

St Thomas More Catholic School and Sixth Form Collge
Pupil Premium Spending Plan for the Academic Year 2020-21

Number of pupils and pupil premium grant (PPG) received	
Total number of pupils on roll	1075
Total number of pupils eligible for PPG	158
Amount of PPG received per pupil	£955.00
Total amount of PPG received:	£145160
Publish Date	September 2020
Review Date	October 2021
Pupil Premium Lead	Chris Rowlett
Governor Lead	Richard Pitt

Aim	Barriers to Learning	Intervention	Intended Impact	How impact will be measured	Cost
1. To improve the overall attendance rate of disadvantaged students and to reduce the number of disadvantaged students who	Lack of engagement between parents and the school Social factors Financial implications e.g. no car Need to take holidays out of term time to reduce family costs Perceived negative perception of school	All Students Increase the SLA agreement with ACE to ensure more regular contact is made with poor attenders and more effective communication /intervention is in place. First call is prioritised for Pupil Premium students who are absent. Year 11 are called before other year groups.	The overall % of attendance of disadvantaged learners increases and the number of persistent absentees reduces compared to 2019-20. In 2020/21 PP attendance figure	Half termly data showing improved overall attendance of PP and reduced rates of persistent absence.	£4200 (Warwickshire attendance service) £6000 (40% of Attendance officer salary, 40% of targeted

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are persistent absentees	<p>Poor mental health Lack of uniform Non-attendance at non uniform days</p>	<p>Learning mentors to speak to PP students about barriers to attendance where they are at risk of becoming persistently absent.</p> <p>If PP students have to self isolate then will should be a weekly by the learning mentor. if contact is difficult or concerns raised then a home visits should be made.</p>	<p>was 92.5% and Persistent Absence was 16.5%.</p>		<p>students are PP)</p> <p>£6000 (10% of x5 learning mentors salary</p>
<p>2. To reduce the gap in attainment and progress between PP and non PP students particularly in KS4</p>	<p>Gaps in literacy and numeracy Disengagement with the P8 curriculum Poor attendance Disadvantaged students with SEN/D Poor diet/social skills Lack of appropriate areas to work at home e.g. desk Lack of IT facilities at home Lack of support at home from parents/carers to revise/study</p>	<p>All students Increase 1-1 support in English and Maths Provide knowledge organisers for all PP students Years 7-11. Improve the literacy levels of KS3 students through the Literacy Intervention programme in English (Year 7 only) and accelerated reader programme Learning mentors to prioritise PP students providing support with organisation and study skills. Google Classroom resources to be printed off for PP students if they self-isolating and lack access to ICT. Revision to be the focus of home study to make home study more accessible to PP students. This supported by Google classroom weekly lesson summaries.</p> <p>Year 11 Students Commercial revision guides, exam stationary packs and packs of past papers to be provided for all Year 11 PP students. Disadvantaged students to receive extra support from learning mentors via 1-1 sessions during which they will address any barriers to learning. This might</p>	<p>The gap in attainment and progress is reduced across the school between PP and non PP so it is at least P8 of 0 Year 11 PP students achieve a positive P8 score</p>	<p>The gap closes between PP and non PP students across the school but especially in Year 11</p>	<p>£6026 (33% of cost for English and Maths tutor, 33% are PP students) 10 1 hours English intervention sessions (£290), 10 1 hour maths intervention sessions (£290) £6000 (10% of x5 learning mentors salary Revision guide cost of KO (£6400, 160</p>

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		include attendance, study skills, behaviour, motivation, organisation. PP students prioritised for English and Maths intervention tutors.			students and £40 per head for Knowledge organisers and folders).
Increase engagement of vulnerable families to ensure their barriers to school are known and understood	Anxieties from parents/carers relating to their own experiences of school Embarrassment about sharing personal circumstances with school staff	All Students Provision of an effective pastoral team who can break down the barriers and build more effective relationships with parents/carers to enable trust and confidence in the school to develop Pastoral team to carry out work and intervention with disadvantaged students and their families and provide relevant support. Year 11 Students Students at risk of being NEET's receive priority careers guidance.	Barriers between parents/carers and school are reduced leading to higher engagement levels from parents/carers in their child' education Improved attendance at parents evening	Attendance at school events of PP families	£17000 (40% of Pastoral family workers salary). £44000 (20% of HOY budget)
To develop the aspirations of students and increase their access to higher education.	Engagement of students in intervention programmes Quality of delivery of intervention programmes Personalising the curriculum to meet the needs and interests of disadvantaged students	All Students Think Higher programme to run for students where career aspirations are low. One to one interviews with targeted students are planned for the Autumn term, but the rest of this program has to be deferred until COVID 19 restrictions are eased. Planned trips include <ul style="list-style-type: none"> • University trip (Y9) • Six Discovery Day trips (Y9 and Y10) • Passtonbury event (Y11) • Public speaking workshop (Y9 and Y10) • Higher Education workshops (Y9 and Y10). Enhanced Career guidance for PP students To ensure the curriculum is adapted to meet the needs of all disadvantaged students and to develop the	PP interventions fully recorded and impact on academic and pastoral indicators identified. Interventions updated during the year based on this feedback. Greater awareness of Higher education opportunities through the think higher programme and career guidance.	KS4 outcomes for disadvantaged students improves	£1000 to cover English and Maths teachers to cover Prep and deliver interventions. £2000 Finance officer salary contribution to pay for financial monitoring. 20 Days of career

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		curriculum offer for Year 8 to include V Certs and Vocational courses			guidance via prospects £4200
To improve communication with parents/carers of disadvantaged students to identify those who are disadvantaged but have not yet been identified	Lack of confidence to share information about personal circumstances or financial information Lack of understanding of how to apply for FSM	Promote eligibility of extra funding for PP families via the school newsletter and on the website particularly EAL families Pastoral teams to identify who the most vulnerable students are in the school and promote the extra funding with parents/carers. Alert families to the availability of FSM eligibility as their circumstances change due to COVID 19.		Increase in the number of families who claim FSM if they are eligible.	£2000 towards additional text messaging for Pupil Premium students
To remove the financial barriers associated with the costs of students attending school e.g. trips, dinners, uniform, equipment, access to online learning	Embarrassment/reluctance of parents/carers to ask for support	Ensure all disadvantaged students have equal access to all school activities or equipment required by removing the financial barriers associated with the following; <ul style="list-style-type: none"> - Peripatetic lessons - Trips - Extra-curricular clubs - Transport costs for clubs after school - Uniform items - Access to online learning 	Disadvantaged students access opportunities above and beyond the curriculum Students have an improved experience of school and cultural opportunities enhance their understanding of the global community	Questionnaire and feedback from students relating to their extra-curricular participation and participation in trips	£4200 support fund for trips £2000 for peripatetic music £1500 support for uniform £2000 ICT support. £1000 Other needs

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To ensure all disadvantaged students have equal access to the Holy spirit MAC Experience and to remove the financial barriers to facilitate this	Resistance to compete in sports competitions	Identify which aspects of the MAC experience can be offered within the COVID 19 restrictions. To ensure all disadvantaged students are aware of the Holy MAC Experience commitments and able to access the opportunities available to them. Pupil Premium funding used to subsidise the MAC experience.	Disadvantaged students can access the Holy Spirit MAC experience and opportunities provided above and beyond the curriculum	An audit will be conducted to measure the number of students availing of the opportunities.	No specific cost
Reduce the number of FTE for disadvantaged students / reduce the number of FTEs for repeat offenders	Disengaged and disaffected become more engaged in school	Use learning mentors to monitor PP students and intervene where there are persistent behaviour issues. Pastoral Hub referrals to be made where underlying issues are social or emotional issues.	Students show reduction in number of consequences following behaviour intervention.	B20 behaviour list	£20000 (based on proportion of PP students accessing Alternative provision this year)
To support the emotional wellbeing and health of disadvantaged students	School refusal Mental health issues School phobia	All Students To utilise trained counsellors as part of the pastoral Hub allocation team to support students to build resilience and deploy effective strategies for coping with stress related school issues Learning mentors were assigned to each key stage to support with emotional and social issues. Year 11 Students Pastoral HUB to offer priority support to PP students suffering from anxiety during the exams season.	Improved attendance for disadvantaged students Successful reintegration programmes leading to full time attendance	Improved well-being of students and attendance %	See cost for item 3

