



# **Pupil Premium Grant expenditure**

## **Introduction**

Pupil Premium funding is additional income our school receives with the purpose of raising attainment for a sub group of students. The amount of funding is allocated using information from the census and should be utilised to enable additional support to be given to students from disadvantaged backgrounds.

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## Overview of the School

Pupil Premium (PPG) is a special additional grant that schools receive to support the learning of students who are considered disadvantaged; either eligible for Free School Meals (FSM), students who have been entitled to FSM's in the past 6 years ('Ever 6') or are in Children in Local Authority Care (CIC). The money we receive is allocated as shown below.

### Number of pupils and pupil premium grant (PPG) received

	2015/16	2016/17	2017/18	2018/19
Total number of pupils on roll	1015	1017	1012	1060
Total number of pupils eligible for PPG	286	270	304	360*
Amount of PPG received per pupil	£935	£935	£935	£935
<b>Total amount of PPG received</b>	<b>£279,890</b>	<b>£279,892</b>	<b>£284,240</b>	<b>£338,470*</b>

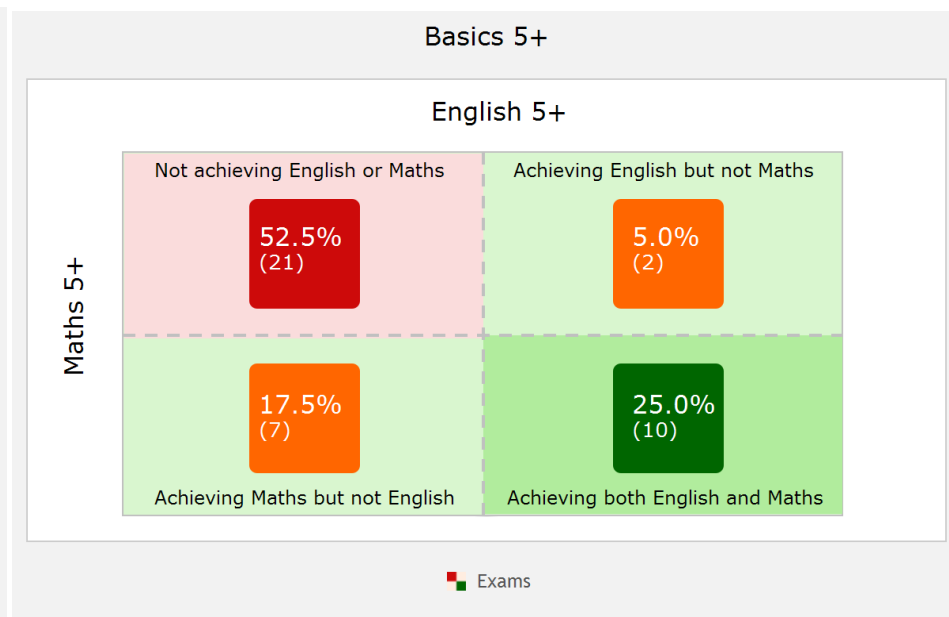
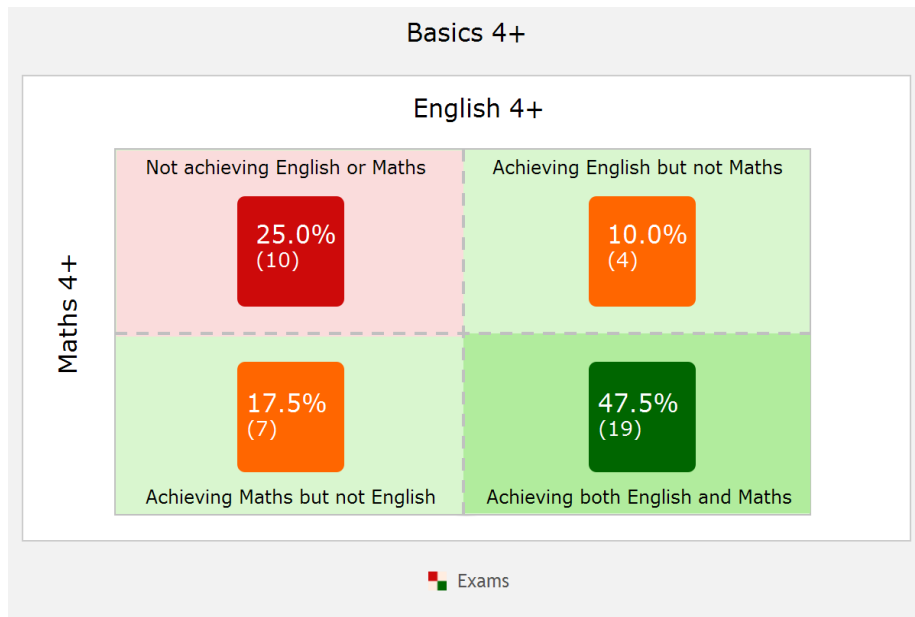
\*to be confirmed

<b>Performance of Disadvantaged Students</b>				
	2016	2017	2018	2019
Number of students in Year 11 eligible for PPG funding	39	39	39	40
% of disadvantaged pupils making expected progress in English	30.6%	62.8%	63.9%	51.7%
% of other pupils making expected progress in English	39.3%	76.5%	73.6%	64.4%
% of disadvantaged pupils making expected progress in Maths	33.3%	58.1%	61.1%	65.5%
% of other pupils making expected progress in Maths	49.6%	74.1%	70.3%	70.2%

## Pupil Premium Attainment Analysis – Outgoing Year 11 2019

### *Pupil Premium students*

(Total 40 students)



<b><i>Subjects with a positive PP gap</i></b>	<b><i>Subjects with no gap between PP and non-PP</i></b>	<b><i>Subjects with a gap of -1 between PP and non-PP</i></b>	<b><i>Subjects with a gap of -2 or more between PP and non-PP</i></b>
GCSE Italian (PP: 9, Non-PP: 4) BTEC D&T Food (PP: M, Non-PP: P)	GCSE Business Studies (Grade 4) GCSE Mathematics (Grade 4) GCSE French (Grade 4) GCSE Polish (Grade 3) GCSE Dance (Grade 4) GCSE PE (PP: Grade 3) BTEC Art (PP: L1P) BTEC Construction (L2M) BTEC Health & Social Care (L2P) BTEC ICT iMedia (L1D) GCSE Science Combined (Grade 43) IFS L2 Finance (Grade B) IFS L2 Music (Grade F) GCSE Statistics (PP: 5, Non-PP: 5)	GCSE Art & Design (PP: 4, Non-PP: 5) GCSE Computer Science (PP: 3, Non-PP: 4) GCSE English Language (PP: 3, Non-PP: 4) GCSE English Literature (PP: 3, Non-PP: 4) GCSE Geography (PP: 3, Non-PP: 5) GCSE Russian (PP:7, Non-PP: 8) GCSE Biology (PP 4, Non-PP 5) GCSE Physics (PP 4, Non-PP 5) GCSE Chemistry (PP 4, Non-PP 5) IFS L2 Drama (PP: P, Non-PP: M)	

In 2018:

- GCSE Italian showed no gap in attainment between PP and non-PP students. This year PP students have significantly out-performed their peers in terms of attainment in this subject.
- GCSE Business Studies reported a gap of 1 grade between PP and non-PP students. This year PP students have matched their peers in terms of attainment in this subject.
- GCSE Maths reported a gap of 1 grade between PP and non-PP students. This year PP students have matched their peers in terms of attainment in this subject.
- GCSE Dance reported a gap of 1 grade between PP and non-PP students. This year PP students have matched their peers in terms of attainment in this subject.
- GCSE PE reported a gap of 1 grade between PP and non-PP students. This year PP students have matched their peers in terms of attainment in this subject.
- GCSE Science Combined reported a gap of 1 point difference between PP and non-PP students. This year PP students have matched their peers in terms of attainment in this subject.

## Year-on-Year Analysis

A year-on-year breakdown of subject performance is below for Pupil Premium students vs. Non-Pupil Premium students.

Qualifications		2015/16	2016/17	2017/18	2018/19
Name	Pupil Premium	Average Grade	Average Grade	Average Grade	Average Grade
Art & Design	Non-PP	C	C	3	5
	PP	D	D	3	4
Art & Design Btec	Non-PP	L2P	L2P	L2M	L1P
	PP	L2P	L2P	L2P	L1P
Business Studies	Non-PP	C	C	C	4
	PP	E	D	D	4
Computing	Non-PP	C	C	5	4
	PP	D	C	5	3
D&T Construction Btec	Non-PP	L2P	L2P	L2P	L2M
	PP	L2P	L2P	L2P	L2M
D&T Food	Non-PP	D	D	n/a	P
	PP	D	D	n/a	M
English Language	Non-PP	C	4	4	4
	PP	D	4	4	3
English Lit	Non-PP	C	4	4	4
	PP	D	4	4	3
Health & Social Care Btec	Non-PP	L2P	L2P	L2M	L2P
	PP	L2P	L2P	L2M	L2P

Humanities Geography	Non-PP	D	D	5	4
	PP	D	E	4	3
Humanities History	Non-PP	C	C	5	4
	PP	D	D	5	4

ICT iMedia	Non-PP	B	B	D	L1D
	PP	B	C	D	L1D
Mathematics	Non-PP	C	4	5	4
	PP	D	4	4	4
Maths Statistics	Non-PP	n/a	n/a	B	4
	PP	n/a	n/a	C	5
Media Studies	Non-PP	D	C	n/a	n/a
	PP	F	C	n/a	n/a
MFL French	Non-PP	C	C	n/a	4
	PP	D	D	n/a	4
MFL Italian	Non-PP	B	B	C	4
	PP	C	C	C	9
PA Dance	Non-PP	C	C	4	4
	PP	A	C	3	4
PA Drama	Non-PP	C	C	5	M
	PP	E	B	3	P
PA Music	Non-PP	n/a	P	3	F

	PP	n/a	F	5	F
Physical Education	Non-PP	C	D	4	3
	PP	C	C	3	3
Science Biology	Non-PP	C	B	6	5
	PP	D	C	6	4
Science Chemistry	Non-PP	B	B	6	5
	PP	C	C	6	4
Science Core/Combined	Non-PP	D	D	44	43
	PP	E	D	43	43
Science Physics	Non-PP	B	B	6	5
	PP	C	C	6	4

## Review of Expenditure

Previous academic year 2018-19

Year Group (No of PP Students)	SEN support	Statement EHC plan	Intervention Type	Cost (£)	Category of support
7/8 (10)	2		Boxercise	£1875	Behaviour
7/8/9 (24)		1	Dove Workshops	0	Self Esteem/Building Confidence
7/8/9 (19)	5		Hawk Workshops	0	Resilience & Anger Management
7/8/9 (3)	1		Jon Egging Trust Blue Skies Programme	0	Raise aspiration
8 (2)			Insight Programme	0	Raise aspiration
9 (40)	1		Eyes on the Prize Event	ARU funded	Careers / Raise aspiration
9 (29)	2		Kamal Hyman – Motivation speaker	TYP funded	Academic progress in all lessons / Life skills
9 (25)	1		Cambridge University workshop & visit	Cambridge Uni funded	Enrichment and raise awareness
10 (40)			Careers Fair	TYP funded	Raise awareness of career options
9 (80)	9		Guess the Professional	0	Life skills/Careers
10 (6)	5		Small Group Mentoring with TYP Champion	TYP funded	Increased focus and confidence for Y11 GCSE's
10 (30)	2		First News Takeover Challenge	Kooth Funded	Business
10 (62)	5		Mock Interview	0	
11 (16)	2	1	Poster 16 Taster Trip to Stamford College	0	Raise awareness of Further Education
11 (42)	7	1	Revision Books	£500	Maths/English/Science
11 (8)			1:1 Mentoring with TYP Champion	TYP funded	Increase performance at GCSE & raise awareness of Further Education options
11 (10)			Pupil survey	0	Support/revision
12 (13)	1		Cambridge University Visit	Cambridge Uni funded	Raise awareness of Higher Education
12 (3)			Peer Education PSHE lessons	£150	Life Skills



## Staffing Breakdown

Assistant Principal – Additional leadership capacity
Learning and Progress Mentors – supporting students with enhancement in confidence and aspiration
Student Support Officers – further support for E6 students through SS Officers
Restorative Justice Officer – Conflict resolution to improve behaviour and learning
Learning Mentor 2 - Provide additional support individual / group support to improve literacy and numeracy support
Attendance Officer – improve attendance amongst E6 pupils
Pupil Premium Administrator – to provide staff and student support for Ever6
Pastoral mentor – provide support to pupils to reduce dis affection
English KS3 Mentor/Admin – Provision of specialist English support for below level 4 and Ever 6 pupils
Maths KS3 Mentor/Admin - Provision of specialist Maths support for below level 4 and Ever 6 pupils
English Intervention Staff – Increased teaching capacity
Maths Intervention Staff - Increased teaching capacity

## Current attainment – Year 11

		Pupils eligible for PP	Pupils not eligible for PP
<b>Current Predicted Progress 8 score:</b>		<b>KSCS: -0.364</b>	<b>KSCS: 0.079</b>
<b>Current Predicted Attainment 8 score average:</b>		<b>KSCS: 3.87</b>	<b>KSCS: 4.42</b>
<b>Barriers to future attainment (for pupils eligible for PP)</b>			
<b>In-school barriers</b> ( <i>issues to be addressed in school</i> )			
<b>A.</b>	Poor Literacy Skills		
<b>B.</b>	White British Boys are under-performing against their peers		
<b>C.</b>	Aspirations / Attitudes to Learning		
<b>External barriers</b> ( <i>issues which also require action outside school, such as low attendance rates</i> )			
<b>D.</b>	Attendance		
<b>E.</b>	Home learning		
<b>Desired outcomes</b> ( <i>desired outcomes and how they will be measured</i> )			<b>Measured?</b>
<b>A.</b>	Improved attainment for KS3 English and Maths		Sisra PPD SBE Attendance officer's data
<b>B.</b>	Improved attainment grades of PP HAL students		
<b>C.</b>	Improved attainment grades of PP MAL students		
<b>D.</b>	Improved attendance statistics of PP students		

## 2019/20 - Pupil Premium Grant Planned Expenditure

	Objectives	Activities	Cost	Success Criteria	Impact
1	Quality of teaching for all	High quality teaching and learning - LTD Review - DWH/BEN High standard of assessment - LTD Review - DWH/BEN	Time	One of the foci for this year's Learning and Teaching Development is PP students. By observing a range of lessons, scrutinising a wide range of books, we can broadly compare those between PP and non-PP students. November 2017, following LTD. Findings to be shared with the Senior Leadership Team and Governors.	Identification of PP students across the school, heightened focus on their progress.
2	Targeted support	Improved progress and attainment levels of HAL PP students HAL/PP Mentoring - JHY	£5000	Scheduled mentoring of HAL PP students to help students overcome barriers to learning. On-going evaluation and monitoring of the mentoring process, with impact reports on HAL PP student's attainment. On-going at each PPD collection.	
		Issue Y11 PP students with revision guides for English, Maths and Science examinations.	£700	Students to be better prepared for their GCSE examinations in English, Maths and Science.	
		Staffing costs for on-going teaching, intervention and support.	£tbc		
3	Other approaches	Appropriate and timely intervention for students. Monitoring and tracking of student performance. Use PPD to track the performance of PP students. Identify students who need intervention or support and ensure strategies are put in place to do this. PSW, BEN & Governor.	Time	Half termly meeting between key staff to evaluate effectiveness of strategies and progress of students involved. Each half-term.	Further analysis of progress and student performance, allowing staff to review those students currently targeted by PP strategies.
		Sharing good practice across the school with regards to PP strategies. Collating and publishing an audit document of current practice. Linking with other secondary schools with similar intakes to develop and share strategies throughout the year.	Time	Review and development of strategies across the school but also at faculty level to increase student progress.	

**Expenditure to be updated throughout the year as strategies are confirmed.**

## Appendix 1

### Summary of PP activities in Autumn Term 2018 – Governors Report

<b>Activity</b>	<b>Description of Intervention</b>	<b>Students involved</b>	<b>Intended outcomes</b>	<b>Impact</b>
Kamal Hyman	Kamal Hyman, motivation speaker working in school for remainder of the school year to work with Y9 students	29 of the 83 Y9 students are PP	To support students with their academic progress. Through the activities in the sessions, it is designed to increase student confidence, increase their self-resilience, and help them to develop essential life skills. We want the students to increase their levels of self-awareness and help them to build a vision for their future.	Student feedback to be collected at end of sessions.
Cambridge Uni	All Post 16 Year 12 (All PP) students attended a tailored Cambridge Uni open day exclusive for our school	13 of the 37 students were PP from Year 12	Aim to help students be aware of courses available at University and information about the application process.	Raise awareness of Higher Education and inspire learning.
Dove Workshops	Small group workshop to address issues relating to body confidence/self-esteem for girls	6 of the 10 students are PP from Year 8	Aim to help students address pressures they face and provide them with coping strategies to help them.	Student evaluation to be completed at end of session highlights increased confidence.
Tall Ships	Fully funded week sailing trip, by Cross Keys Homes	2 of 10 students were PP	Team work, improved self-confidence, learning life skills and sailing skills	Improved sense of belonging with a team and raised self-esteem.
Revision Books	Students have received revision books in English, Maths and Science	All Y11 PP students	To provide a revision source at the start of the school year to use during Y11	Increase performance at GCSE.
Careers Fair NEC Birmingham	Visit for students in Y10 to attend The Skills Show to obtain careers advice from a variety of different sectors and received hands on experiences too, whilst obtaining expert careers advice and finding out about how to turn an interest into a vocation.	40 Y10 of which 19 are PP students	Giving students the confidence to make better decisions about their future and inspire them to achieve the best in their exams.	Improved performance at GCSE and increased awareness of career path to raise aspiration.

Y11 TYP Mentoring	Mentoring 1:1	8 Y11 PP students	From November students will receive 1:1 mentoring with TYP Champion, once per term	Increase performance at GCSE and awareness of FE route
Y10 Mentoring	Mentoring – small group	6 Y10 PP	From November students will be involved in small group sessions with, weekly tutor time sessions.	Increased focus and confidence going into Y11.
Take Over Challenge	2018 First News Takeover Challenge	30 Year 10 PP students	Y10 business students were among a group of students who took part in the First News Takeover Challenge with Tim from Kooth.com	Increased knowledge of businesses and applying subject knowledge to a research project, developing their knowledge.

**Summary of PP activities that will be taking place in new academic year 2018/19**

- Late November Year 9 PP group of 25 HAL learners will participate in the Higher Education programme with Cambridge University, including workshop in school delivered by University staff followed by visit to Cambridge Uni.

## Appendix 2

### *Summary of PP activities in Spring Term (1) 2019 – Governors Report*

<b>Activity</b>	<b>Description of Intervention</b>	<b>Students involved</b>	<b>Intended outcomes</b>	<b>Impact</b>
Dove / Hawk Workshops	Small group workshop to address issues relating to body confidence/self-esteem for girls	7 of the 19 students are PP from Year 7/8/9	Aim to help students address pressures they face and provide them with coping strategies to help them.	Student evaluation to be completed at end of session highlights increased confidence.
Y11 TYP Mentoring	Mentoring 1:1	8 Y11 PP students	From November students will receive 1:1 mentoring with TYP Champion, once per term.	Increase performance at GCSE and awareness of FE route.
Boxercise	Weekly boxercise class with outside agency	30 students from Y8/9 10 PP	To improve behaviour and learn a new skill.	Improved focus in class
Eyes on the Prize	On event hosted by Anglian Ruskin University at University Centre Peterborough to support students in Year 9 with their GCSE options choices.	86 students attended from Year 9, 40 PP	To support pupils who are in the process of choosing their GCSE Options. Highlighting importance of aiming high and opportunity to focus on their future and raise awareness of the best possible options.	By doing this we hope to raise attainment.
Insight Programme	Insight Explore is an academic programme working with Cambridge Uni.	10 Year 8 students, 2 PP	Aims to develop students' interests and tackle the barriers that might be faced when applying to university.	Increased aspiration and performance.
Cambridge Group	Students will work with Cambridge University, including workshop in school delivered by University staff followed by visit to Cambridge Uni	25 PP from Year 9	It will give students a strong sense of their own ability and their higher education options through impartial information and advice on a wide range of activities based in school and university departments, along with providing a cultural experience.	Increased performance at GCSE.
Post 16 Taster Day	Trip for selected Year 11 students to experience Post 16 education offsite at Stamford New college.	60 Y11 students 16 PP	Raise awareness and knowledge of courses and opportunities available at Post 16 to allow students to make an informed choice.	Increased performance and focus to achieve their next step.

**Summary of PP activities that will be taking place in new academic year 2018/19**

- We have written to all Non-PP students and promoted the Pupil Premium/FSM funding with a view to ensuring that any students who may be eligible are encouraged to apply for the funding.
- Guess the Professional for Year 9 – Late February 2019
- Metro Bank – Finance Workshop – All PP students in Year 8 March/April 2019

## Appendix 3

### Summary of PP activities in Spring Term (2) 2019 – Governors Report

Activity	Description of Intervention	Students involved	Intended outcomes	Impact
Guess the Professional	Workshop involving students meeting different professionals.	Year 9 – All PP	Students worked in teams to guess the job role of the visitors, along with the opportunity to network and ask questions.	Raising knowledge of careers and developing communication skills by interacting with different adults.
Cambridge Higher Education Group	Delivery of a tailored programme to raise aspirations and provide cultural experiences. Workshops held in school Autumn term and visit to Uni completed in Feb & Mar 2019	28 Y9 PP students	It will give students a strong sense of their own ability and their higher education options through impartial information and advice on a wide range of activities based in school and university departments.	After evaluation many students expressed a desire to now wish to aspire to work towards being able to apply and get into a university for further education.
PP survey	Student survey  <i>See Appendix A</i>	Sample of Y11 PP	To gain an understanding of how exam ready the students feel	If there are any quick fixes that might help Year 11 and to also use information to better plan to help the Year 10 students as they start Year 11.
PP Passports	Year 10 PP students to complete a student passport during summer term  <i>See Appendix B</i>	All Year 10 PP students	To provide an overview of the student to be shared with subject teachers at the start of Year 11.	To help understand the needs of the PP student and tailor the teaching and support to promote increased results.
Dove / Hawk Workshops	Small group workshop to address issues relating to body confidence/self-esteem for girls	6 of the students are PP from Year 7&8	Aim to help students address pressures they face and provide them with coping strategies to help them.	Student evaluation to be completed at end of session highlights increased confidence.

### Summary of PP activities that will be taking place over the remaining academic year 2018/19

- Speakers for Schools event date tbc
- Peer Education Project – Post 16 students to be trained mentors for Year 7 PSHE lessons on Well Being  
(Selected PP students to be mentors)



## Are you Exam Ready?

Name \_\_\_\_\_ Form \_\_\_\_\_ Date \_\_\_\_\_

	Do you have access to past exam papers	Do you have a revision guide?	Do you know what websites to use to support your revision?
English			
Maths			
Science			
<b>Please insert your GCSE option choices below</b>			

Do you need any help with how to revise? Yes / No

Do you have a quiet area to work in at home? Yes / No

Do you have access to a computer/internet to complete your work? Yes / No

Do you attend any of the half term revision sessions? Yes / No

If no, what stops you from attending? \_\_\_\_\_

What else do you feel the school and/or your teachers could be doing to help in the final weeks leading up to your exams?

- 
- 

What are your plans for Post 16? KSCS / College / 6<sup>th</sup> Form elsewhere / Apprenticeship

Have you completed an application? Yes / No If no do you need help with this application? Yes / No

# ***Pupil Passport***

Name \_\_\_\_\_ Form \_\_\_\_\_ Date \_\_\_\_\_

	Do you have access to past exam papers	Do you have a revision guide?	Do you know what websites to use to support your studies / revision?
English			
Maths			
Science			
<b>Please insert your GCSE option choices below</b>			

Do you need any help with how to revise?      Yes / No

Do you have a quiet area to work in at home?    Yes / No

Do you have access to a computer/internet to complete your work?    Yes / No

What helps me learn?

- 
- 
- 

What can be challenging for me?

- 
- 
- 

What are your plans for P16?    KSCS / College / Apprenticeship

- 

Career Ideas?

## Appendix 4

### Summary of PP activities in Summer Term 2019 – Governors Report

Activity	Description of Intervention	Students involved	Intended outcomes	Impact
PP Passports	Year 10 PP students to complete a student passport during summer term	All Year 10 PP students	To provide an overview of the student to be shared with subject teachers at the start of Year 11.	To help understand the needs of the PP student and tailor the teaching and support to promote increased results.
Dove / Hawk Workshops	Small group workshop to address issues relating to body confidence/self-esteem for girls	6 students are PP from Year 7/8	Aim to help students address pressures they face and provide them with coping strategies to help them.	Student evaluation to be completed at end of session highlights increased confidence.
Y10 Work skills Mock Interviews	The Work skills session they will have a mock interview with visiting professional.	All Year 10 PP	Students will receive feedback on their interview and CV aiming to increase their confidence and communication skills.	Improved confidence in dealing with professionals and increased knowledge of the interview process and how to improve their CV
Peer Education Project	The Peer Education Project is a school-based programme that aims to give young people the skills and knowledge they need to safeguard their mental health, and that of their peers.	Post 16 students involved in delivery 3 of the 12 are PP.	By training older pupils to deliver mental health lessons to younger student, the project aims to bypass the walls many young people put up when being taught such nuanced, personal topics by adults whom they feel are detached from their personal experiences.	Development of presentation, communication skills for the P16 student, increasing confidence and self-esteem.
Jon Egging Trust Blue Skies Inspire Programme	Workshops to inspire young people to believe in themselves.	3 of the 12 students are PP, from Year 7/8/9	To set goals and equipping them with the skills and attitude to achieve them.	Raise aspirations.

### Summary of PP activities that will be taking place over the remaining academic year 2018/19

- Student Ambassador Day – St John Fisher School

### Summary of PP activities that will be taking place during the next academic year 2019/20

- Speakers for Schools event date – September 2019
- Metro Bank Finance workshops – September 2019
- Kooth – Workshops for Anger management for males and Emotional Resilience for Young Carers - tbc