

St Catherine's Catholic School

Pupil Premium Plan 2020-21



Pupil Premium reporting

In line with the DfE guidance, St Catherine's Catholic School has produced a 3 year strategy for the use of the pupil premium funding and will set multi year pupil premium strategies, targetted on the barriers identified for the specific cohort, year on year.

Coronavirus: flexibility in reporting requirement

Due to coronavirus and school closures, the DfE has advised that schools monitor and report on the grant's impact at the end of the 2020/21 financial year. This report covers the whole period between September 2019 and March 2021. We will be able to provide most detail about the school's use of the grant and impact from September 2020 and will continue to do so up to March 2021. We have included changes made to our pupil premium spending due to coronavirus.

Pupil premium spending 2020-21

SUMMARY INFORMATION			
Date of most recent pupil premium review:	February 2020	Date of next pupil premium review:	March 2021
Total number of pupils:	1030	Total pupil premium budget:	£211,055
Number of pupils eligible for pupil premium:	217	Percentage of cohort:	21%

STRATEGY STATEMENT

Our approach to ensuring that our Pupil Premium students achieve well in school is one that is based on focused support, evidenced by the needs of students as well as the growing body of educational research around this issue and we have taken a tiered approach to Pupil Premium spending. Teaching is the top priority, including professional development, training and support for early career teachers and recruitment and retention. Targeted support for struggling pupils is also a key component of an effective Pupil Premium strategy, as well as strategies that relate to non-academic factors, including improving attendance, behaviour and social and emotional support.

Each of our pupil premium students faces varying degrees of academic and pastoral challenges and therefore we do not treat our students as one homogenous group. Our aim is to understand these potential barriers to learning and to enable students from less advantaged backgrounds to achieve as well as all other students by benefiting from:

- A broad and rich curriculum that develops personal social skills, confidence in learning and cultural capital
- pedagogy that effectively promotes motivation, high aspiration and accelerated learning for all
- regular whole school data entry points to allow progress be tracked over time
- integration and supported involvement in activities with their peers
- interventions to close the gap in achievement and address barriers to learning
- access to funding for those suffering hardship to meet costs for access to enrichment opportunities.

Our overall aims of our Pupil Premium Strategy are:

- To raise the aspirations of our pupil premium students and disadvantaged families in our community
- To ensure that all disadvantaged students are not prevented from accessing all that the school is able to offer at school and from home
- To ensure that disadvantaged students in the school continue to do as well as their non-disadvantaged peers, and that overall their attainment and progress continues to rise, year on year.

Pupil Premium breakdown for 2020-21:

Pupil Premium breakdown	
Number of Students	217
In Care	2
Free School Meals	95
FSM6 Ever	133

Assessment information

END OF KS4 AUGUST 2020		
	Pupils eligible for PP	Pupils not eligible for PP
Progress 8 score*	0.98	1.01
Attainment 8 score	57.48	56.35
% achieving 9-4 English and Maths	89.09%	85.14%
% achieving combined science	83.78%	81.48%

*Due to the coronavirus benchmarking is not possible this year nationally. The Progress 8 figure is calculated based on 2019 figures through *4Matrix*.

Performance against Education Endowment Fund Family of 50 similar schools

- 4th out of 50 for Attainment 8
- 2nd out of 50 for Basics
- 6th out of 50 for Progress 8

Attendance information

Attendance Summary (01 Sep 2019 - 24th July 2020)						
	Year 7	Year 8	Year 9	Year 10	Year 11	All Years
All	95.80	96.32	95.83	95.71	96.10	95.95
Pupil Premium	97.42	96.60	94.85	95.92	95.40	96.04
Non Pupil Premium	95.44	96.23	96.10	95.63	96.36	95.95

The school's work on attendance has been effective in narrowing the gap between Pupil Premium students and non-Pupil Premium students, year on year. Whilst the figure for attendance for Pupil Premium pupils is in line or better in some year groups, the school is committed to ensuring the gap continues to narrow and remains above the national average for all pupils nationally.

Barriers to learning

Barriers to learning have been identified through the school's regular internal assessment procedures and in particular, through the use of *4Matrix*. The additional capacity from the school's designated data manager has been instrumental in tracking this group of students. From the school's performance information, it is evident that the school is making excellent use of the PP funding, with disadvantaged students achieving broadly in line with their non PP peers across the measures of Progress 8, Attainment 8 and Combined English and Mathematics at GCSE level. The barriers to learning have changed over time as a result of a relentless focus on individuals as well as the PP group as a whole.

BARRIERS TO FUTURE ATTAINMENT	
Academic barriers:	
A	Some students are less resilient than we would like them to be. This is for varied reasons, which sometimes includes external pressures in the home environment, domestic routines and sometimes where academic aspirations may be limited.
B	Increasing opportunities and broadening pupil experiences remain a priority for our pupil premium students who perhaps have not had the opportunity to take theatre trips, travel north of the river, within the UK and abroad or read extensively for pleasure. Increasing their opportunities to find out about ambitious career options, employer interaction and long-term destinations are key barriers. This includes accessing and understanding the nature of high quality and renowned post 16 institutions and universities.

ADDITIONAL BARRIERS	
External barriers	
C	Disadvantaged pupils in the school face a number of barriers relating to access to suitable equipment and technology at home, including access to reliable internet.
D	Slightly variable attendance patterns could negatively impact if not consistently addressed and managed. This is not worse due to current effective interventions the school has put into this area for PP students, for example through the active intervention of Heads of Year, designated attendance officer(s) and the increased engagement of the EWO.

Planned expenditure for current academic year 2020-21

ACADEMIC YEAR					
Quality of teaching for all					
Action	Intended outcome	What's the evidence and rationale for this choice?	How will you make sure it's implemented well?	Staff lead	When will you review this?
<p>QUALITY FIRST TEACHING A significant investment of time and money into staff CPD programme. Rigorous but supportive QA processes in place to monitor and assure quality of education.</p> <p>Additional sets in English, Maths in all year groups, with a particular focus for Y11 in their GCSE subject areas.</p>	<p>All students, including pupil premium students, can continue to exceed their end of KS4 targets as they receive quality first teaching every day.</p>	<p>'Improving teaching quality generally leads to greater improvements' EEF (Education Endowment Foundation). 'There is particularly good evidence around the potential impact of teacher professional development' (EEF). 'Whilst it is true that each school is unique, it is equally true that outstanding teaching and leadership and a relentless focus on improvement will make a real difference – whatever the context, or degree of challenge facing a school'. (Effective pupil premium reviews. A guide developed by the Teaching Schools Council).</p>	<p>Ongoing quality assurance including lesson observations, learning walks and work scrutiny. Conducting staff feedback on the CPD programme. Continuing to fund leadership qualifications (NPQs) for aspiring leaders.</p>	<p>DOL</p>	<p>March 2021</p>

MENTORING Maintain good behaviour and improve relationships and attitude to learning. Improve social and emotional skills. An external facilitator and mentor supports these changes over two years.	Improved student engagement across all areas of the curriculum; increased take up of extracurricular activities; reduced behaviour incidents.	Improvements in behaviour, relationships and attitude to learning will impact on a wider range of health and academic outcomes. We consider the use of mentoring to be an effective approach to developing a positive school ethos and to improving discipline across the whole school which also aim to support greater engagement in learning;	The Headteacher will involve the SLT in the evaluation of the mentoring programme, making use of student surveys and Heads of Year feedback.	NWA	March 2021
Total budgeted cost:					96,055

Targeted support					
Action	Intended outcome	What's the evidence and rationale for this choice?	How will you make sure it's implemented well?	Staff lead	When will you review this?
LITERACY AND MATHEMATICS Year 7 students provided with additional support, including additional literacy lessons, 1:1 reading, and Nurture support. Vocabulary CPD for Teaching and Learning Assistants so that they can support all PP students with their literacy and mathematics in class. Librarians to run	Our students in year 7 have a strong foundation in the essential literacy and mathematical skills needed to successfully access the secondary curriculum. Targetted PP students make at least expected progress in their ongoing English assessments and their reading ages increase to near or at age related expectation.	According to the Education Endowment Funding research, Reading comprehension strategies focus on the learners' understanding of written text. Pupils are taught a range of techniques which enable them to comprehend the meaning of what they read. These can include: inferring meaning from context; summarising or identifying key points; using graphic or semantic organisers; developing questioning strategies; and monitoring their own comprehension and identifying difficulties themselves. On average, reading comprehension approaches deliver an additional six months' progress. Successful reading comprehension approaches allow activities to be carefully tailored to pupils' reading capabilities, and involve activities and	Data analysis from baseline on entry information, including a reading test; scrutiny of pupils' work and from the monitoring of the quality of education.	DOL	December 2020

reading sessions with extended library opening times and additional online resources, including <i>Hegarty Maths</i> and <i>No More Marking</i> .		texts that provide an effective challenge. https://educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit/reading-comprehension-strategies/ Improving mathematics through structured interventions with a focus on strategies for reasoning and problem solving.			
IMPROVE PASTORAL GUIDANCE FOR ALL STUDENTS A new pastoral leader role to support all students with pastoral and wellbeing across the school.	Improvements in take up of pupils in extra curricular activities.	Improved students' attendance rates; foster an orderly atmosphere where all students can access opportunities, and enhance their academic achievements.	Weekly pastoral meetings to be held with HOYs to discuss pastoral concerns in years 7-11. Half termly feedback to SLT regarding years 7-10 pastoral concerns.	DOL	January 2021
FURTHER EMBED THE SCHOOL'S WORK IN IMPROVING ATTENDANCE Setting up of a new attendance team to intervene at the earliest opportunity. A full time Education Welfare Officer and Attendance Officer to be funded by the PP budget in addition to the LA Welfare Officer.	Improved attendance of pupil premium students in years 7 to 11 so that the gap continues to close between PP and non PP student attendance. Pastoral team meetings enables us to bring the attendance, college manager, wellbeing, SEN and phase leader teams together. This will increase alignment between academic and pastoral teams.	There is a clear link between attendance and achievement and pupils with persistent absence are less likely to attain at school and stay in education after the age of 16 years. (Improving Attendance at School, Charlie Taylor, DfE).	Weekly attendance meetings to check on emerging trends; focussed parent-pupil conferences to identify potential barriers.		January 2021
Total budgeted cost:					55,000

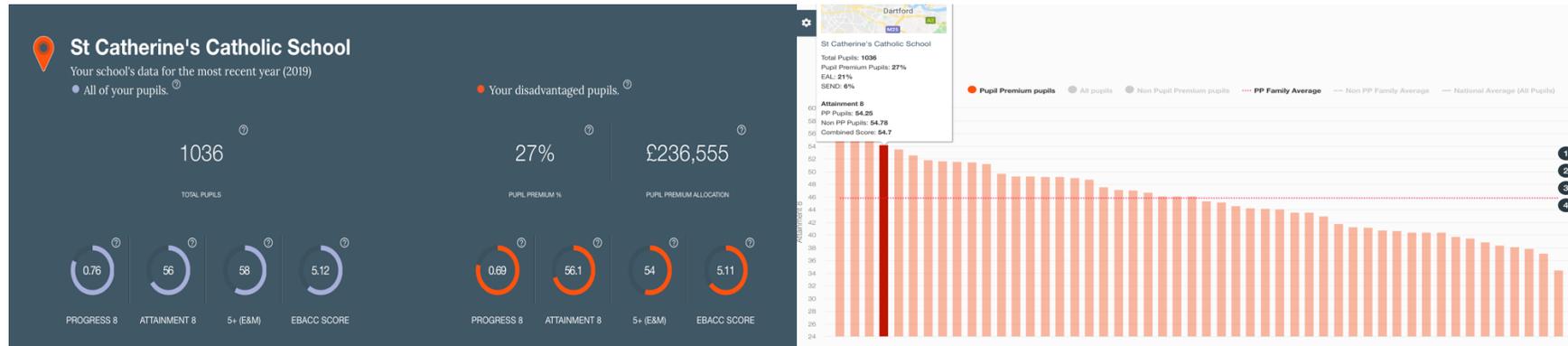
Other approaches					
Action	Intended outcome	What's the evidence and rationale for this choice?	How will you make sure it's implemented well?	Staff lead	When will you review this?
<p>RAISING ASPIRATIONS PROGRAMME</p> <p>This will include a range of after school programmes, a weekly programme lasting 20 weeks; parental engagement programmes, involving a full-time support worker.</p> <p>Aspirational female role model programme.</p>	<p>Wider and increased aspirational career pathway choices; destinations reflect wider choice of post 16 destinations.</p>	<p>Evidence suggests that most for most young people, it is the gap between aspirations and the knowledge, skills, and characteristics required to achieve them that presents as a barrier.</p> <p>The attitudes, beliefs, and behaviours that surround aspirations in disadvantaged communities are diverse, so we will avoid generalisations.</p>	<p>Feedback from students; career focused discussions and post 16 destinations data.</p> <p>Gatsby Benchmarks analysis.</p>	<p>NWA</p>	<p>February 2021</p>

<p>CAREERS PROGRAMME DEVELOPMENT AND EMPLOYER INTERACTIONS Year 10 and 11 parents' evenings and deliver a 'further education myth busting' talk to parents. to facilitate PP students having 2 employer interactions per year as a minimum expectation. To ensure each department area has an employer link.</p>	<p>Pupil premium students will benefit from funding to enable them to follow a programme of in school and after school academic and pastoral support. To enable students to fully appreciate the vast array of jobs that are available with each subject area aside from the more typical, and less aspirational job roles.</p>	<p>Essential life skills (or 'character') are important in determining life chances and can be measured in a robust and comparable way. (EEF) Students are 80% less likely to fall NEET if they have at least 1 employer interaction a year.</p>	<p>Student feedback to be collected after each event so that changes/adaptations can be made. A comprehensive careers calendar will be followed so that each year group and groups of students have the very best careers education.</p> <p>To achieve the Quality Mark for Careers Education due to meeting all Gatsby standards by September 2022.</p>	<p>NWA</p>	<p>February 2021</p>
<p>DEVELOPMENT OF STUDENT COUNSELLING SERVICES Increase in the counselling services that the school offers. This will allow for a more comprehensive, clearly led, managed and tracked counselling provision in school. This will benefit all students.</p>	<p>Pupil premium students feel well supported with their mental health and thrive academically, socially and personally as a result. To prevent students (PP and non PP) from facing wellbeing concerns that may develop in to more significant challenges leading to missed schooling and underachievement.</p>	<p>'Some children's ability to benefit from education and fulfil their lifetime potential is hampered by their poor mental health and wellbeing. The most disadvantaged children are those most at risk. Poor mental health and wellbeing is linked to poor educational attainment, yet the wider children's workforce, and school staff in particular, are not adequately skilled in supporting emotional resilience'. (Children and Young People's Mental Health Coalition: Pupil Premium Policy Briefing 2)</p>	<p>SLT line management processes; Student wellbeing executive summary termly update.</p>	<p>NWA</p>	<p>March 2021</p>

<p>TECHNOLOGY RICH PROGRAMME</p> <p>Some students to be provided with a Chrome book to be used in school and at home; a range of online resources with a focus on reading and mathematics will be purchased for each student. The Pastoral Centre will be run by a full-time member of staff to support students needing additional academic support.</p>	<p>A lack of basic equipment for learning does not impact upon academic success.</p> <p>Home learning environment is well equipped to ensure continuation of learning, enabling homework to be completed on time;</p> <p>Access to a range of online resources has resulted in improved outcomes;</p> <p>High take up of online resources is evidence of strong engagement.</p>	<p>A 2019 study exploring the cost of the school day ('The Cost of the School Day Toolkit') highlights that equipment put significant strain on families.</p> <p>Pupils say that lack of equipment is putting additional pressure on them as they are unable to complete their work to the best of their ability and can result in them falling behind with their work.</p> <p>Pupils say that online resources provide crucial additional practice to support their learning and progress over time.</p>	<p>Finance monitoring linked to academic performance; SLT monitoring of use in discussion with HOY.</p>	<p>RCH</p>	<p>June 2021</p>
					<p>60,000</p>

ADDITIONAL INFORMATION

Educational Endowment Fund (EEF)



<https://educationendowmentfoundation.org.uk/tools/families-of-schools-database/st-catherine-s-catholic-school-da6-7qj/#closeNav>

Attendance Summary (01 Sep 2020 - 03 Dec 2020)

	Year 7	Year 8	Year 9	Year 10	Year 11	All Years
All	97.70%	97.01%	96.59%	96.12%	95.52%	96.61%
Pupil Premium	97.22%	96.25%	95.56%	95.56%	94.91%	95.67%
Non Pupil Premium	97.75%	97.18%	96.96%	96.27%	95.76%	96.85%

Whilst attendance of Pupil premium students in the school is above national, there is approximately a 1% gap in attendance between their non pupil premium peers in all year groups, except in Year 7. The school is committed to closing this gap, whilst maintaining attendance levels above the national average.

Review of expenditure from previous academic year

PREVIOUS ACADEMIC YEAR				
Total amount: £235,555				
High quality of teaching for all				
Action	Intended outcome	Impact	Evaluation	Cost
Additional classes set up in KS3 and KS4 by employing additional staff to work with 10 teaching groups in English, Maths and Science.	Addressing gaps in knowledge and skills.	Students were supported well. Analysis of gaps in learning up to March 2020 demonstrated that students were making good progress.	This was working well and provided students with smaller classes in which to learn. The focus on skills and knowledge acquisition meant that students were supported in their revision strategies.	121,055
Targeted support				
Action	Intended outcome	Impact	Evaluation	Cost
PP budget to supplement the Catch up Premium to provide targeted support.	Reduction in attainment gap between PP and non PP students.	Monitoring visits up to March 2020 indicated that funding was used effectively to target support.	Targetted support post March 2020 was used to ensure Keeping in Touch meetings were held regularly with PP students.	22,000
Additional access opportunities to the Pastoral Centre to enable students to use the equipment and be supported with homework and routines.	High engagement and reduced incidences of homework being reported as not completed.	High take up; Non completion of homework significantly reduced by March 2020.	Development of the Pastoral Centre continues to be a major focus for the SLT during the COVID-19 era, where students should not mix across year groups.	45,000

Revision classes for KS4	Good take up and strong parental engagement in promotion of revision strategies.	Feedback from students confirmed that revision classes were effective in targeting areas of the curriculum which were particularly challenging. They said that resources provided helped with revision.	Due to Coronavirus pandemic, classes moved to online support.	14,500
Reading Scheme and Mathletics programmes provided for all students	High engagement; positive student feedback on how the programmes have supported their learning.	See evaluation.	Due to COVID-19, funds were redirected to purchasing IT equipment and resources needed by PP students.	14,000
Other approaches				
Action	Intended outcome	Impact	Evaluation	Cost
Support for educational trips, school uniform and general equipment. This also includes DT/Textiles/Catering/Art materials.	No student is denied access to extracurricular activities; full take up by all students of trips on offer.	Up until March 2020, all PP pupils took part in all educational trips planned.	Due to Coronavirus pandemic, educational trips were cancelled. Funding allocated to this activity post March 2020 was used to purchase additional equipment to be used post lockdown.	19,000