

## St. Joseph's Catholic High School Pupil Premium Funding and Projection for 2019-2020

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| <b>Number on Roll (7 – 11): 990</b> | <b>Number of PP on Roll: 110</b> | <b>PP funding per student:<br/>£935.00</b> | <b>2019-2020 PP Budget:<br/>£102,675</b> | <b>Date of next PP Review:<br/>September 2020</b> |
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*The 2019-2020 Pupil Premium register at St. Joseph's consists of 110 students in years 7 through 11. Under the Pupil Premium funding initiative the school will receive £935.00 for every Secondary School student classified as Pupil Premium. The funding is to be used appropriately to ensure that the academic progress of PP students are in line with the achievement of non-PP students. Therefore, this academic year we have been allocated a budget of £102,675.00.*

### **1) Pupil Premium Ethos:**

*At St. Joseph's we are determined to ensure that the gap between the pupil premium and non-pupil premium students is non-existent. Embedded within our ethos we have a fundamental desire and duty of care to do everything within our power to ensure that all students leave here with high aspirations and opportunities. Therefore, it is imperative that we, as a community, prioritise the achievement of our most vulnerable students.*

### **2) Barriers to Educational Achievement at St. Joseph's Catholic High School:**

*At St. Joseph's we believe that it is important to understand each student as distinct, they have individualised needs and therefore individualised barriers to learning. To enable us to better understand our PP students and their barriers within their educational achievement we conducted meetings with every PP student to explore what they believe to be their areas of greatest weakness when it comes to their own learning. These will then serve as the basis for our interventions. Classroom teachers will be able to address our PP students' barriers to learning within their teaching through different pedagogical approaches. As a school community, we understand that the academic needs of our PP students differs from our non-PP students. It is through appropriately identifying and effective teaching and learning strategies that we will begin to close that gap between our PP and non-PP students. There were three responses that were echoed throughout the interviews conducted:*

#### **Low aspirations:**

*Many of our PP students have not had opportunities to understand the world outside their local community. This has resulted in a distinct lack of exposure to different cultural or social events that, perhaps, our non-PP students have participate in. It is important to note that many of our PP students will be the first person in their families to have the ability to attend university and in some cases Sixth Form. This is a scary notion for them because they are having to step outside of what they have only ever known.*

**Homework:**

Throughout the PP interviews a number of our students stated that homework was a persistent problem for them. For some of our students, they do not have a quiet place or the necessary resources to allow them to complete their homework at home. In addition to this, responsibilities or the lack of accountability on both the part of the parent and/or teacher allows the student to 'get away' with not completing their homework. This will inevitably create gaps within the young person's knowledge, causing them to fall behind.

**Engagement in Lessons:**

It is important that we deliver lessons that encourage engagement and excitement within our PP students. Throughout the interviews some of our PP students expressed that they struggle to concentrate in lessons due to engagement and understanding. Therefore, we it is important that we utilise Teaching and Learning strategies that encourage and inspire our PP students. This will be done through more rigorous feedback, questioning and monitoring of homework. Furthermore, as a school community, we have been focused on developing curriculums with a particular intent which is to engage all students and foster a 'love for learning'.

**3) Outcomes**

| <b><u>Desired Outcomes</u></b>  | <b><u>Success Criteria</u></b>   |
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| A. Improved attainment in English and maths of PP students.   | <ul style="list-style-type: none"><li>• Increase in the % of PP students making expected attainment grade in all subjects.</li></ul>   |
| B. All PP students will make the same progress as non-PP students.  | <ul style="list-style-type: none"><li>• Reduction in the gap between PP and all students in their Progress 8 scores in GCSE examination in 2020.</li><li>• Reduction in the gap between PP and all students identified as making at least expected progress in all other year groups.</li></ul>  |
| C. All PP students to participate fully in lessons, complete all homework set and participate fully in school life. | <ul style="list-style-type: none"><li>• Reduction in the gap between PP and all students in their Progress 8 scores in the GCSE examination in 2020.</li><li>• Reduction in the gap between PP and all students identified as making at least expected progress in all other year groups.</li><li>• Improvement in the percentage of PP students engaging in after school activities, trips, interventions and leadership roles.</li></ul> |
| D. PP students to attend school as regularly as non-PP students.  | <ul style="list-style-type: none"><li>• Attendance of PP students is at least 95% for each year group.</li></ul>   |

- Punctuality of our PP students to the same if not better than the non-PP cohort.

#### 4) Pupil Premium Projected Expenditure for the 2019-2020 Academic Year:

| <u>Allocation of Funding</u>   | <u>Rational</u>  | <u>Projected Cost</u> | <u>Measurable Outcome</u>  |
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| <p><b>A) <u>The Breakfast Club:</u></b></p> <ul style="list-style-type: none"> <li>• For the past year and a half we have run a breakfast club that is opened to all students at St. Joseph's. The students are provided with a free breakfast that is nutritious and ensures that no student comes to school hungry. They are prepared both mentally and physically to meet the demands of the academic day.</li> </ul> | <ul style="list-style-type: none"> <li>• Through providing our students with breakfast we are helping to ensure that our students' minds are focused on their academics and not on them being hungry. Furthermore, there is a direct correlation to the students' attitude to learning. Our attendance figures amongst PP students have improved since we have begun the breakfast club. The breakfast club is a safe place for our students and many arrive to school as early as 7:00am which means that they are safe and being looked after. Finally, it is an excellent opportunity for the staff and students to break bread with one another as it is an informal setting that we believe is invaluable to the relational ethos that we promote here, at St. Joseph's.</li> </ul> | £40,000.00            | <p><i>We understand the importance in being reflective and adaptable within our approaches. All PP initiatives need to be highly impactful and positively support the needs and well-being of our PP students. Therefore, we will measure the impact of these initiatives in the following ways:</i></p> <ul style="list-style-type: none"> <li>• <i>The first, and arguably the most significant way, to measure the impact is through our data collections. It is important that we see an incremental increase in the progress of our PP students.</i></li> </ul> |
| <p><b>B) <u>Raising Aspirations and Cultural Capital:</u></b></p> <ul style="list-style-type: none"> <li>• All PP students will be given the funding to attend all subject related trips that apply to them. In addition, we will be running specific trips to encourage culture capital within our PP students. We want to give our students the exposure to different activities like theatre,</li> </ul>              | <ul style="list-style-type: none"> <li>• The aim with this initiative is to expose our PP students to different experiences. It will undoubtedly be an opportunity that will shape them as a person and help in allowing them to understand that they can achieve through exposure to new experiences.</li> <li>• It is important that all students, despite their socio-economic background, are given the same opportunities. This will help to eliminate inequality and allow for all of our students to experience an enriching activity.</li> </ul>   | £10,000.00            |  |

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| <p>travel, sport, art and museums to allow these young people to understand the wider world.</p>   |  |                   | <ul style="list-style-type: none"> <li>• Furthermore, we will conduct student voice surveys where we will give our PP students the opportunity to 'weigh in' on the different initiatives and their effectiveness. The students will have the ability to give us an honest appraisal of what they believe helped them the most in terms of their own barriers to learning.</li> <li>• Lesson observations and learning walks that shadow and focus primarily on our PP students is very important. The teachers need to be embedding the teaching and learning strategies</li> </ul> |
| <p><b>C) Tuition:</b></p> <ul style="list-style-type: none"> <li>• Providing external tuition, if necessary, for our underachieving KS4 students.</li> </ul>   | <ul style="list-style-type: none"> <li>• Tuition will be provided for our Year 9 – 11 PP students in Science. These are small group intervention sessions where the students will be grouped in terms of their ability. Throughout the course of the year the students will be exposed to all three Sciences (Biology, Chemistry and Physics).</li> </ul>  | <p>£6,500.00</p>  |  |
| <p><b>D) Maths TA – Pupil Premium:</b></p> <ul style="list-style-type: none"> <li>• A teaching assistant in Maths who will work with our PP students who are significantly underachieving. They will support these students in both a classroom environment and in small group sessions.</li> </ul>                                      | <ul style="list-style-type: none"> <li>• The objective is to provide focused support for those students who are struggling in Maths. The support will be provided to all of our PP students from Year 7 – 11. We have identify Maths as a subject where the gap between PP and non-PP is greater and therefore this endeavour will help to ensure that we are reducing that gap.</li> <li>• Our PP students who are making good progress in Maths will also receive support through interventions and in class support.</li> </ul>   | <p>£15,000.00</p> |  |
| <p><b>E) Rewards System:</b></p> <ul style="list-style-type: none"> <li>• Positive rewards system to allow students the ability to understand that if they work hard they can achieve. Tangible rewards are a great way to motivate young people to become more engaged and active within their learning and their academics.</li> </ul> | <ul style="list-style-type: none"> <li>• Although we understand the importance of intrinsic motivation, it is also important to reward positive behaviour. Therefore, we will be running a positive reward system for our Year 11 PP students. They will receive rewards after attending a set number of revision sessions. In addition to this, the highest achiever and the most improved PP student in Year 11 will receive a reward at the end of every term.</li> <li>• In order to encourage consistently good attendance we will create the 100 club where those students who have 100% and punctuality will be put forward for a prize.</li> </ul> | <p>£1,500.00</p>  |  |

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| <p><b>F) <u>Transportation:</u></b></p> <ul style="list-style-type: none"> <li>• Provide transportation for those PP students who do not have appropriate means of travel to and from school through bus passes.</li> <li>• We will be running a 'bus' that will pick up our PP students who's punctuation was poor during the 2018-2019 academic year.</li> </ul>        | <ul style="list-style-type: none"> <li>• It is vital that all of our students have appropriate modes of transportation to and from school to ensure their academic success.</li> <li>• The morning 'bus' will help to ensure that the attendance and punctuality of our PP students is in-line with our non-PP students. This will also help to ensure these students are in lessons and support them with their academic progress and achievement.</li> </ul> | <p>£9,000.00</p>  | <p><i>as well as engaging with the individualised Pupil Premium Profiles to help support the PP students within their class.</i></p> <ul style="list-style-type: none"> <li>• <i>Attendance data</i></li> <li>• <i>Exclusion data.</i></li> <li>• <i>Destinations data</i></li> <li>• <i>Attitude to learning</i></li> </ul> |
| <p><b>G) <u>Uniform:</u></b></p> <ul style="list-style-type: none"> <li>• Providing uniform – both everyday uniform and PE kit to those PP students who cannot afford it.</li> </ul>  | <ul style="list-style-type: none"> <li>• We need to ensure that all our PP students feel no different from our non-PP students, therefore we will provide any necessary uniform to those students who are struggling to accommodate themselves in terms of uniform.</li> </ul>   | <p>£1,500.00</p>  |  |
| <p><b>H) <u>Equipment:</u></b></p> <ul style="list-style-type: none"> <li>• Textbooks, revision guides and equipment for all our PP students.</li> </ul>  | <ul style="list-style-type: none"> <li>• It is important that we know that all our PP students have the resources that they need to adequately participate in lesson and to complete work at home. Therefore, we will ensure that all our PP students are equipped to succeed.</li> </ul>  | <p>£10,000.00</p> |  |
| <p><b>I) <u>Revision Space:</u></b></p> <ul style="list-style-type: none"> <li>• We will provide homework and revision clubs where our students can go to complete their homework in a quiet environment that is equipped with the resources that they need. Students will be given a snack and a drink to ensure that they are fuelled during these sessions.</li> </ul> | <ul style="list-style-type: none"> <li>• These revision sessions will provide our PP students with the resources that are necessary to appropriately complete their homework. There will be TA support, access to revision text and the internet. We will be targeting our PP students who are underachieving academically and those who have highlighted that completing homework is problematic.</li> </ul>  | <p>£600.00</p>    |  |

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| <p><b>J) <u>Electronic Resources:</u></b></p> <ul style="list-style-type: none"> <li>It is important that our PP students have the appropriate materials to access information online to support them in their revision. Therefore, we will provide this equipment to our PP students who do not have them at home.</li> </ul> | <ul style="list-style-type: none"> <li>We appreciate that the global world is expanding and therefore it is very important that all of our students are able to access information online. In addition, many of our revision materials and programmes such as Bedrock Vocabulary, Kerboodle and My Maths require our students to be able to use the internet.</li> <li>Providing our PP students with the tools to access these resources is imperative to their academic achievement.</li> </ul>   | <p>£1,500.00</p> |  |
| <p><b>K) <u>Literacy Support:</u></b></p> <ul style="list-style-type: none"> <li>Support and intervention for our KS3 PP students who are underachieving in literacy.</li> </ul>   | <ul style="list-style-type: none"> <li>It is fundamental that we ensure that our KS3 PP students' progress in English is in line with their target grades as well as, in Reading, their chronological age. This support will help to close the gap in KS3 and will inevitably provide these students with a stronger starting point at KS4.</li> </ul>  | <p>£2,000.00</p> |  |
| <p><b>L) <u>Teaching and Learning Strategy that will endeavour to combat apathy and passive learning.</u></b></p>  | <p>The strategy will focus on the following three areas:</p> <ol style="list-style-type: none"> <li><b>Feedback</b> either verbally or in writing to every PP student in every lesson. Each PP student will be given a clear target that they need to address within the lesson. The feedback is to create a dialogue with the student and hopefully develop a higher level of engagement.</li> <li><b>Questioning</b> – PP students will be questioned throughout the lesson to support them in ensuring that they are actively learning.</li> <li><b>Homework</b> – For each subject there will be a clear homework timetable that will be monitored for completion and level of effort.</li> </ol> | <p>£1000.00</p>  |  |
| <p><b>M) <u>Pupil Profiles:</u></b></p> <ul style="list-style-type: none"> <li>To enable us to better understand our PP students and their barriers within their</li> </ul>  | <ul style="list-style-type: none"> <li>At St. Joseph's we believe that it is important to understand each student as distinct, they have individualised needs and therefore individualised barriers to learning. These will then serve as the</li> </ul>  | <p>£500.00</p>   |  |

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| educational achievement. We conducted meetings with every PP student to explore what they believe to be their areas of greatest weakness when it comes to their own learning.  | basis for our interventions. Classroom teachers will be able to address our PP students' barriers to learning within their teaching through different pedagogical approaches.  |          |  |
| <b>N) Homework timetables:</b> <ul style="list-style-type: none"> <li>All PP students will be on a closely monitored through a specific homework timetable.</li> </ul>   | <ul style="list-style-type: none"> <li>A homework timetable will help them to keep themselves to account in terms of completing their homework to the appropriate standard. This initiative will help to diminish the difference between non-PP and PP students as many of our PP students have highlighted that they find completing homework particularly difficult.</li> </ul>  | £200.00  |  |
| <b>O) One to one mentoring:</b> <ul style="list-style-type: none"> <li>All Year 11 students will be allocated a staff mentor who they will meet weekly. This person will offer the student support in terms of their progress and organisation.</li> <li>We will be providing our more vulnerable and at risk PP students with a peer mentor who have been appropriately trained through an external company.</li> </ul> | <ul style="list-style-type: none"> <li>A member of staff will mentor each Year 11 PP student. This is to ensure that all our Year 11 PP students have an adult figure to hold them to account in terms of their progress and their attitude to learning. We hope to foster a positive working relationship to ensure that every Year 11 student's progress is in line with our non-PP students.</li> <li>Through peer mentoring we will hopefully reduce the amount of behaviour incidents amongst our PP students. Those who we are concerned about will be allocated a trained peer to support them both academically and personally.</li> </ul> | £3000.00 |  |

#### 5) Pupil Premium Expenditure Report 2018 - 2019

- St. Joseph's received £105, 178.75 for the 2018 – 2019 academic year**

| <u>Allocation of Funding</u> | <u>Rational</u> | <u>Projected Cost</u> | <u>Money Spent</u> |
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| <p><b>a) <u>The Breakfast Club:</u></b></p> <ul style="list-style-type: none"> <li>For the past year and a half we have run a breakfast club that is opened to all students at St. Joseph's. The students are provided with a free breakfast that is nutritious and ensures that no student comes to school hungry. They are prepared both mentally and physically to meet the demands of the academic day.</li> </ul> | <ul style="list-style-type: none"> <li>Through providing our students with breakfast we are helping to ensure that our students' minds are focused on their academics and not on them being hungry. Furthermore, there is a direct correlation to the students' attitude to learning. Our attendance figures amongst PP students have improved since we have begun the breakfast club. The breakfast club is a safe place for our students and many arrive to school as early as 7:00am which means that they are safe and being looked after. Finally, it is an excellent opportunity for the staff and students to break bread with one another as it is an informal setting that we believe is invaluable to the relational ethos that we promote here, at St. Joseph's.</li> </ul> | <p>£35,000.00</p> | <p>£39,482.45</p> |
| <p><b>b) <u>Raising Aspirations and Cultural Capital:</u></b></p> <ul style="list-style-type: none"> <li>Every PP student at St. Joseph's will attend two extracurricular trips that will encourage cultural capital. We want to give our students the exposure to different activities like theatre, travel, sport, art and museums to allow these young people to understand the wider world.</li> </ul>             | <ul style="list-style-type: none"> <li>The aim with this initiative is to expose our PP students to different experiences. It will undoubtedly be an opportunity that will shape them as a person and help in allowing them to understand that they can achieve through exposure to new experiences.</li> </ul>  | <p>£8,000.00</p>  | <p>£4120.42</p>   |
| <p><b>c) <u>Raising Aspirations and Cultural Capital:</u></b></p> <ul style="list-style-type: none"> <li>Motivational speakers to come in to discuss what success looks like and deliver workshops to support students in Year 7 – 10 in terms of raising aspirations.</li> </ul>  | <ul style="list-style-type: none"> <li>Each year group will hear from a different speaker who will be responsible for delivering talks that will encourage our PP students to strive for the best in terms of their academic achievement and future goals.</li> </ul>  | <p>£2000.00</p>   | <p>£600.00</p>    |



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| <p><b>d) <u>Trips and Outings:</u></b></p> <ul style="list-style-type: none"> <li>All PP students will be given the funding to attend all subject related trips that apply to them.</li> </ul>  | <ul style="list-style-type: none"> <li>It is important that all students, despite their socio-economic background, are given the same opportunities. This will help to eliminate inequality and allow for all of our students to experience an enriching activity.</li> </ul>   | <p>£3400.00</p> | <p>Please see above – trips and outings.</p> |
| <p><b>e) <u>Rewards System:</u></b></p> <ul style="list-style-type: none"> <li>Positive rewards system to allow students the ability to understand that if they work hard they can achieve. Tangible rewards are a great way to motivate young people to become more engaged and active within their learning and their academics.</li> </ul> | <ul style="list-style-type: none"> <li>Although we understand the importance of intrinsic motivation, it is also important to reward positive behaviour. Therefore, we will be running a positive reward system for our Year 11 PP students. They will receive rewards after attending a set number of revision sessions. In addition to this, the highest achiever and the most improved PP student in Year 11 will receive a reward at the end of every term.</li> <li>In order to encourage consistently good attendance we will create the 100 club where those students who have 100% and punctuality will be put forward for a prize.</li> <li>The top achieving PP student in each year group and the most improved PP student in each year group will receive a £10 voucher.</li> </ul> | <p>£2500.00</p> | <p>£1,304.38</p>                             |
| <p><b>f) <u>Teaching and Learning Strategy that will endeavour to combat apathy and passive learning.</u></b></p>   | <p>The strategy will focus on the following three areas:</p> <ol style="list-style-type: none"> <li><b>Feedback</b> either verbally or in writing to every PP student in every lesson. Each PP student will be given a clear target that they need to address within the lesson. The feedback is to create a dialogue with the student and hopefully develop a higher level of engagement.</li> <li><b>Questioning</b> – PP students will be questioned throughout the lesson to support them in ensuring that they are actively learning.</li> </ol>   | <p>n/a</p>      | <p>n/a</p>                                   |

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|   | 6. <b>Homework</b> – For each subject there will be a clear homework timetable that will be monitor for completion and level of effort.  |         |  |
| <b>g) Pupil Profiles:</b> <ul style="list-style-type: none"> <li>To enable us to better understand our PP students and their barriers within their educational achievement. We conducted meetings with every PP student to explore what they believe to be their areas of greatest weakness when it comes to their own learning.</li> </ul>               | <ul style="list-style-type: none"> <li>At St. Joseph’s we believe that it is important to understand each student as distinct, they have individualised needs and therefore individualised barriers to learning. These will then serve as the basis for our interventions. Classroom teachers will be able to address our PP students’ barriers to learning within their teaching through different pedagogical approaches.</li> </ul> | n/a     | n/a  |
| <b>h) Homework timetables:</b> <ul style="list-style-type: none"> <li>All PP students will be on a closely monitored thorough a specific homework timetable.</li> </ul>   | <ul style="list-style-type: none"> <li>A homework timetable will help them to keep themselves to account in terms of completing their homework to the appropriate standard. This initiative will help to diminish the difference between non-PP and PP students as many of our PP students have highlighted that they find completing homework particularly difficult.</li> </ul>  | n/a     | n/a  |
| <b>i) Revision Space:</b> <ul style="list-style-type: none"> <li>We will provide homework and revision clubs where our students can go to complete their homework in a quiet environment that is equipped with the resources that they need. Students will be given a snack and a drink to ensure that they are fuelled during these sessions.</li> </ul> | <ul style="list-style-type: none"> <li>These revision sessions will provide our PP students with the resources that are necessary to appropriately complete their homework. There will be TA support, access to revision text and the internet. We will be targeting our PP students who are underachieving academically and those who have highlighted that completing homework is problematic.</li> </ul>                            | £600.00 | This was included in the money funded towards rewards. Please see E. |
| <b>j) One to one mentoring:</b> <ul style="list-style-type: none"> <li>All Year 11 students will be allocated a staff mentor who they</li> </ul>  | <ul style="list-style-type: none"> <li>A member of staff will mentor each Year 11 PP student. This is to ensure that all our Year 11 PP students have an adult figure to hold them to</li> </ul>   | n/a     | n/a  |

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| will meet weekly. This person will offer the student support in terms of their progress and organisation.  | account in terms of their progress and their attitude to learning. We hope to foster a positive working relationship to ensure that every Year 11 student's progress is in line with our non-PP students.  |            |            |
| <b>k) <u>Literacy and Numeracy Support:</u></b> <ul style="list-style-type: none"> <li>One to one support for Year 7 – 9 PP students who are underachieving in either literacy and/or numeracy.</li> </ul>   | <ul style="list-style-type: none"> <li>It is fundamental that we ensure that our KS3 PP students' progress in Maths and English is in line with their target grades as well as, in Reading, their chronological age. This support will help to close the gap in KS3 and will inevitably provide these students with a stronger starting point at KS4.</li> </ul> | £3000.00   | £2276.78   |
| <b>l) <u>Tuition:</u></b> <ul style="list-style-type: none"> <li>Providing external tuition, if necessary, for our underachieving KS4 students.</li> </ul>   | <ul style="list-style-type: none"> <li>Those students whose progress and attainment is particularly low and we are concerned about their overall academic achievement we will provide tuition from external companies to ensure that those students are receiving the necessary one to one intervention.</li> </ul>  | £5000.00   | £5,411.75  |
| <b>m) <u>TA – Pupil Premium:</u></b> <ul style="list-style-type: none"> <li>A teaching assistant who will work primarily with our PP students who are significantly underachieving in both a classroom environment and in small group sessions.</li> </ul> | <ul style="list-style-type: none"> <li>The objective is to provide focused support for those students who are struggling to 'keep up' with the rigours of academia. It is important that we provide them with focused support to help them make the necessary academic gains.</li> </ul>   | £14,000.00 | £28,657.00 |
| <b>n) <u>Equipment:</u></b> <ul style="list-style-type: none"> <li>Textbooks, revision guides and equipment for all our PP students.</li> </ul>  | <ul style="list-style-type: none"> <li>It is important that we know that all our PP students have the resources that they need to adequately participate in lesson and to complete work at home. Therefore, we will ensure that all our PP students are equipped to succeed.</li> </ul>  | £9,200.00  | £10,057.25 |
| <b>o) <u>Uniform:</u></b> <ul style="list-style-type: none"> <li>Providing uniform – both everyday uniform and PE kit to those PP students who cannot afford it.</li> </ul>  | <ul style="list-style-type: none"> <li>We need to ensure that all our PP students feel no different from our non-PP students, therefore we will provide any necessary uniform to those students who are struggling to accommodate themselves in terms of uniform.</li> </ul>   | £1,000.00  | £1,047.34  |

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| <p><b>p) <u>Transportation:</u></b></p> <ul style="list-style-type: none"><li>• Provide transportation for those PP students who do not have appropriate means of travel to and from school.</li></ul> | <ul style="list-style-type: none"><li>• It is vital that all of our students have appropriate modes of transportation to and from school to ensure their academic success.</li></ul> | £1,500.00 | 1,838.00 |
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