



1. Summary Information					
School	Robert Barclay Academy				
Academic Year	2020-21	Total PP Budget	137,520	Date of most recent PP Review	Sept 2020
Total number of pupils	625	Total number of pupils eligible for PP	180	Date of next review of this strategy	Sept 2021

	RBA PP Outcomes			RBA all student outcomes			National outcomes for all students		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
% achieving at least 5 in English and Maths	15.38 ↑	15.0 ↓	22 ↑	29.13 ↑	29	40 ↑	39.9 ↓	43 ↑	No data
Progress 8 score average	-0.37 ↑	-0.02 ↑	-0.11 ↓	-0.31 ↓	-0.24 ↑	0.12 ↑	No data	-0.03	No data
Attainment 8 score average	35.09 ↑	37.13 ↑	41.52 ↑	40.18 ↓	40.99 ↓	47.22 ↓	46.76 ↑	46.55 ↓	No data
Attendance (Years 7-11)	92.1 ↑	94.5 ↑	91.4 ↓	94.5 ↑	95.6 ↑	95.6 →	94.8 ↑	94.8 →	No data

2. Barriers to future attainment (for pupils eligible for PP including high ability)	
In-school barriers (issues to be addressed in school, such as poor literacy skills)	
A	Teaching staff need further development in supporting PP in the classroom
B	Literacy of PP students
C	Teaching staff need development to support whole school PP needs
D	Progress made by PP students at GCSE, particularly in English and Maths
E	Aspirations of PP students for their next steps after GCSE and A Level
F	Behaviour of PP students
External barriers (issues which also require action outside school, such as low attendance rates)	
G	Persistent absence
H	Homework
I	Parental engagement (contributing to low motivation of child at school)

3. Outcomes		
	Desired outcomes and how they will be measured	Key strategies
A	All teachers have clearly annotated records showing who is PP and what specific strategies are being used to support their achievement. Measured through learning walks and checks of classroom records.	Context packs in place Seating plans in place Improving PP results (class data, data capture cycle) to reach P8 score of 0
B	The literacy of PP students improves, so that students are reading at age-related expectations Regular PP specific literacy support session after school at homework club	Case studies showing positive progress toward nationally expected outcomes AR reading age tests show improvement over the year.
C	Teachers are clear in their role and responsibility to push PP student attainment to reach national expectations (not the group average expectation). Measured through a PP Review Week.	Focused CPD sessions x2 in the academic year on supporting PP students. Improving PP results (class data, data capture cycle) to reach P8
D	PP students achieve a progress score of 0	Ensure that the intervention strategies are accessed by all PP students Use Department bidding process to provide additional funding to teaching staff to meet the needs of their PP students.
E	The application rate of PP students going into sixth form studies is equal to that of non-PP student cohort.	Improve the careers and destinations advice to all students but with specific focus on PP students in year 11 and 13.
F	The behaviour of PP students improves over time. The count of detentions and fixed term exclusions for PP students improves and is not disproportionate to non-PP students	Monitor and intervene on behaviour trends using the school's pastoral impact form and tracking data. Increase the level of support given to students who are PP who have behaviour difficulties, and increase parental liaison.
G	The attendance of PP students improves over time and is equal to or better than the attendance rate of all students nationally.	Attendance clinics Home visits Punctuality and attendance reports Rewards for improving attendance
H	PP students are completing homework as required by their teachers and tracking data does not show that they are receiving more homework sanctions than non-PP students at the school.	Homework club Homework reports New Homework setting and sanction policy Increase staff expertise in use of online homework setting apps Monitor the quality and regularity of homework given to PP students.
I	PP parents increase their level of engagement with school and champion the benefits of a good education with their child(ren). They attend parents evening in similar proportion to the whole cohort.	Specific communications with PP student families by HoYs Increased home-school liaison by HoYs with PP students PP focused parental liaison from PP co-ordinator.

4. Planned expenditure						
Academic Year	2019-20					
<i>The three headings below enable schools to demonstrate how they are using the Pupil Premium Funding to improve classroom pedagogy, provide targeted support and support whole school strategies</i>						
4.1 Quality teaching for all						
Desired outcome	Chosen action	What is the evidence and rationale for this choice	How will you ensure it is implemented well	Staff lead	When will you review the implementation	Cost
B, C, D	Fund a TLR for English	Increase capacity in the subject area to manage interventions which benefit all students, but especially PP students	The Head of English will be asked to evidence how she has directed her AHoF towards improvements in PP outcomes in English.	RWI	Termly	£3131
D	Develop Easter School to ensure priority is given to PP needs	Develop Easter School to ensure priority is given to PP needs	Develop Easter School to ensure priority is given to PP needs	Develop Easter School to ensure priority is given to PP needs	Develop Easter School to ensure priority is given to PP needs	£4000
D	Core bootcamps in place for spring / summer term prioritizing PP students	Bootcamp data shows improved outcomes of student learning. Bootcamps are well attended and positive student feedback In previous years rationalise the choice or redoing it.	Core subject areas have provided intervention lists for students underachieving.		January 2021	£200
4.2 Targeted support						
Desired outcome	Chosen action	What is the evidence and rationale for this choice	How will you ensure it is implemented well	Staff lead	When will you review the implementation	Cost
D	Run an Half Term School Revision Programme, and additional support (intervention) sessions in Spring and Summer half terms	All students will have access to guided revision sessions shortly before exams begin. PP students will be specifically targeted to attend	Attendance registers of each session combined with results data in 2020.	BCR	September 2021	£5000
B, D	3 x Curriculum Teaching Assistants (English, Maths and Science) working specifically within lessons	PP/SEN students at the school also have lower than average literacy and numeracy skills. The Tas will be able to work with	The progress of SEN and PP pupil groups will be tracked during the year through the normal reporting cycles,	RWI (Eng) LSP	July 2021	£30,000

	to support PP and SEN students (part funded)	smaller groups to repair gaps in knowledge.	where improvements in progress scores would expect to be seen.	(Sci) ERI (Ma)		
D, B	PP students who not achieving a grade 5 in English and/or maths will receive 10 private tuition lessons with a tutor.	National evidence shows that 1 to 1 support is key when trying to close gaps in attainment	Student data will be tracked over the year	BCR	March 2021	£4000
A, F	Ensure all staff across the school are supported in providing intervention for key PP students.	All staff are able to identify PP students through context packs given to them. Appropriate interventions are in place. HOY liaises with HODs to create intervention timetable which is then shared with all staff.	PP war boards created By departmental areas. 2x staff briefings. HOY liaises with HODs to create intervention timetable which is then shared with all staff. Peer observations	BCR	Evaluation mid-way through intervention.	100
B, D	Provide revision materials, free of charge, to all PP students	This was done last year and student feedback, as well as PP GCSE results, suggests that this really helps families in preparing their child for revision	Data capture cycles Pupil and family feedback	JMC	August 2021	£1000
D	Identify PP underachievers in Yr11 and provide targeted supervision by a nominated member of SLT who can provide access to other materials and additional support as required	This approach was done last year and worked well to ensure that PP students had everything they needed to access their courses, revision and so on	Tracking of focus group progress over the year	BCR	October 2020	£50
G,	Subsidise all school day trips that are part of the school's standard provision (i.e. not optional extra experiences)	Families with lower incomes may not be able to afford trips that carry a cost, and may not even apply to go. By offering a reduced price from the outset, these trips are then made more accessible to them without the need to apply every time	Attendance rates of PP students on school trips	JMC	July 2021	£3000

A, D	Departmental Bid Pot for additional funding to support PP students in subject areas	Departments often discover materials or resources which can help PP students make greater progress.	Impact reports from staff compared with the PP students that are targeted with each bid	JMC	July 2021	£6,000
G, I, F	Pastoral Bid Pot for HOYS and supporting staff to use to meet the needs of PP students	When HoYs notice that a student's education is being adversely affected because of a financial difficulty, this fund can be used to provide for the child and allow them to continue to access their schooling. An example of this is when a family cannot afford school shoes that have broken.	Attendance figures for PP students Impact assessments/reports from HoYs	JMC	July 2021	£4,000

4.3 Other approaches

Desired outcome	Chosen action	What is the evidence and rationale for this choice	How will you ensure it is implemented well	Staff lead	When will you review the implementation	
G	Part funding of a Pastoral Support Worker working specifically with vulnerable students / CLAs / those with very poor attendance)	Personal, targeted intervention with families of low-attending children has been very successful in previous years	Attendance is regularly monitored for all students and for PP students specifically.	BMA	September 2021	£3290
H	Operate a Homework Club on 4 days per week, supervised by a member of staff	We have identified that some students, especially those with PP status, struggle to access a computer or a quiet study space. Homework sanctions are disproportionate among PP cohort	SLT visits to the homework club Tracking attendance Monitoring homework sanction rates across the school	JMC	July 2021	£3000
I	Learning Support Centre Staffing (part funding)	Where PP students have SEN needs, the additional capacity in staffing allows us to meet these needs and provide the support in lessons where needed.	Impact reports of PP students with SEN	SMO	July 2021	£20,000
F	Behaviour Support Co-ordinator (part funded)	Having a specific member of staff to oversee all behaviour management systems in the school allows us to monitor	Behaviour management tracking systems at the school	BMA	July 2021	£12,444

		trends, especially those in PP students. Teachers are also freed up to focus on teaching and learning				
G	Attendance Officer (part cost) - <i>Monitoring of attendance by PP as well as whole year group</i> - <i>First day response in place for all PP absences</i> - <i>Further training for form tutors on attendance monitoring</i> - <i>"Top 5" PP absentees identified in all year groups</i> - <i>Home Visits where necessary</i> - <i>Attendance workshops – identify barriers and solutions to attendance</i>	Non-attendance to school is a significant cause of underachievement in PP students nationally. We will closely monitor attendance patterns and intervene early. This monitoring will be done by the attendance officer	Attendance rates of PP students in each year group.	BMA	July 2021	£10,000
A - I	PP Co-ordinator	The various interventions in place for PP students need to be co-ordinated, monitored and quality assured.	Regular meeting with SLT and Governors. Impact reports x3	BCR	July 2021	£3000
E	Connexions (part cost)	The career aspirations of PP students need to be supported in school.	Destinations statistics for GCSE and A Level leavers.	MRO	July 2021	£9100
G, I	HABS	HABS provides support direct to families on a range of issues including debt advice, emotional support and parenting skills. It is important that PP families, who may face these obstacles, have access to this service.	Pastoral monitoring systems Attendance monitoring	BMA	July 2021	£7000
I	EduLink Service (part funded)	Increasing the access and engagement of parents with the school through an easy-to-use app, which is mobile friendly.	Access/usage rates Parental feedback	MRO	July 2021	£2000

		Parents will be able to see HW, detentions, rewards and other important information with minimal difficulty.				
G, E, D	College/alternative provision/ Course Fees fund	Students who have career aspirations that require courses we cannot deliver in school can be funded on those courses at local colleges	Course completion data Attendance monitoring Secure destinations for school leavers.	RPH	July 2021	£5,000
D, E	KS3 Talent Development Bursary	Where a student is identified as talented in a particular area, and requires funding for specialist equipment or training, some funding may be made available.	Case study/ies	BCR	July 2021	£1000
B, F, G	Mentoring programme for Yr10 and 11 boys	Boys, especially those who receive PP, are known to be the most likely to underachieve, according to national trends. We will provide additional monitoring and coaching targeted to address this concern	Progress data for PP boys and all boys in Yrs 10 and 11	BCR	July 2021	£1,500
F, G	Mental health and wellbeing co-ordinator (part funded)	Where any student, including those who receive PP, requires additional support with their emotional wellbeing, they will have access to in-house support from our wellbeing co-ordinator, who can signpost efficiently to professional services.	Impact report / case studies (sensitive data will not be used in any reporting)	BMA	July 2021	£1500
A	Non negotiables in place for teaching PP students -Know who PP students are - <i>Know the attainment gap and act in each lesson to remove</i>	All staff identify and act upon information in relation to PP students, differentiating and adapting to meet individual needs. Staff to receive a PP information pack so they are all able to	Pastoral team are very efficient in gathering round robin data on key students which can then be shared across the school. Expectations regarding PP	JMC	July 2021	100

	<p><i>-Provide support where confidence or self-image is affecting progress</i></p> <p><i>-Proactively seek advice from the pastoral team to support students</i></p> <p><i>-Be aware of when students do not have access to resources and plan accordingly</i></p>	identify who their PP students are.	students have been shared in PP intro briefing.			
I	Improve parental engagement at evening events, especially from parents of students who receive PP funding	These families will receive additional communications, phone calls, letters and text messages.	Attendance of PP families at parents evenings and other events.	MRO	July 2021	300

Total Allocated Spend: £138,215
(£695 overspend)

6. Additional details

Our strategy for the use of Pupil Premium Funding can be found on the school website.

The Senior Staff Member with oversight of Pupil Premium is Mr B. Creasey (Assistant Headteacher)