

St George's School – Pupil Premium Plan 2019/20

Introduction																						
Date of Review - Autumn 2019	Date of next review – Spring 2020																					
<p>The Pupil Premium (PP) is additional funding for publicly funded schools in England. It is designed to help disadvantaged pupils of all abilities perform better, and close the gap between them and their peers.</p> <p>In the academic year 2018/2019 St George's School received £64,590 to support 55 students.</p> <p style="text-align: center;">In this academic year, 2019/2020, St George's School will receive £67,770 to support 62 students, across key stages three and four.</p> <p style="text-align: center;">These students are distributed across the school, thus:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Year 7</th> <th>Year 8</th> <th>Year 9</th> <th>Year 10</th> <th>Year 11</th> <th>Whole School</th> </tr> </thead> <tbody> <tr> <td>Number of students</td> <td style="text-align: center;">8</td> <td style="text-align: center;">14</td> <td style="text-align: center;">17</td> <td style="text-align: center;">10</td> <td style="text-align: center;">13</td> <td style="text-align: center;">62</td> </tr> <tr> <td>As a percentage %</td> <td style="text-align: center;">4.37</td> <td style="text-align: center;">6.73</td> <td style="text-align: center;">8.85</td> <td style="text-align: center;">5.38</td> <td style="text-align: center;">6.70</td> <td style="text-align: center;">6.44</td> </tr> </tbody> </table> <p>Additionally, the school receives extra funding for those who joined us in Year Seven, having not made expected progress in English and mathematics at primary school (called Catch-Up Funding), and those who are Looked After Children (LAC Funding).</p> <p>Reports on the spending in these areas and its impact are also published, separately, on the school website.</p>			Year 7	Year 8	Year 9	Year 10	Year 11	Whole School	Number of students	8	14	17	10	13	62	As a percentage %	4.37	6.73	8.85	5.38	6.70	6.44
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Academic barriers – Whole School Focus 2018-2020																						
A	Encourage collaborative working between leaders within the school – Improve communication between the Learning Hub and DOL's																					
B	Needs of the full range of learners are being met in the classroom – including SEND/PP – differentiation & Inclusion strategies.																					
C	Raise the performance of Boy Boarders in terms of progress & attainment-Develop provision and support for students in receipt of pupil premium to improve outcomes.																					

Interventions last year were:

Intent – Intervention	Implementation - Cost and resources	Impact - Analysis of impact
Specialist staff – Student Support Services –enabling all pupils to thrive and have a safe place to go. Emotional support is offered to both individuals and on a small group basis.	1 x full time salary (term time) for HPA – specifically for working in Student Services & the House.	Sixteen students that receive Pupil Premiums monies made use of this drop-in crisis facility during lesson periods, many for more than one session, to help them regulate their emotions and then to successfully re-enter the learning environment. A significant number of others received drop in support during lunch times and breaks.
English based TA – under the Director of Learning for English. Providing specific support for pupils in literacy, helping them access the full English Curriculum.	1 x full time salary (term time) – LSA	The TA provided in class, 1:1 and small group support to 16 students and supported over 20 other students in receipt of PP monies in class at various points in the year.
Musicale – offer 1:1 music tuition, involving children in enjoyable and meaningful Music lessons.	£275 per term approx. on flute/piano lessons. Total £497 for 2 students.	7 KS3 students and 1 student right up to year 11, was supported through providing Music lessons through Musicale.
Homework club – This is staffed by a teacher after school, to provide a safe and engaging environment for pupils to complete their homework tasks. Pupils are invited to attend the club. This is a KS3 targeted support service.	£25 per hour – 4 days a week 1 x staff member per day £3,541.89 for the year	1 or 2 pp pupils per day (for 4 days a week) accessed the Homework Club. Pupils were able to use the school facilities such as the computers and receive specialised subject support and guidance. Deadlines were met by students and tasks were completed effectively.
Subject tutoring - External tutor providing English and Maths tuition for KS3 students.	£40ph x 5 hours a day for 2 days – seeing 9 students – teaching both English and Maths. Total for the Year - £8,300	Provided termly reports in order to measure the impact and progress of the pupils. PP Extra Tuition Impact Feedback Proforma was completed by Subject Teachers, asking for levels and ability of each pupil in receipt of the tuition. Communication was effective between the tutor and subject teachers, in order to ensure pupil progress and key topic areas were covered. Pupils also gave their feedback with one pupil quoting ‘I find tutoring helpful and it gets me prepared for my next maths lesson’.
Educations trips – We have supported PP students In experiencing trips to expand their cultural experiences. (day and residential trips)	Year 8 annual Brittany Trip - £245 x 1 pupil £61.60 for Year 7 per pp pupil – used for activities week to subsidise/pay for the day trips such as, Warwick Castle. £381.60 paid on Academic Trips.	Money was used to subsidise trips such as Brittany for the Year 8 Activity week and trips linked to the curriculum. Staff are very good at ensuring that PP students have the opportunity to go on school trips, ensuring funding is not an issue. Where funding is used it is all tracked.

Sports / Sports Equipment – Pupils have previously been supported for sports events and to purchase equipment so that they can participate in extracurricular activities and play in team games.	£89.94 for a lacrosse stick x 1.	Participation in Games lessons. One particular student who this was purchased for is very sporty and has represented the school.
Resources and Uniform - For uniform, equipment, school trips, etc.	Art canvas, Calculator, Tights etc. £95.50 Maths equipment – e.g. ruler, compass etc.	The impact of these items is difficult to quantify. Assistance is given on a case-by-case basis to protect vulnerable children and ensure they are not neglected in comparison to their peers.
Duke of Edinburgh's Award - develop leadership skills and self-esteem amongst PP students.	1 x year 10 student £185	All disadvantaged students are encouraged to participate in the D of E Award; which starts in Year 10.
Coaching /Counselling: High quality counselling and Art Therapies to children/young people, in a range of school settings in Hertfordshire.	12 sessions of 1:1 support from Safe Space (for 1 pupil). £589	1 pupil has accessed and will continue to access the support provided through Safe Space.
Revision Materials: Teachers request revision materials so all pp students have access to quality revision materials.	Revision guides for GCSE Business and Science. Maths Revision resources –DVD £8, revision guide £4, past GCSE Papers £17. Science papers / Language Revision Guides.	Approx. 10 pupils were provided with revision materials to facilitate exam success.
Key worker: Keyworkers provide a 1:1 professional relationship, whereby the meet weekly with their assigned pupil, and they maintain contact between home and the school, liaising with subject staff to support the learning needs of the individual.	10 pupils had access to a key worker for the year. 1 x 1 hour -£15ph (£150 a week)	Meet and greet for year 7 at the start of term, each key worker meets with their year 7 pupil prior to them joining the school, ensuring a smooth transition. Attendance at any professional meeting, such as EPEP's and EHCP's. Allocation of being part of the House System to support their pupils in all aspects of school life. Pupils respond positively to having full access to a key worker in school.
All staff aware of PP students and aware of good practice and strategies - develop provision and support for students in receipt of PP monies to ensure they are in line with their peers – is a priority of the School Action Plan 2018-2020.	Autumn term focus for all teaching staff on the most vulnerable pupils to identify on class lists and to ensure they have accessed relevant information such as ' <i>Pupil Passports</i> ' to inform their planning and teaching.	PP and vulnerable students being identified, supported and included in the classroom. And being at the fore-front of planning and delivery. At faculty and pastoral review points and within year analysis. Mid-point review of school development plan
Lesson Observations / Learning Walks	1 x term: 5 student's books across the Key Stages were looked at by the SENDCo / Designated teacher.	Feedback to departments on findings and to Heads of House and recommendations made to improve the quality of provision for PP pupils.

Clubs – Clubs are offered specifically for SEND & PP pupils in The Hub.	T club – (transition club) Lego club, Jewellery club, T-club plus, Handwriting club, PARAs club & Building Club.	Social environment created for vulnerable pupils who may struggle with communication, friendships and an unstructured environment.
Support student engagement and future pathways	Youth Connections cost.	All PP students had career interviews with Nicky Honeywell. Students had a follow up meeting to focus on destinations. Some placements were provided for students.

Pupil Premium Plan for 2019-20

St George's School is committing itself to the ambitious target of closing the attainment gap for disadvantaged students within two years in line with the School Action Plan 2018-2020.

Intent – Interventions	Implementation - How	Who	Cost	Impact -Measure of Effect
Student Services – to provide ongoing support and interventions for pupils with SEMH needs.	1 x full time salary (term time) for HPA – specifically for working in Student Services.		Salary	Number of pupils accessing support either drop in or regular 1:1 appointments is monitored by Pastoral Support Manager – LMR and feedback to TJL.
English based LSA – under the Director of Learning for English. Providing specific support for pupils in literacy, helping them access the full English Curriculum.	1 x full time salary (term time) – LSA	HG	Salary	English Department to select pupils to work with LSA in small groups and 1:1. Additionally, designated to class for in class specific support as required. Pupil's attainment to be monitored by DOL English – to feedback to TJL.
Literacy Lead for SEND including PP – providing small group work and 1:1 provision for identified pupils who need a boost in literacy. Using established electronic programmes and resources.	1 x full time salary (term time) – based in 'The Hub'.	KF	Salary	6 week blocks x 3 over the year. Assessments will take place at the start and end of each block to measure the impact on pupil's performance. Evidence through observations, assessment and teacher feedback.
Literacy Resources for SEND/PP.	Core English KS2 Boost your progress in Reading and Writing and Quickstep English Dynamic Learning Package. Photocopy materials	KF/TL	£252.60 £400	KF will review the resources in line with the Director of English to assess effectiveness going forward. Resources for Literacy Interventions.
Key Worker - Keyworkers provide a 1:1 professional relationship, whereby they meet weekly with their assigned pupil, and they maintain contact between home and the school, liaising with subject staff to support the learning needs of the individual.	HOH, SENDCo, LSDM have agreed the pupils that need and would benefit from a Key Worker for the Year.	AF to implement	1 x 1 hour -£15ph x 10 (£150 pw)	Pupils with a KW are supported throughout the year, both in the classroom and with any additional events such as school trips, inter house, extracurricular etc.
Clubs - Clubs are offered specifically for SEND & PP pupils in The Hub.	All LSA's offer a club - T club – (transition club) Lego club, Jewellery club, T-club plus, Handwriting club, PARAs club. Building Club – Speech and Language.	AF	£150 pa	Social environment created for vulnerable pupils who may struggle with communication, friendships and an unstructured environment
Support student engagement and future pathways	Youth Connections cost.	Head of 6 th Form		All PP students had career interviews with Nicky Honeywell. Students had a follow up meeting to focus on destinations. Some placements were provided for students.

Homework club – This is staffed by a teacher after school, to provide a safe and engaging environment for pupils to complete their homework tasks. Pupils are invited to attend the club. This is a KS3 targeted support service.	ED has organised staff and HOH have recommended pupils that would benefit from accessing the support HW club provides.	ED	£25ph 4 days a week x 4 staff £3,541.89	Selected 1 or 2 pp pupils per day (for 4 days a week) accessed the Homework Club. Pupils are able to use the school facilities such as the computers and receive specialised subject support and guidance. Feedback received termly on pupils attending using assessment data and reports collated to measure the impact of the provision.
Resources and Uniform - For uniform, equipment, etc.	Pupils request resources as and when required – usually at the start of the school year. For example; September one student purchased their Art resources.	TL	£100	This is hard to gage how much will be required, but monies are put to the side to assist with resources to enhance learning and participation in clubs and activities.
School Trips – to enable all pupils to access trips essential for the curriculum.	This is at Senior Leadership Team discretion.	TL	£500	Only applicable if directly impacting on Teaching and learning and access to the curriculum.
Revision Materials: Teachers request revision materials so all pp students have access to quality revision materials.	Pupils/ DOL's request resources as and when required.	TL	£100	As above. Revision materials are provided to support students' progress.
Staff training: Focus on Quality First Teaching. All staff aware of PP students and aware of good practice and strategies.	PP students clearly identified on seating plans with appropriate strategies. Pupils are discussed as part of ongoing HOH and Department meetings.	SENDCo & DOL's	£200	DOL's to identify good practice through book looks, learning walks, observations. To carry out training in Department meeting time and ensure all PP pupils are discussed as part of the ongoing agenda.
6 th Form Group - Year 12 are allocated lessons to support specific students in class – each year 12 gives 2 hours maximum per week. Mentoring – Year 7 are allocated a 6 th form student fort one tutor base a week.	DOL's have requested specific 6 th form students to work in their subject areas. ED co-ordinated the list to confirm and ensure the support is in place.	ED / Head of 6 th Form DOL's / HOH	N/A	Questionnaire/Handbook for 6 th form helpers. DOL's & HOH to give feedback on the support provided.