



400 YEARS OF EXCELLENCE

Richard Hale School
Pupil Premium
Development Plan
September 2020 – July 2021

Targets for KS4:

	KS4 (2021) – Y11 PP FFT 5	KS4 (2021) – Y11 PP FFT 20
Basics (7+ in English and maths)		12%
Basics (5+ in English and maths)	51%	41%
Basics (4+ in English and maths)	79%	71%
5+ GCSE grades at 9 to 7	18%	14%
Average EBACC APS	5.2	4.8
Attainment 8	5.2	4.8
Progress 8	Positive	Positive
English 9-7	17%	14%
English 9-5	56%	47%
English 9-4	76%	69%
Maths 9-7	23%	18%
Maths 9-5	62%	51%
Maths 9-4	86%	79%

Pupil Premium Budget 2020-2021

Total allocation of Pupil Premium Funding	Allocation to central funds	Allocation to discretionary activities
£76,400	£66,400	£10000

Use of funding in central funds	Intended Impact	Amount allocated
Payment of Deputy Headteacher (Inclusion) in charge of Pupil Premium. Allocation of 0.2 of his annual salary (Equivalent of 1 day per week).	Allocated time and focus for Deputy Headteacher to impact on the outcomes and provision for Pupil Premium Students. Includes short and long term planning, managing discretionary activities budget, tracking and intervention with PP students, reporting to stakeholders.	£15,000
Payment of SENDCO. 50% of students who are PP at the school also have SEND and require further support. Allocation of 0.4 of her salary to support the needs of PP with SEND.	Targeted support in the department through the SENDCO for PP students to meet their needs which are specifically SEND.	£19,400
Payment of family support worker in SSC. Allocation of 0.5 of her salary to work with students and families of PP students.	Focussed work on PP students and their families to ensure students are supported through the school. Family worker has good knowledge of the students and families and can support and intervene for improved outcomes and emotional support.	£17,200
Teaching Assistant time for support of PP students. 1 day of each TA salary allocated.	1 to 1 work with PP students in intervention in KS3 and 4. Particularly used to focus on teaching of English, maths and science.	£15,300

Finance team support for Pupil Premium students	Allocation of funding to support the finance team in working with Pupil Premium families in managing the accounts on Wisepay, working with departments in discretionary funding, managing budget with Deputy Headteacher with the aim to ensure PP students and families are supported with their financial requirements.	Time allocated through whole school budget to support PP students
Administration support	Allocation of funding to support administration of work for PP students. This includes phone calls for parents on parent's evenings, attendance officer time chasing attendance of PP students, admin time in preparing reports and data for PP students for Heads of Year, Deputy Headteacher, Headteacher etc.	Time allocated through whole school budget to support PP students
Use of funding in discretionary activities	Intended Impact	Amount allocated
KS4 targeted intervention	Focus on meeting each PP student's individual's needs for revision. This will include, revision classes, resources, mentoring, tuition, counselling.	£10000 to be allocated and monitored through budget holder (Deputy Headteacher)
Parental engagement	Fund events to improve further parental engagement in school, i.e. music tickets, sports fixtures, support in attending school events.	
Music Tuition	PP students supported in music tuition and instruments in order to engage with school.	
Extra-curricular support	Support for students who would struggle to be involved in extra-curricular activities in school. This will include music, drama and sport as well as extra-curricular visits (both curriculum and non-curriculum visits).	
Homework club	Allocation of funds to help run homework club in SSC for PP students to improve their engagement and outcomes in their subjects.	

Individual support	Support identified by Head of Year to support individual students, this could be with transport, equipment, breakfast, learning resources etc.	
Laptop purchase and IT support	All PP students to have access to Chromebook or similar and be able to access home and remote learning, including audio lessons.	
Total funding		£76,400

Leadership and Management

<p>What aspects of leadership and management do we feel we need to develop as a school?</p>	<ul style="list-style-type: none"> • Explore the development of the school through collaboration with other schools and expansion opportunities. • To improve further staff workload and wellbeing so that a focus is on the impact of teaching and learning on the student • To improve the school curriculum to ensure it provides a full and balanced learning experience where students achieve their full potential across all key stages • To improve student progress outcomes • To ensure the school remains fully staffed with subject specialists through a range of approaches to recruitment and retention • Enhance the school facilities to develop the students learning experience (facilities and technology) <p>Continue to ensure the finances of the school remain secure</p>
--	---

Actions to address the areas above (Maximum of 5 actions)	Member of staff responsible for ensuring this action is implemented	Resources required for the action to be successful (Be specific and identify time required)	Deadline for action to be implemented (State the month it is to be completed by)	How will we measure the impact of the action?	Progress check point RAG Rate (Reviewed Termly) Green – completed Amber – on course Red – Further work required
Planned and targeted intervention including catch up sessions in years 7 and 8 and extra classes/revision sessions in KS4, including spend on catch-up premium as appropriate	M Greenwood C Hocking	Tuition time from teachers of maths, English and Science	July 2021	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	
HoDs required to actively monitor and intervene with Pupil Premium achievement. Part of meeting agendas throughout the year and included in self-evaluation process	M Greenwood HoDs	Meeting time	Starting September 2020 – review July 2021	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	
HoYs require to actively monitor and intervene with Pupil Premium student's attendance, behaviour, extra-curricular involvement and intervention programmes. Part of year team meeting agenda.	M Greenwood H Davies S Robins HoY	Meeting time	Starting September 2020 – review July 2021	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	

Personal Development

What aspects of Personal Development do we feel we need to develop as a school?	<ul style="list-style-type: none"> • Increase tolerance and mutual respect amongst all groups (to include review of anti-bullying strategy) • To develop a continuous approach to SMSC and PSCHE from Years 7 to 13 • To meet statutory requirements for RSE • To increase opportunities to celebrate diversity across the school and the community • To continue to develop the student’s understanding of the wider world and develop their ability to contribute to this. 				
Actions to address the areas above (Maximum of 5 actions)	Member of staff responsible for ensuring this action is implemented	Resources required for the action to be successful (Be specific and identify time required)	Deadline for action to be implemented (State the month it is to be completed by)	How will we measure the impact of the action?	Progress check point RAG Rate (Reviewed Termly) Green – completed Amber – on course Red – Further work required
Increased extra-curricular involvement of PP students in the wider life of the school *this target remains in place but will be affected by COVID-19 restrictions	M Greenwood	Tutor and HoY/HoH monitoring DofE lead monitoring Pupil Premium funding used to financially support activities as appropriate	July 2021	Annual extra-curricular survey shows improved numbers of PP students engaged in extra-curricular activities	
Music tuition funded by Pupil Premium proactively promoted to parents	M Greenwood P Clay	Tutor and HoY/HoH/Head of Music monitoring. Pupil Premium funding used to	Review July 2021	Review through line management meetings with all HoY and line management meets with music.	

		financially support activities as appropriate			
--	--	---	--	--	--

Impact for learners

What aspects of the impact for learners do we feel we need to develop as a school?		<ul style="list-style-type: none"> • All students, regardless of starting points, make expected or better progress • To improve the outcomes of vulnerable groups particularly those who are Pupil Premium and SEND so that they match the outcomes of other students with similar starting points. • Increase the number of students who attain a grade 4 and 5 or above in English and Maths by the end of Year 11 • Progress is above average in nearly all subject areas at KS4 (Key Stage 4) • Continue to improve outcomes at Post 16 both in attainment and progress 			
Actions to address the areas above (Maximum of 5 actions)	Member of staff responsible for ensuring this action is implemented	Resources required for the action to be successful (Be specific and identify time required)	Deadline for action to be implemented (State the month it is to be completed by)	How will we measure the impact of the action?	Progress check point RAG Rate (Reviewed Termly) Green – completed Amber – on course Red – Further work required

All staff aware of which students are in receipt of Pupil Premium funding and of the support they will require	M Greenwood	Meeting time and other avenues of communication. Monitoring by HoDs Staffroom 'war room' display	October 2021	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	
Staff briefed on 'back to basics' to raise attainment of Pupil Premium students in the classroom and to have clear strategies in place to raise Pupil Premium achievement which are measurable and reviewed	M Greenwood	Meeting time and other avenues of communication. Monitoring by HoDs	December 2018	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	
Actively and positively engage parents of Pupil Premium students with their child's learning	M Greenwood C Hocking Family worker	Pupil Premium parent support workshops Family worker priority engagement	July 2021	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	
Focus on outcomes in English and maths at KS4, with coherent, measurable and consistently monitored and reviewed programme of intervention in place	M Greenwood N Hankinson S Williams	Meeting time	Established by December 2020	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	

Targeted intervention in all subjects at KS4 to improve outcomes at GCSE for Pupil Premium students	M Greenwood HoDs	Meeting time	Established by December 2020	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	
All subjects to closely monitor progress in KS3 to ensure expected progress is made by end of Year 8	M Greenwood HoDs	Meeting time	Established by December 2020	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	

Behaviour and attitudes

What aspects of behaviour and attitudes do we feel we need to develop as a school?	<ul style="list-style-type: none"> • Ensure safeguarding procedures are robust and constantly reviewed to ensure all aspects of school life are safe • To reduce further low level disruption in lessons • To develop and improve student attitudes to learning • Improve attendance, resilience and support available for vulnerable groups • Develop the alumni further so this can have an impact on student career progression, advice and guidance for careers • Develop careers programme across Years 7 to 11 to improve student understanding of future pathways and opportunities
---	--

Actions to address the areas above (Maximum of 5 actions)	Member of staff responsible for ensuring this action is implemented	Resources required for the action to be successful (Be specific and identify time required)	Deadline for action to be implemented (State the month it is to be completed by)	How will we measure the impact of the action?	Progress check point RAG Rate (Reviewed Termly) Green – completed Amber – on course Red – Further work required
Increased attendance of Pupil Premium students with overall attendance in line with peers *this target may be affected by changes to attendance recording due to COVID-19	M Greenwood	Cost of SLA agreement with HCC EWO/Attendance officer time for SAM work	July 2021	Increased attendance of Pupil Premium students with overall attendance in line with peers	
Further reduce detentions, isolations and exclusions for Pupil Premium students	M Greenwood H Davies S Robins	Monitoring by HoYs and KS leaders of detention statistics. Termly review of behaviour statistics for Pupil Premium students with HoYs	July 2021	Reduction of behaviour points, isolations and exclusions for Pupil Premium students so in line with peers	
Family worker support with targeted Pupil Premium students	M Greenwood C Hocking	Family worker counselling time	July 2021	All Pupil Premium students meeting or exceeding their FFT targets at every stage of their education	

Effectiveness of 16-19 study programmes

<p>What aspects of our 16-19 provision do we feel we need to develop as a school?</p>		<ul style="list-style-type: none"> ● To maintain the current broad curriculum offer without creating over large class sizes ● To improve the outcomes at KS5 both in attainment and progress, taking combined Y12/13 lessons into account ● To improve careers advice and guidance to give students knowledge of the full range of options available post-18 ● To improve the Sixth Form attitudes and skills to study and learn independently ● To ensure procedures are robust in meeting the requirements of safeguarding students in the 6th form ● To review and develop provision to ensure a quality experience in the 6th form which provides a wide range of enrichment opportunities ● To develop approaches to improve resilience and mental health of the students in the 6th form <p>To improve the transition arrangements for all students into the 6th form</p>			
<p>Actions to address the areas above (Maximum of 5 actions)</p>	<p>Member of staff responsible for ensuring this action is implemented</p>	<p>Resources required for the action to be successful (Be specific and identify time required)</p>	<p>Deadline for action to be implemented (State the month it is to be completed by)</p>	<p>How will we measure the impact of the action?</p>	<p>Progress check point RAG Rate (Reviewed Termly) Green – completed Amber – on course Red – Further work required</p>
<p>Use and award of discretionary bursary closely monitored with reference to Pupil Premium students’ needs</p>	<p>J Beacom</p>	<p>Bursary</p>	<p>July 2021</p>	<p>All Pupil Premium students meeting or exceeding their ALIS+ targets at every stage of their education</p>	

Ensure previously Pupil Premium students are given appropriate support to make expected or better progress	J Beacom	Monitoring and meeting time	July 2021	All Pupil Premium students meeting or exceeding their ALIS+ targets at every stage of their education	
--	----------	-----------------------------	-----------	---	--

Strategic Resource Management

What aspects of resource management do we feel we need to develop as a school?	<ul style="list-style-type: none"> To improve the working facilities and conditions for students and staff To continue to monitor the departmental budget so it remains balanced while meeting the needs of the students To review departmental resources in order to ensure they are efficient and able to focus on student learning effectively. 				
Actions to address the areas above (Maximum of 5 actions)	Member of staff responsible for ensuring this action is implemented	Resources required for the action to be successful (Be specific and identify time required)	Deadline for action to be implemented (State the month it is to be completed by)	How will we measure the impact of the action?	Progress check point RAG Rate (Reviewed Termly) Green – completed Amber – on course Red – Further work required
Review use of Pupil Premium funding to ensure funding is being strategically used to raise achievement and meet needs of Pupil Premium students	I Hawkins M Greenwood	Meeting time	Review July 2021	All Pupil Premium students meeting or exceeding their ALIS+ and FFT targets at every stage of their education	