



Pupil premium and Pupil premium grant – Dedworth Middle School 2020-2021

The pupil premium is additional funding for publicly funded schools in England and was introduced in 2011. It's designed to help pupil premium pupils of all abilities perform better and close the gap between them and their peers academically and socially /emotionally.

The funding is based on the numbers of pupils in Year 5 to 8 who are eligible for free school meals (FSM) or have been in the last 6 years from 2012-2013 (EVER6), Post Looked After Children (Post LAC) and additionally the Service premium for those who reside with parents currently in the Armed Forces or have been in the last 6 years (EVER6 Service). The Pupil Premium will be used by this school to address any underlying inequalities or barriers faced by these groups of pupils.

We have high aspirations for all pupils that attend Dedworth Middle School and believe that all pupils deserve the chance to succeed and reach their full potential. Using the Pupil Premium grant we aim to provide bespoke support and targeted intervention to ensure that all pupils achieve and make progress. We also recognise that not all pupils that are socially or academically pupil premium are registered for Free School meals and classified as Pupil Premium. As a school we will ensure that all pupils that may be identified by the school as pupil premium will also benefit from the support and funding.

The pupil premium grant is allocated per pupil but the grant may be spent so that all pupils in the school receive some educational benefit. It is important to highlight that not all pupils identified as Pupil premium will need support and not all pupils that are pupil premium or need support are eligible for Pupil premium.

Objectives

- The grant will be used to provide additional educational support to improve the progress and to raise attainment for pupil premium pupils regardless of their starting points.
- The funding will be used to narrow and close the gap between the achievement of these pupils and their peers. It will address any underlying inequalities between children eligible for pupil premium funding and others.
- We will ensure that the additional funding reaches those that need it most and that it makes a significant impact on their education and lives.
- The funding will ensure that all pupil premium pupils are high profile and staff plan for their needs accordingly.
- The grant will help the school ensure that all achievement and aspirations of pupil premium pupils are raised regardless of ability.
- The grant will endeavour to ensure that a growth mind set is instilled in all pupils and provide strategies to improve resilience.

Summary Information / Context					
Academic Year	2020-2021	Total PP Budget	148,280	Date of PP Review	June 2019
Number of pupils	494	Number of PP pupils	147	Date of next review	June 2021

FSM and EVER6	99	Post LAC	3	Service and EVER6	45
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Data table to compare Pupil premium pupils against on Pupil premium – October 2020

	Reading		Writing		Maths	
	At expected attainment or higher - PP	At expected attainment or higher – Non PP	At expected attainment or higher - PP	At expected attainment or higher – Non PP	At expected attainment or higher - PP	At expected attainment or higher – Non PP
Year 5	38%	57%	39%	54%	41%	58%
Year 6	64%	75%	30%	54%	60%	76%
Year 7	44%	48%	28%	30%	38%	41%
Year 8	33%	48%	24%	33%	46%	63%

Strategy aims for disadvantaged pupils – 2020-2021

Area of work
1-Increase profile of pupil premium pupils and the school strategies to support them with all stakeholders.
2-Ensure the teaching of pupil premium pupils is consistently good.
3-Strengthen the leadership of the schools pupil premium strategy and build on previous success.
4-Reduce the difference in performance between pupil premium pupils and their non-pupil premium peers in Reading, Writing and Maths.
5-To increase resilience of pupil premium pupils. Introduce and strengthen self-help strategies and build confidence.
6-To develop targeted nurture, personalised learning and behaviour support for pupil premium pupils with emotional, social, developmental and behavioural needs.
7-Reduce absence and persistent absence for those pupils entitled to the PP grant.

8- To respond to the national pandemic and make sure that all pupil premium pupils are fully supported and prioritised whether they are learning at home or at school.

Intent	Implementation	KPI's	Impact	Projected spend	Date	Staff Lead
<p>1- Increase profile of pupil premium pupils and the school strategies to support them with all stakeholders.</p>	<p>Staff - Link to school improvement plan, department development plans and performance management objectives.</p> <p>Live data trackers with barriers to learning consistently used by all staff. Pupil premium pupils also highlighted through the SIMS mark sheet.</p> <p>Induction training for new staff/ refresher training for existing staff. Middle Leader training and coaching sessions to include strategies for improving the outcomes of pupil premium. Staff meeting time dedicated to discussion and shared practise for pupil premium pupils.</p> <p>Student – Focus groups to help improve learning over time: Peer mentoring/ tutoring, Explore methods of feedback, Reading comprehension groups.</p> <p>Introduce pupil premium bursary to assist with their studies and enrichment.</p>	<p>-Staff inset to introduce / refresher for PP.</p> <p>-Induction for new staff.</p> <p>-PP Trackers live and used and updated by staff.</p> <p>-Focus groups set up.</p> <p>-PP evident on class context sheets.</p> <p>-LM and PM meetings focus on PP.</p> <p>-Termly monitoring reduced.</p> <p>-Mentoring set up for most vulnerable PP pupils.</p> <p>-Parent information on the website / Newsletter / Parents evening when allowed.</p>	<p>All teachers and support staff can identify and have planned for pupil premium pupils. This will be evidenced in planning, marking and observations.</p> <p>Lesson observations and discussions with staff show that they are aware of how to meet the needs of their pupil premium pupils within lessons.</p> <p>Termly monitoring to track impact. Standards meetings to evidence. Differences between pupil premium and their peers reduced.</p> <p>By the end of the year all stake holders will have experienced how the profile has been raised for pupil premium pupils. Pupils and parents can identify what bespoke support has been put into place for them. All pupils and parents know their single point of contact. Governor monitoring stakeholder voice – stakeholder voice.</p>	<p>Staff meeting time – no cost. Bursaries for PP pupils. £3000</p>	<p>Sept - July</p>	<p>COD EOD</p>

	<p>Parents – Extra parent information evenings, single point of contact, bespoke communication.</p> <p>Governors – Named governor to support monitoring.</p>					
<p>2-Ensure the teaching of pupil premium pupils is consistently good.</p>	<p>Develop a shared understanding of good teaching / quality first teaching and create a shared understanding of the Dedworth Dozen.</p> <p>Quality first teaching reinforced through staff meeting, inset time and shared good practise. Peer observations to highlight areas of expertise.</p> <p>Reinforce the basics of teaching pupil premium pupils - Contact with the pupil premium pupils first, seating, planned questioning, feedback, response and praise.</p> <p>CPDL offer for all staff, Teaching and learning opportunities for staff to collaborate and lead. Teaching and Learning policy updated, Dedworth dozen refresh and linked to pupil premium. Feedback policy updated and strategies for pupil premium identified. Planning, questioning.</p> <p>PP and SEND pupils catered for and differentiated for. TA support planned for and targeted.</p>	<p>-T and L staff meetings. QFT for all.</p> <p>- LM observations / Peer observations and Learning walks scheduled and monitoring in place.</p> <p>-Book looks schedule in place by HOY's.</p> <p>-CPDL programme in place – includes T and L opportunities.</p> <p>-TA training scheduled to improved support within lessons.</p> <p>-TA timetable in place to support PP and SEND pupils.</p> <p>- TA and Teacher Interventions identified, scheduled and reviewed.</p>	<p>Impact is measured termly through:</p> <p>Lesson observations - Consistent good teaching and quality first teaching for all pupil premium pupils is seen.</p> <p>Book looks will - quality of teaching is consistently good and the progress made by pupil premium pupils is in line with their peers.</p> <p>Monitor on a termly basis. Standards meetings and reports to evidence.</p>	<p>Staff CPDL opportunities/offer to enhance T and L £2500</p>	<p>Sept - July</p>	<p>NC KN COD</p>

<p>3-Strengthen the leadership of the schools pupil premium strategy and build on previous success.</p>	<p>Review of roles and responsibilities in terms of pupil premium actions at all levels.</p> <p>Senior Leadership Team – Development of senior leader and associate senior leader to drive the next phase of our strategy.</p> <p>Middle Leadership Team – Specialist leadership posts in English and Maths, Middle Leadership training programme and training linked to School improvement plan.</p> <p>Strategy management – supporting attendance, inclusion and behaviour.</p> <p>WLP collaboration – Shared ethos and strategies across the trust to improve outcomes, consistency and transition.</p>	<p>-PP Lead identified.</p> <p>-PP Leader training and CPDL provided.</p> <p>-SLT support to enable strategy to be introduced and embedded.</p> <p>-Regular SLT updates on PP.</p> <p>-Termly monitoring on PP data.</p> <p>-PP data on every LM agenda.</p> <p>-WLP PP working group set up to enable collaboration.</p>	<p>Single named person that owns the strategy improving strategic aims and accountability. Roles and responsibilities reviewed and defined.</p> <p>Termly written progress updates submitted to Senior Leadership Team and Trust Leadership.</p> <p>Senior Leadership meetings – Focus weeks scheduled for pupil premium. Lead Governors to deliver stakeholders report to Senior Leadership Team.</p> <p>All middle Leaders to have Performance Management target specifically linked to this strategy.</p>	<p>Staff Meeting training time – No Cost.</p>	<p>Sept - Dec</p>	<p>SLT</p>
<p>4-Reduce the difference in performance between pupil premium pupils and their non-pupil premium peers in Reading, Writing and Maths.</p>	<p>Additional teachers to reduce class sizes allowing smaller sets at KS3 for Maths and English. Additional teachers to deliver Maths & English based small group interventions.</p> <p>TA's to support quality first teaching and be directed to ensure all lessons are inclusive and effective.</p> <p>Review of maths and English Leadership across both key stages.</p>	<p>-KS2 and 3 English and Maths Leaders in place.</p> <p>-Core curriculum reviewed in conjunction with Cross phase and WLP partners.</p> <p>- Target tracker used to track termly Teacher assessments.</p>	<p>Data – Targets set for Maths and English to reduce gap.</p> <p>Attainment and progress gaps reduced between pupil premium and non-pupil premium. Gaps with exceptionally able also reduced.</p> <p>Curriculum reviews to ensure that it is comprehensive, well sequenced and progressive.</p> <p>Virtual and face to face parents information and support meetings have engaged parents.</p>	<p>Additional teachers £54000</p> <p>Teaching Assistants £28000</p> <p>Lexia £2000</p> <p>Wordshark £2000</p> <p>Target Tracker £1000</p>	<p>Sept- July</p>	<p>EOD COD</p>

	<p>Review of English and maths curriculum across both key stages ensuring a progressive curriculum is in place.</p> <p>Identify and target maths gaps – prior knowledge gaps leading to lack of exposure to reasoning. Parents meeting to address parental engagement and support required from home.</p> <p>Identify and target reading gaps on entry. Knowledge and skills essentials for each group and subject. Bespoke interventions put in place. Peer mentoring and buddy workshops continued. In school and home targets set and reviewed.</p> <p>Whole school numeracy and literacy – opportunities offered and utilised in all subjects as appropriate.</p> <p>Catch up tutor to be employed and work with Pupil Premium pupils to provide intervention and reduce the gap between PP and their peers.</p> <p>Buy into some bespoke packages to help reduce the difference between PP and non PP pupils. Tracking in place to help evaluate and reorganise when needed.</p>	<p>-Raw score trackers to track tests throughout the term. -PiXL tracker used to track the combined.</p> <p>- Pupil progress meetings after every data collection. -PiXL QLA's used to identify gaps – Year 6 (and 5 in summer term)</p> <p>-TA timetable in place to support PP and SEND pupils.</p> <p>- TA and Teacher Interventions identified, scheduled and reviewed.</p> <p>-Phone calls with parents - Nov/ Mid Year reports- Jan and Parents evenings in Feb.</p> <p>-Introduce Lexia, wordshark, TT rockstars, AR quizzes and Spag.com</p>	<p>Regular, rigorous and well planned Pupil progress meetings embedded. Co-ordinated planning with Covid-catch up funding.</p> <p>Peer mentoring / Buddy work successful.</p> <p>Homework club utilised and pupil support targeted.</p>	<p>Timestable Rockstars £2000</p> <p>Accelerated Reader £4570</p> <p>PiXL £2675</p> <p>Homework club £4000</p>		
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<p>5-To increase resilience of pupil premium pupils. Introduce and strengthen self-help strategies and build confidence.</p>	<p>Those entitled to the pupil premium grant are clear of their own academic and character/resilience targets/goals.</p> <p>Aspirational targets set for all pupil premium pupils. Linked to rewards, displays and badges. Targets added to live pupil premium tracker.</p> <p>Links to PSHE curriculum, Health and wellbeing and behaviour for learning. Careers lessons, workshops and enrichment days with guest speakers to inspire pupil premium pupils.</p> <p>Staff mentors for all pupil premium pupils – interviews and target reviews every term.</p> <p>Staff Growth Mindset training. Linked to aspirations / praise for effort and attempted Culture of not yet!</p> <p>Extra-curricular opportunities / trips / residential offer for all pupil premium pupils.</p>	<p>- Live trackers up to date.</p> <p>-Academic and Pastoral targets set for all PP pupils.</p> <p>-PSHE curriculum reviewed and embedded.</p> <p>-RSE updates and staff inset.</p> <p>-Teacher in charge of Careers appointed.</p> <p>-Staff mentors identified and assigned.</p> <p>-Growth Mindset revisited and reintroduced.</p> <p>- Extracurricular targeted for PP pupils and tracked.</p>	<p>Resilience, confidence and Aspirations of pupil premium pupils improved and increased. Pastoral Mentor to be working full time within the Hub to assist with pupils on a reduced timetable. Pastoral manager to work with families and outside agencies to build support networks and ensure services are involved when necessary.</p> <p>Pupils – Assemblies / Tutor times / PiXL Edge All pupils set their Academic and PiXL Edge goals. All pupil premium pupils by January have discussed their goals with their key worker. June – 70% of PP children will have completed.</p> <p>Rewards in place for staff and pupils.</p> <p>Reduction in detentions by 30% in each year group for in class issues / outside class issues. Goals could be set dependant on year group.</p>	<p>Extra curricular opportunities / residential support £3000</p> <p>RSE / PSHE training £1000</p>	<p>Sept - July</p>	<p>KN COD</p>
<p>6-To develop targeted nurture, personalised learning and behaviour support for pupil premium pupils with emotional, social, developmental and behavioural needs.</p>	<p>Provide further support through the Hub. The hub to incorporate the Personalised learning centre, the nurture suite, return to learn area, Behaviour support and SEND. The hub will deliver proactive targeted support for pupil premium pupils to improve</p>	<p>-Painting and redecorating underway and laptops aquired. Home learning packs set up being used for catch up.</p>	<p>Reduction in on calls from staff Students accessing lessons in a calm environment.</p> <p>Pupils are better prepared for lessons with those on proactive reduced timetables requesting return to lessons.</p>	<p>Pastoral Manager and mentor £24000</p> <p>Behaviour Mentor £9000</p> <p>Nuture Lead</p>	<p>Oct- July</p>	<p>KB</p>

	<p>general wellbeing, social skills, targeted behaviour support, confidence and resilience. Short term and long term packages organised for pupils dependant on individual needs.</p> <p>The Hub to be reorganised, reintroduced and relocated. Pastoral Mentor and Pastoral manager to be employed to work in the Hub and to work with the safeguarding lead and external agencies.</p> <p>Pivotal Behaviour curriculum introduced. Three staff members trained and whole staff inset to take place. Strategy to improve whole school behaviour outcomes introduced.</p> <p>Strengthen Emotional literacy provision for some pupil premium pupils to improve emotional wellbeing and extend the level of support. ELSA Co-ordinator delivers bespoke sessions for individuals on a needs basis.</p> <p>Continue to provide Speech and Language sessions for some pupil premium pupils to provide support and interventions for pupils with difficulties and delays.</p> <p>Improve communication and referrals to the Early Help team. Ensure co-ordinated services</p>	<ul style="list-style-type: none"> -National oak academy being used to support pupil learning. -Reduced time table running with pupils from all year groups accessing on a daily basis. -Qclub running every lunch time and available to all pupils. -Rota in place for oncall and staff in hub (wrap around staffing). -Behaviour mentoring and restorative justice sessions running. -Nurture sessions running (impact measured via Boxhall). -Key staff are being trained as pivotal instructors. -Plan to introduce sensory style garden. 	<p>New pastoral mentor will capacity and direct support for pupils who struggle to access lessons.</p> <p>Reduction in exclusions.</p> <p>Pupils have modern clutter free environment to promote better learning.</p> <p>Vulnerable pupils have a safe familiar place to access at lunch times.</p> <p>Those attending nurture will be better able to manage in social and higher stress environments. Pivotal behaviour curriculum journey started and beginning to become embedded across the school and in all areas.</p> <p>Cross phrase transition work established and successful.</p>	<p>£4000</p> <p>ELSA and SALT £6000</p>		
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	<p>delivered compliment and school approaches. Early Help teams are delivering youth service, counselling and resilience coach support for some pupil premium pupils. Pupils are referred via the local authority and services co-ordinated and provided to pupil premium pupils.</p> <p>Clear transition pathways established with extra support for pupil premium pupils where needed. Extra School visits / joint projects. Clear transition structure to be further embedded.</p>					
7-Reduce absence and persistent absence for those pupils entitled to the PP grant.	<p>Revise the schools strategy for targeting attendance interventions. Revise attendance policy. Attendance plans – Ladder of responsibility / escalation.</p> <p>Revise attendance procedures at inclusion meeting – Specific actions for targeted pupils.</p> <p>Targeted / discussions with students and parents- Action plans to be put in place.</p> <p>FFT research on entry to allow proactive targeted work on entry.</p> <p>Attendance officer working closely with pupil premium families, tutors, HOY's and pastoral team.</p>	<p>Target specific pupils by attendance meetings.</p> <p>Invite parents of lowest attending pupils for attendance action plan meetings and work in partnership with the family to improve attendance.</p> <p>Attendance figures improved.</p> <p>Refer to EWO where appropriate to access external support.</p>	<p>Low prior attendance of pupil premium pupils on entry targeted through work with the first schools and transition.</p> <p>Attendance policy, procedures and tracking in place and reducing PA. Family support in place and persistent absence in KS3 decreased.</p>	Staff time – No cost	Oct - July	KB / EOD

	HOY, EWO and early help (where relevant) involvement with low attendance pupil premium families.					
8 To respond to the national pandemic and make sure that all pupil premium pupils are fully supported and prioritised whether they are learning at home or in school.	<p>Ensuring PP pupils that are either PP and vulnerable or PP and SEN are encouraged to attend school and offered a place.</p> <p>To make sure that all PP families are receiving regular contact with teachers or support staff at school throughout the pandemic either at school or at home.</p> <p>To ensure all PP pupils are given an opportunity to receive FSM either at school or at home during the pandemic.</p> <p>To make sure that all PP pupils are able to access and complete the work remotely. To make sure that all pupils have access to devices required to do this.</p>	<p>Track PP on registers in school. Chase and follow up any not in school.</p> <p>Pastoral team to monitor weekly contact with home. Tutors / Subject leads to track attendance to online lessons and attended and work submitted.</p> <p>FSM vouchers issued for 4th-17th of Jan. £15 per child. FSM vouchers applied for through national scheme from 17th January 2021 onwards. If pupils are in school, they also are to receive a hot meal as well.</p> <p>Laptop and device survey for all parents. DFE laptops applied for and distributed.</p>	<p>22 PP pupils in school during national lockdown and accessing teaching within bubbles – PP and Vulnerable / PP and SEN.</p> <p>PP pupils highlighted to staff on the contact lists and staff encouraged to prioritise. Pastoral team to monitor and evaluate. Staff encouraged to monitor PP pupils on Live lessons and Live pastoral check ins.</p> <p>£15 weekly FSM vouchers issued to 83 FSM. Government scheme to continue from 17th January and reimburse schools.</p> <p>49 DFE laptops have been distributed to PP pupils. More have been allocated but not collected yet.</p>	Costs - TBC	Jan 20	EOD / COD / KB

		<p>FMS and Ever 6 prioritised for DFE devices.</p> <p>Checks made to ensure all families have Wi-Fi to allow connectivity.</p> <p>365 logins given to all pupils to allow access and licences to download all office 365 applications.</p> <p>Exercise books and stationery pack offered to all PP families.</p>	<p>Wi-Fi information on newsletters and conversations had when laptops collected.</p> <p>Emails to parents to ensure clear understanding about Office 365 login and applications available.</p> <p>Email to all PP families to ensure pupils have got enough stationery and exercise books at home to support pupils learning.</p>			
						<p>TOTAL Projected Spend £148,175</p>