parents evening on the importance of good attendance – PCOs to monitor the progress of this via attendance mentoring spreadsheet  Monitor attendance of pupils with warning letters and fines  Mentoring programme (6 for 6) to be recoded and evaluated every 6 weeks		time) to contact home  Meeting/admi n time	Stronger school-home links forged with better parental support  Mentoring to allow for specific and direct intervention for PP students to improve attendance, with there being a clear improvement on the average attendance from 2019-20 for PP students, with the gap narrowed and as close to the 95% target as possible	
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### Key Objective 8:

#### To develop resilience, independence and positive well-being in all disadvantaged pupils

##### Rationale:

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
To have a set of specifically themed assemblies that run throughout the academic year (i.e. every 4 weeks) on key characteristics such as resilience, independence and positive well-being and utilising the 3R's.  To have a Wellbeing Newsletter section with	<b>SHE PD</b> <b>JHA</b> <b>GMO</b> <b>DBU</b>  <b>DBU/ SHE</b>	To calendar themed assemblies and have resources ready to deliver – September 19 (ongoing). To follow up this from teacher evaluations  Develop and deliver to all PP students to reinforce well-being messages	<b>£19,294</b>	Time  Reprographics  Pastoral Support  Assembly time Resource bank or PPT's	PP students have a reinforced message of positivity and well-being that will results in stronger independence and a successful school journey – behaviour improved overall (SIMS and CPOMS evidence)  School-home links reinforced on well-	

<p>handy hints and tips for a successful experience in school and at home to aid parents with their own and their child's wellbeing.</p> <p>To further develop Mental Health provision within the Pastoral Team to aid in facilitating better coping mechanisms for PP students who are struggling with school/home issues; this will be further enhanced through the use of the Intervention Centre and the full time school counsellor coupled to the mentally healthy schools project.</p> <p>To hold a year 11 revision weekend residential in Feb 2021.</p>	<p><b>JHA/ PD/ NSA</b></p> <p><b>SHE/ DBU</b></p> <p><b>KMA/S HE</b></p>	<p>To reduce the amount of pastoral poor well-being issues through effective mental health first aid for PP students facing difficulties – monitored on CPOMS</p> <p>Rigorous tracking from the full time school counsellor and more effective links forged with the pastoral team and outside agencies documented</p>		<p>Training time</p> <p>Timetabled sessions with the school counsellor</p>	<p>being. Parental support improved</p> <p>Physical wellbeing improved through healthy free breakfast and levels of punctuality should increase, with a targeted 2% over the course of the academic year</p> <p>Less pastoral issues through building self-coping mechanisms for PP students; referrals reduced and measured through pastoral staff</p> <p>Referrals to outside agencies such as CAMHS should be reduced through a more proactive approach to identifying and supporting PP students with mental health issues</p>	
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## Key Objective 9:

### To work on strategies to raise pupils' aspirations in order to facilitate greater pupil engagement

#### Rationale:

"Pupils from disadvantaged backgrounds are often considered to have lower aspirations, which can impact negatively on their academic performance: 'Raise their aspirations and remove the fatalistic and deterministic attitude.'" Schoolszone Research Study

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
<p>To work closely with GM Higher to identify opportunities where students can access higher educational opportunities such as the Brilliant Club, Bolton 6<sup>th</sup> Form RAY program.</p> <p>Develop a positive role model structure in school through the buddying of older students with younger students (once current restrictions allow).</p> <p>Through the <i>Alumni</i> further develop a register of past student who could potentially come and speak to current students through the ASPIRE program. Also look a local inspirational role models in the Bolton community and</p>	<p><b>GMU/ GMO/ MSM</b></p> <p><b>GMU/ GMO/ MSM</b></p> <p><b>KMA/ SR/ GMO/ PD</b></p>	<p>Ensure a comprehensive recording system is in place which allows us to analyse which students have accessed which initiatives.</p> <p>Ensure that a central recording system is in place that monitors students who are been peer mentored and a peer mentoring list is also maintained.</p> <p>To record which students have accessed guest speakers</p>	<p><b>£41,886</b></p>	<p>Office support</p> <p>Pastoral support</p> <p>Most Able teachers support</p> <p>Office support</p> <p>Pastoral support</p> <p>Office support</p> <p>Pastoral support</p> <p>Connexions</p> <p>NCOP</p>	<p>Students have a wider access to further and higher education organisations. Aspirations are raised and outcomes monitored through high grades at GCSE and the types of courses chosen for further education. The amount of students going onto further education or apprenticeships should increase on the previous year</p> <p>Students on the 'buddy' programme improve attitude to learning, punctuality and attendance (see previous targets). They also begin to meet and exceed targets (see attendance plan for specified targets)</p>	

invite them to speak to students.  Further develop a dedicated space through the Intervention Centre to support students with having an explicit base and network of support to help them raise aspirations and show them different contexts	<b>SHE</b>	Capture student voice and how their emotional levels and confidence have increased as a result of accessing a specific and dedicated learning environment		Intervention Centre and external / internal staffing	Improve attitude to learning, punctuality and attendance. They also begin to meet and exceed targets (see attendance plan for specified targets)  Student applications for apprenticeships and colleges should increase as a result of having specialised support	
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#### Leadership and Management:

#### Key Objective 10:

#### To develop a strategic lead to focus on closing the gap between disadvantaged pupils and non-disadvantaged pupils

**Rational:** Sutton document 'the choices that schools make in allocating the money will be vital so that the funding can help raise pupils' attainment and aspirations.'

Action and Dates	Leads	Monitoring	Cost	Resources	Success criteria/ Outcomes	Progress/ Impact
KMA in the role of ASPIRE Co-Ordinator, ensuring that there is a dedicated member of staff facilitating and leading the programme; strategic lead taken by SHE.  Refining the ASPIRE programme following evaluation of 2019-20 and the impact on quantitative and qualitative outcomes – July – Sept 2020	<b>GRE / SHE / PD / KMA</b>	Regular calendared meetings to evaluate progress and discuss operational aspects to the programme  Analysis of student and staff voice to inform success and impact of the programme  Comprehensive review meeting with all key stakeholders	<b>£4,014</b>	Dedicated calendared meetings and any cover implications  Resources used to capture student voice  Minutes from meetings need to be	The ASPIRE programme will continue to support our most vulnerable students, removing specific barriers to learning that are deconstructed in the ASPIRE plan and throughout the content of this document; although not all skills are quantifiable, the use of Pupil Profiles will	

<p>Developing the operational leadership of the ASPIRE programme through the careful selection of relevant staff from across the school.</p> <p>Embedding the coaching model, of student mentoring through form tutors– October 2021</p>		<p>Scheduled planning meetings to ensure consistency and continuity in the delivery of tailored sessions linked to the ASPIRE acronym</p> <p>Coach records to map the journey of targeted students and adapt support accordingly</p> <p>Strategic meetings at leadership level to ensure effective succession planning and operational capacity</p> <p>Documentation from the coaching sessions between coach and students</p>		<p>facilitated by a specific member of staff</p> <p>Resources used to support the ASPIRE programme</p> <p>Staffing implications to ensure the effective delivery of sessions outside of lunchtime</p> <p>Training of staff for the new coaching system</p> <p>Planned leadership meetings</p>	<p>measure impact over time</p> <p>Key skills, such as resilience, motivation, confidence and emotional intelligence are driven through the ASPIRE programme's tailored sessions; this can be measured in an average improvement in ATL from November 2020 to July 2021, with a target of 80% of those students with attendance to 100%, showing improved ATL across all subject areas</p> <p>There is effective succession planning to ensure that the ASPIRE programme moves seamlessly through the year groups and adapts to any staffing changes, thus ensuring that the impact stated throughout this document is at least sustained each academic year</p> <p>Students have more ownership over their academic and</p>	
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					<p>emotional development, drawing on specific support mechanisms from trained staff, resulting in increased levels of engagement (ATL) and improved outcomes (see targets for PP students)</p> <p>Students will be able to self-regulate more effectively and take more ownership over their own academic development; this will be reflected in levels of responses to questioning in lessons (measured through learning walks)</p>	
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