

## 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 recognize 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 recognizes that in some cases extra support and interventions are required where some students are presented with barriers to their learning.

Through discussions with students & 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 Maths 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

**Priority 1: Outstanding Achievement.** Expectations for academic achievement are aspirational, and all students are challenged and inspired. As a result students make expected or better progress regardless of their starting point or personal circumstances. Data is used effectively across the school to monitor the progress of all students and plan personalised, early intervention to ensure progress. Achievement gaps between students entitled to the Pupil Premium Grant (PPG) and their peers are narrow.

This has been broken down into the following key areas

<b>1.3. Close the achievement gap between students vulnerable to under-achievement (Pupil Premium / SEND / alternative provision) and their peers.</b>	<b>Actions</b>	<b>Impact</b>
1.3a Ensure the Pupil Premium funding achieves value for money so that all students receive personalised support and therefore make at least expected progress in English & maths.	<ul style="list-style-type: none"> <li>• Appointment of Pupil Premium Ambassadors from existing staff to meet with Yr 11 student at least fortnightly               <ul style="list-style-type: none"> <li>❖ See detailed Job description</li> </ul> </li> <li>• Lead practioners in English and Maths to run intervention groups with year 11</li> </ul>	Student feel supported and have a go to person with any concerns regarding progress, required equipment, revision strategies Underachieving student are supported to ensure they make expected progress

<p>1.3b Ensure every teacher is acutely aware of the individual needs of the students they teach so that differentiation is informed.</p>	<ul style="list-style-type: none"> <li>• All teachers to have highlighted seating plans with disadvantaged student clearly marked</li> <li>• To utilise good practice when marking books and ensure wave one interventions are in place in every classroom</li> </ul>	<p>Teaching staff are fully aware of the needs of their pupils and support them as necessary</p>
<p>1.3c To create a whole school provision map, enabling a transparent and coordinated approach to support &amp; intervention.</p>	<ul style="list-style-type: none"> <li>• See detailed planned spending</li> </ul>	
<p>1.3d A 'closing the gap' focus to be included in performance management for all teaching staff.</p>	<ul style="list-style-type: none"> <li>• Line managers to ensure all staff have a target that relates to the progress of disadvantaged students across all year groups</li> </ul>	<p>Disadvantaged pupils are at the forefront of teacher planning and assessment</p>
<p>1.3e Ensure Middle Leaders are engaged in ongoing self-evaluation of the achievement of Pupil Premium students and intervene decisively to drive improvement.</p>	<ul style="list-style-type: none"> <li>• CBY to attend on termly basis department meetings to discuss strategies being used with disadvantaged students</li> </ul>	<p>Head of department regularly review PPG progress is in line with all the progress of all students</p>
<p>1.3g Collaborate with external partners to research best practice and ensure provision maximises impact and offers value for money.</p>	<ul style="list-style-type: none"> <li>• Marc Rowland has visited the college and written a report based on his finding</li> </ul>	<p>Reflection on strategies</p>

## Details of 2016 - 2017

### 2016 - 2017

Number of students on roll and Pupil Premium Grant (PPG) Received	
Total number of students on roll 2016 – 2017	1234
Total number of students eligible for Pupil Premium Grant 2016 – 2017 (including looked after children, Armed Forces children and Ever 6)	215
Total number of Ever 6 students	215
Total number of Looked After Children	3
Total number of Service Family Students	2
Amount of PPG funding received per student	£935
Total amount of Pupil Premium Grant 2016 – 2017	£182443

### Evaluation of spending in 2016/17

The breakdown of the PPG spending is shown below. 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 trialled the use of a team of 'Pupil Premium Ambassadors' – a group of teaching 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 10 teachers started working with 30 year 11 students in April 17 in the run up to the GCSE exams. From mid-June, the support goes to pupil premium students in year 10.

The trial with year 11 students was evaluated by questionnaire and the average results are below:

1 – strongly disagree, 2 – disagree, 3 – agree, 4 – strongly agree

<u>Statement</u>	<u>Score</u>
The mentor scheme has been useful overall	3.5
The advice given has been effective	3.6
I have been well supported throughout the programme	3.7
The resources provided have been useful for me	3.8
I am now more confident approaching my GCSEs	3.2
I would recommend the scheme to other students	3.7
The structure and timing of meetings has been good	3.6

An average of 5 individual meetings were provided for each student, with some attending up to 7.

Comments from the students about why it was useful included:

- *Extremely effective. I got advice on what to do with subjects I was struggling with.*
- *Target setting to help me focus every week*
- *I didn't feel confident anyway but this has made me more confident*
- *Having the opportunity to ask questions on a 1-1 basis*
- *Revision techniques and having support from someone to talk to. Equipment and revision guides.*

In terms of how to improve the programme, almost all the comments made were that it should start earlier in the year.

This evaluation of the programme indicates that it is a success, so it will be repeated for 17 – 18 and run from the beginning of the year.

<b>Summary of Spending 2016 - 2017</b>			
<b>Basic Needs</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Equipment (uniform, books, other equipment)	£36,000	To assist cases of hardship, so students are not disadvantaged.	Students will have equipment required for learning and being an independent student.
<b>Enrichment Support</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Trips support	£6,500	As referred within the College for students who must attend educational trips (e.g. Art gallery visits, Geography field trips).	Students meet target levels/grades in subject areas.
Music lessons	£2,000	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.
<b>Pastoral Support</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Staff Costs Pro Rata	£35,000	To provide pastoral and academic support to students and families in need.	To resolve difficulties for students and enable them to focus on learning. Caseload students to meet KS targets
<b>Academic Support</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Homework Club	£7,000.00 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 KS targets.
<b>Aspirational Support (whole College initiatives)</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Villiers Park Scholars Scheme	£2, 000	High prior attaining students from disadvantaged backgrounds have the opportunity to visit University attend a residential in Cambridge and have fortnightly mentoring	To raise the aspirations of students so they can access top universities
Pupil Premium Ambassadors (See feedback report)	£12,000	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
<b>Other</b>			
EOTAS	£12,000	To ensure student educational provision is maintained	Students complete GCSE exams within a suitable educational setting

## Details of planned spending 2017-2018

### 2017 - 2018

<b>Number of students on roll and Pupil Premium Grant (PPG) Received</b>	
Total number of students on roll 2017– 2018	1272
Total number of students eligible for Pupil Premium Grant 2017 – 2018 (including looked after children, Armed Forces children and Ever 6)	203
Total number of Ever 6 students	203
Total number of Looked After Children	2
Total number of Service Family Students	4
Amount of PPG funding received per student	£935
Total amount of Pupil Premium Grant 2017 – 2018	£186525

## Results and Progress 8

### 3 year trend End of KS4

	2014-15	2015-16	2016-17
Attainment KS4			
All	50.03	52.04	45.34
PPG	48.31	50.03	37.11

Progress 8 KS4	2014-15	2015-16	2016-17
All	-0.07	0.12	-0.08
PPG	-0.09	-0.2	-0.69

### PPG Numbers September 2017

Year Group	Numbers)
7	48
8	44
9	27
10	42
11	41
13	1
Total	203

<b>Spending Plan 2017 - 2018</b>			
<b>Basic Needs</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Equipment (uniform, books, other equipment)	£25,000	To assist cases of hardship, so students are not disadvantaged.	Students will have equipment required for learning and being an independent student.
<b>Enrichment Support</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Trips support	£6,500	As referred within the College 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	£1,000	To raise aspirations of students and ensure that they take the best Post 16 path	No student is NEET.
Music lessons	£2,000	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.
<b>Pastoral Support</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Parent Support Advisor**	£7,500.00	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 KS targets
Student Managers **	£14,000	Non teaching support staff. To support emotional and behavioural needs	Behaviours for learning are effective
College Counsellor**	£10700 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 KS targets.
College Nurse**	£2,175	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 KS targets.
Medical Officer**	£3,500	To support students who feel unwell during the day	Students have a trained professional to support with there heath and well being
Educational Psychologist**	£1,700	Treat caseload of students as referred by College professionals	To resolve issues that will allow students to focus on learning. Caseload students to meet KS targets.
TAMS and CAHMs	£24,000 2 days per week x39 weeks	To provide 1:1 sessions for Tier 3 services	Caseload students to meet KS targets.
<b>Academic Support</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Homework Club	£7,000.00 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 KS targets.

Lead Practitioners**	£7,500	To provide small group intervention with underachieving student including those from a disadvantaged background	Student in English Maths and Science will make expected progress in yr 11
How to prepare for GCSEs (A guide)	£200	To provide a book to be sent home to parents of disadvantaged student on how best to support their child at home	Parents feel better informed about their child GCSE's and how best to support them
<b>Aspirational Support (whole College initiatives)</b>			
<b>Item/project</b>	<b>Costs</b>	<b>Objective</b>	<b>Expected Outcome</b>
Villiers Park Scholars Scheme	£2,000	High prior attaining students from disadvantaged backgrounds have the opportunity to visit University attend residential in Cambridge and have fortnightly mentoring	To raise the aspirations of students so they can access top universities
Pupil Premium Ambassadors	£25, 000	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 Champion	£7,500	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
Maximise Potential **	£1,000	To inspire & motivate all yr 11 students	Students have improved revision skills and make expected progress
Collapsed Day	£4, 000	Students experience cross curricular activities	Students have a better awareness of how different subjects interlink
Enrichment	£1,000	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
<b>Other</b>			
TAs**	£17,000	Student receive the necessary support with the classroom	Student are able to access the curriculum and make expected progress within their KS
EOTAS	£12,000	To ensure student educational provision is maintained	Student complete GCSE exams within a suitable educational setting
Cloud Sustainability	£733	To enhance the Pastoral program through a better awareness of sustainability	Students are more aware of the needs of the environments

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

## Barriers to Learning:

### Key Area that need addressing

Completion of homework

Parental Communication

Raise aspirations

Good Quality teaching.

Access to required resources

To improve Behaviours for Learning

Action to be completed	Date	Objective	Success Criteria	Follow up
Questionnaire for all disadvantaged students	Nov 2017	To understand the requirements and experience for disadvantaged students	Questionnaire completed	Results to inform the main barrier for learning and to be shared with all staff
A pupil Pursuit of a disadvantaged student	December 2017	To 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 program	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 time 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 KS3 students to discuss their attitudes to learning and any barriers they experience	Interviews completed	Respond to student needs as necessary