

## Pupil Premium Strategy Statement

### The Priory School 2020-21

Summary information					
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Academic Year	2020-21	Total PP budget	£114,000	Date of most recent PP review	September 2020
Total number of pupils	843	Number of pupils eligible for PP 109 LAC 4 students 3.6% Post LAC 20 students 21.8% FSM 56 students 51.4% Ever 17 students 15.6% Service 8 students 7.3%	Students 12.9% of school population.	Date for next internal review	September 2021

Current attainment		
	Students eligible for PP at Priory	Pupils not eligible for PP
81.1% achieving 4 or above including English / Maths (2019-20 only)	54.2%	85.5%
82% Achieving 4 or above in English / Maths (2019-20 only)	45.8%	84.83%
Progress 8 score average 0.49 2019-20	-0.18	+ 0.6
Attainment 8 score average 56.77 2019-20	43.06	59.04
	A8	P8
Upper	PP: 60.86 Non PP: 67.25	+0.06 +0.59
Middle	PP: 39.11 Non PP: 47	-0.14 +0.58
Lower	PP: 16.5 Non PP: 33.3	-1.30 +0.83

*'The Pupil Premium team intend to instil in PP students high levels of confidence, resilience and a genuine intention to achieve.'*

#### The Pupil Premium Team

- Assistant Principal Intervention      Nick Bucknall
- Pupil Premium Champion (PPC)      Liz Tinsley
- Pupil Premium Mentor (PPM)      Elizabeth Robey

**Barriers to future attainment:**

- In school barriers *could* include poor behaviour of a very small number of PP students, which may negatively impact on progress
- External barriers *could* include attendance, lack of parental engagement and support/ resourcing and decreased aspiration/motivation
- Lack of resources that would enable full engagement in blended or home learning

**Desired outcomes:**

- Improved rates of progress for all PP students at KS3 and KS4
- PP students are appropriately supported with their individual social/ emotional needs with a view to producing independent, resilient young people
- PP attendance in line with national and school average
- Targeted behaviour support in action for identified PP students (to include those who might be at risk of exclusion)
- Address the vocabulary gap between PP and Non PP students
- Positive links between PP team and parents/ carers
- Recourses are provided that enable full participation in blended or home learning

**Glossary of Acronyms**

<ul style="list-style-type: none"> <li>• KS3 Key Stage 3</li> <li>• KS4 Key Stage 4</li> <li>• PP Pupil Premium</li> <li>• SPP Services Pupil Premium</li> <li>• SLT Senior Leadership Team</li> <li>• FSM Free School Meals</li> </ul>	<ul style="list-style-type: none"> <li>• PPC Pupil Premium Champion</li> <li>• PPM Pupil Premium Mentor</li> <li>• HOH Head of House</li> <li>• SDP School Development Plan</li> <li>• LAC Looked After Child</li> <li>• ATL Attitude To Learning</li> </ul>	<ul style="list-style-type: none"> <li>• LWS Learning Walks</li> <li>• MAT Multi Academy Trust</li> <li>• EWO Educational Welfare Officer</li> <li>• SSPs Student Support Plans</li> <li>• PPD Pupil Planning Day</li> <li>• PMs Planning Meetings</li> </ul>
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**Planned expenditure for named outcomes:**

Desired outcome	Strategy	Success criteria	Staff Leads
Improved rates of academic progress for all PP students at KS3 and KS4	<ul style="list-style-type: none"> <li>• Departments to be encouraged to adopt whole-school Performance Management target, with a focus on PP students.</li> <li>• PP Team to continue to utilise bespoke Excel document to identify, track and monitor progress in PP students.</li> <li>• PPM representation at all PP Planning Meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Diminished difference in progress between PP and non PP at KS3 and KS4. In line with SDP Priority 1, KS4 outcomes remain consistently above national expectations</li> <li>• PP briefing incorporated into New Staff Induction programme 2020-21</li> </ul>	ET/ ELR/ NB/  NB  ET/ELR

	<ul style="list-style-type: none"> <li>• Consideration of how weekly rewards report can be used as a motivational tool.</li> <li>• Research Alumni opportunities for PP students</li> <li>• Develop links with English (new) and Maths Mentors with a view to improving engagement/attainment of PP students.</li> <li>• PPM and PPC to attend calendared half-termly SLT briefings with a focus on PP progress</li> <li>• PPM and PPC to continue with termly sessions with teaching staff to raise the profile further of PP students and their needs</li> <li>• PPC to continue facilitating regular PP Network meetings across the MAT.</li> </ul>	<ul style="list-style-type: none"> <li>• In line with SDP Priority 3, PPM and PPC to support middle leaders in creating a consistent classroom experience for PP students</li> <li>• All staff have PP students (to include LAC and post LAC) highlighted in their planners and on SMH Seating plans and SIMS sheets.</li> <li>• During LWS, Teachers and Additional Adults know who their PP students are and can comment on their progress and needs</li> <li>• Positive Attitude to Learning Grades and On Above Below data. Progress and engagement of PP students to reflect their non-PP counterparts at KS3</li> <li>• Reflecting Performance Management priority this year, PP students able to discuss their ATL and progress; able to articulate how they can improve and better engage</li> <li>• English and Maths Learning Mentors' tracking materials reflect greater support of PP students</li> <li>• Positive outcomes of HOH data analysis of PP progress and engagement</li> <li>• PPM and PPC support for departments in taking even greater responsibility for their PP students' progress</li> </ul>	<p>HOD HOH</p>
<p>Improve attendance of persistent absentees, especially PP students (SDP Priority 2)</p>	<ul style="list-style-type: none"> <li>• Following eradication of PP N codes 19-20, Attendance Officer to continue to run a half termly N code report for PP students</li> <li>• Acknowledge improved rates of attendance of PP students via parental contact and rewards system</li> <li>• Liaise closely with EWO, with weekly meeting</li> <li>• Monitor number of unauthorised holidays taken by PP students and consider methods of addressing</li> <li>• SIMS app for Parents/carers of PP students</li> </ul>	<ul style="list-style-type: none"> <li>• No N codes. PPM contacts parents of all PP students who are absent, on the first day of absence</li> <li>• Heads of House and PPM work with EWO to monitor attendance of PP students with positive outcomes</li> <li>• PP attendance in line with national and school average</li> <li>• PP students and their parents/carers are engaged in rewards system and are accessing it</li> <li>• Ensure all contact and personal information is up to date.</li> <li>• Fewer unauthorised holidays taken, or EWO action taken</li> </ul>	<p>NB/ELR/ EWO/ HOHs</p>

Targeted behaviour support in place for identified PP students	<ul style="list-style-type: none"> <li>• Parental engagement of midterm transfers</li> <li>• Matt Smith works with appropriate students</li> <li>• Counsellors prioritise key PP students</li> <li>• Use of Assisted Technology with relevant PP students in improving exams outcome</li> <li>• Bespoke study lessons for Year 11 PPs out of lessons</li> </ul>	<ul style="list-style-type: none"> <li>• Improved levels of Progress and ATL with identified students</li> <li>• outcomes of anecdotal student voice via PPM regarding the support that has been put in place</li> <li>• Positive feedback from counsellors and Smash Life</li> </ul>	PPC/NB/ PPM/ MS/ and counsellors
Targeted support for identified PP students who are at risk of exclusion	<ul style="list-style-type: none"> <li>• PPM continue relationship with Young Addaction team</li> <li>• To employ the services of Matt Smith with appropriate students</li> <li>• PPM and PPC engagement with other agencies to include: Social workers, Housing, CSOs, EWOs</li> <li>• Consider strategies to use with hard to reach parents/ carers where working in partnership has historically been a challenge. As per SDP Priority 3 (sustain our work on communicating with identified parents/carers, in order to develop positive engagement)</li> <li>• Parental/ carers engagement of midterm transfers</li> <li>• Targeted in-class support at specific assessment points</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Fewer BLs and exclusions for PP students</b></li> <li>• SSPs to be contributed to by all relevant parties</li> <li>• PPM and PPC representation at Student Planning Meetings</li> <li>• Identified PP students engaging with external services</li> <li>• Positive relationships between PP team and external agencies</li> <li>• Collaborative working with parents/ carers</li> <li>• Positive student voice from PP in-term transfers</li> </ul>	ELR/ ET/ Teaching staff/ MS
To sustain our work on communicating with identified parents/carers, in order to develop positive engagement and foster independence (see SDP Priority 3)	<ul style="list-style-type: none"> <li>• Review the PP Policy 2021, with a focus on funding for uniform, trips and FSM Breakfasts</li> <li>• All Year 7 PP parents given telephone appointment on PPD</li> <li>• Other year group PP parents invited via email to request PP telephone appointment.</li> <li>• All LAC and Post LAC Year 7 PP parents/carers contacted in first week of term.</li> </ul>	<ul style="list-style-type: none"> <li>• Improved attendance of new Y6 parents/ carers at Transition evening and House Year 7 event for Parents</li> <li>• Early contact to be made with Year 6 parent/carers to ascertain IT provision for access to blended learning.</li> <li>• Greater parental attendance at the events such as Apprenticeship Event/ Consultation Evening/ Study Skills workshops/ PPD/ Macmillan coffee morning etc</li> <li>• PPM and PPC attendance at Y7 PPD</li> <li>• PPM and PPC representation at Student Planning Meetings</li> </ul>	PPM/ PPC/ HOH
Develop Careers strategy in order to expose PP	<ul style="list-style-type: none"> <li>• PPM to consider ways of promoting high aspirations at post 16, using English at Work Day, Apprenticeship Event and KS4 Careers Event</li> </ul>	<ul style="list-style-type: none"> <li>• Positive student and employee feedback following work experience</li> </ul>	ELR/ ET/ Careers Alliance

students to appropriate opportunities. (SDP Priority 2)	<ul style="list-style-type: none"> <li>• PPM to meet Careers Alliance adviser to discuss all KS4 PP students prior to their careers meeting</li> <li>• Pay NCS cost for PP students with a view to supporting financially all PP students</li> <li>• Post 16 Application drop ins for PP students</li> <li>• Careers Alliance adviser to priorities PP students</li> <li>• Careers Strategy to outline plans to target PP students.</li> </ul>	<ul style="list-style-type: none"> <li>• PP students report a smooth transition and stay on roll</li> <li>• PPM and PPC to conduct pre-visits, phone-calls and visits to work experience placements</li> <li>• Summer Term meeting with post 16 providers to facilitate smooth transition to college/ apprenticeship</li> <li>• Data provided by Post 16 provider to monitor percentage of PP students still on roll</li> </ul>	
To address the vocabulary gap via an enthusiasm for reading.	<ul style="list-style-type: none"> <li>• To work alongside English Learning Mentor to highlight and prioritise PP students.</li> <li>• Distribute reading lists for Year 7 during PPD encouraging reading for pleasure in PP students</li> <li>• To adopt a whole school approach to reading for pleasure tailored to PP students?</li> </ul>	<ul style="list-style-type: none"> <li>• Increased engagement in the School Library service</li> <li>• SIMs data supports an improvement in vocabulary choices in formal written pieces</li> </ul>	ELR/ HED/ PWS

**Further planned expenditure:**

*These costings are currently under review and are approximate.*

Item	Detail	Cost
Pupil Premium Champion and Mentor	Tracks and oversees the progress of all PP students; meeting with them, contacting home and raising staff awareness of activities that can be organised and resources purchased for PP; liaises with and reports to SLT on PP performance. The Pupil Premium Champion line manages a PP mentor and focuses on underachieving students.	£22506
Extra-Curricular / enrichment	Musical instruments and lessons, access to G&T and support clubs. £125 per student per term.	£6000
Learning Mentors	Contribution to salaries of Intervention Mentors in English and Maths to improve student attainment and engagement. Contribution made to supplementing provision for Matt Smith during school holidays and/or extended lockdown periods	£5000

Laptops & IT resources	Provide Laptops for all PP students who do not have sole access to enable full engagement in blended and home learning	£10,000
Classroom materials	Revision books, class readers and equipment provided once per academic year. Assisted Technology where appropriate.	£5000
Contributions to trips and visits	Low-cost, local trips paid for in full, at the school's discretion. Discretionary contribution towards specialist equipment for activities such as Duke of Edinburgh.	£5000 Lower amount this year due to travel restrictions
Guest speakers	Guest speakers to work with targeted PP students identified by PPM	£4000
PP breakfast	PP team to provide tutors with long-life food to be disseminated as and when PP students require	£1500
Counsellors	Part time counsellor to work specifically with PP students as required	£6500
New counsellor	To cover the extra demand following Covid-19 pandemic	£5000
Homework club	Homework club offered 4 nights a week, with increased TA support for PP students and PP students specifically invited, to be reviewed	£3700
Connexions	Time with Connexions Advisor allocated specifically to PP students, alongside time with PP Mentor for preparation	£750
Teacher	To enable smaller teaching groups, encourage a more mixed ability context.	£20000
Uniform	One set of school uniform per PP student to include one pair of school shoes (up to the price of £30). Receipts must be submitted to school during the first half term of the academic year. After this, a contribution can be made to further school uniform at the school's discretion.	£2500
CPD	To ensure that relevant CPD is up to date for PP Mentor, Champion and SLT Line Manager.	£650
Cultural Experience Day	Y7 and 8 Cultural Experience day to Birmingham or remote experience.	
Total planned expenditure		£98,106