

3 Year Pupil Premium strategy plan

SUMMARY INFORMATION			
Pupil Premium Strategy Plan	2019		
CURRENT PUPIL INFORMATION 2019/20			
Total number of pupils:	235	Total pupil premium budget:	£102,205
Number of pupils eligible for pupil premium:	87	Amount of pupil premium received per child:	40x £1320 (primary) 43x £935 (secondary) 4x £2300 (LAC)

COHORT INFORMATION		
CHARACTERISTIC*	NUMBER IN GROUP	PERCENTAGE OF GROUP
Boys	192	81
Girls	43	19
EHC plan	235	100

KEY DATA

Look at:	Strengths	Areas for development
Progress against EHCP	<p>98% expected or better progress against EHCP goals</p> <p>68% good or better progress</p> <p>17% Outstanding progress</p> <p>The thread of the EHCP runs through all we do and Evidence for Learning captures progress against priority learning goals.</p>	<p>Greater monitoring and challenge to ensure every target is ambitious, aspirational and challenging.</p> <p>All staff to have good understanding of priority goals and maximize every learning opportunity.</p>
Attendance data	<p>Attendance is currently 92.8% and those in receipt of FSM is slightly less than this at 92%</p>	<p>Further improve attendance and ensure all learners and families take attendance seriously.</p> <p>Actively reduce anxiety of several learners.</p>
Behaviour data	<p>The school has improved its reporting of incidents of challenging behavior, especially L1 & L2 incidents, meaning that support plans can identify earlier triggers.</p> <p>Therapeutic strategies, such as AAC, movement breaks and Zones of Regulation, are embedded in classes.</p>	<p>We still have too many L3 incidents and need to ensure support strategies are effective and consistently applied to result in fewer incidents.</p> <p>Proactive behavior support systems to improve, giving both learners and staff effective support.</p>
Safeguarding referrals	<p>Family workers support most families in the school and signpost effective support.</p>	<p>Greater levels of consistency in support for learners between home and school.</p>

LONG-TERM PLAN (3 YEAR TIMESCALE):

- 1) HIGH QUALITY LEADERSHIP WHICH PROMOTES OWNERSHIP OF THE STRATEGY ACROSS THE SCHOOL
- 2) HIGH QUALITY TEACHING AND LEARNING FOR ALL, INCLUDING SPECIFIC CPD TO DEVELOP AND RETAIN STAFF
- 3) INTEGRATED, UNIVERSAL THERAPY STRATEGIES PROVIDING ALL LEARNERS WITH THE SUPPORT THEY NEED
- 4) SUPPORT TO ACCESS AN 'EXPERIENCE-RICH CURRICULUM' WITHIN AND BEYOND SCHOOL
- 5) TARGETED FAMILY SUPPORT TO ENRICH AND IMPROVE EXPERIENCES AND OPPORTUNITIES OUTSIDE OF SCHOOL

PRIORITY 1 HIGH QUALITY LEADERSHIP WHICH PROMOTES OWNERSHIP OF THE STRATEGY ACROSS THE SCHOOL

Member of staff responsible: Dan W

Objectives	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress
1. Restructure leadership team to create greater capacity to embed strategy	<ul style="list-style-type: none"> *Create restructure proposal and share with governors *consult with affected parties *Go through formal consultation *Create clear roles and responsibilities within new structure *recruit to positions *Induction for appointee staff 	<ul style="list-style-type: none"> Dan Dan Dan Existing SLG Dan Dan 	<ul style="list-style-type: none"> December 19 Jan 20 Jan-Feb 20 Feb 20 March 20 Summer term 20 		<ul style="list-style-type: none"> Complete and consultation process finished. Interviewing for AH posts March 13th 2020 Team recruited and in post to start Sep 20
2. Clear monitoring and support processes planned and embedded	<ul style="list-style-type: none"> *Whole school monitoring timetable drawn up, consulted upon and put into practice. *Monitoring template created and agreed processes for recording and storing. *Monitoring to inform next steps 	<ul style="list-style-type: none"> Dan & wider staff team Dan & SLG SLG 	<ul style="list-style-type: none"> April 2020 April 2020 July 2020 	<ul style="list-style-type: none"> Time Time £1,000 	<ul style="list-style-type: none"> This has been delayed due to COVID taking priority. To be completed by October 2020
3. Ownership of strategy embedded into PMR for all	<ul style="list-style-type: none"> *Clearly articulated PMR goals for all staff linked to PPG strategy 	<ul style="list-style-type: none"> SLG 	<ul style="list-style-type: none"> July 2020 	<ul style="list-style-type: none"> Blue Sky (training & PMR tracker) Time for PMR £500 	<ul style="list-style-type: none"> Bluesky is in place and being used for PMR.

PRIORITY 2 HIGH QUALITY TEACHING AND LEARNING FOR ALL, INCLUDING SPECIFIC CPD TO DEVELOP AND RETAIN STAFF

Member of staff responsible: BECKY F

Objectives	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress
1. Develop individual improvement and development plans	<ul style="list-style-type: none"> *Research and identify a software package to support teacher PMR *Blue Sky training for senior team *Planned roll out and training for teaching team *Planned roll out and training for TAs & support staff 	Dan & Becky Becky Becky Deputy	Feb 2020 July 2020 Sep 2020 April 2021	Software package circa £1,000	Identified Blue Sky & have accessed webinar Training taken place. Rolling out currently (Sep20) to all teachers.
2. Whole school CPD planned, delivered and evaluated to reflect key strategy – high quality teaching	<ul style="list-style-type: none"> *Monitoring, SEF, Blink feedback & individual improvement plans to be used to shape required CPD. *Plan yearly cycle of whole school & individual CPD *Evaluate training and impact 	SLG Dan & Becky SLG	June 2020 June 2020 Ongoing		Teacher CPD planned and shared (Sep 20) NAT and RQT increased training to rapidly upskill in place. Bluesky to be used to evaluate training.
3. Staff retention and morale is strong	<ul style="list-style-type: none"> *See above targets *Staff survey focused on CPD to measure impact 	Dan	Oct 2020	Welbee survey £180	Welbee survey to be sent in Sep. Staff experience team to analyse results and create action plan.

PRIORITY 3 INTEGRATED, UNIVERSAL THERAPY STRATEGIES PROVIDING ALL LEARNERS WITH THE SUPPORT THEY NEED

Member of staff responsible: SJ / EMMA

Objectives	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress
1.All learners core therapeutic needs are met	<ul style="list-style-type: none"> *Embedded universal strategies are carried over from class to class and professional to professional in exemplary fashion. *Checklist of whole class and individual strategies available. *Clear therapeutic expectations created for whole school & individual class *Therapy climate walk planned in phases (termly) *Teachers complete referral for new learners/learners presenting need as appropriate 	<p>Therapy team to facilitate</p> <p>Teachers</p> <p>DH, AH & therapist Teachers</p> <p>DH, AH & therapist Teachers</p>	<p>April 2020</p> <p>July 2020</p> <p>July 2020</p> <p>Sep 2020</p> <p>Ongoing</p>	<p>Time & CPD costs</p> <p>Time</p> <p>Time</p> <p>Time</p> <p>Time</p> <p>£15,000</p>	<p>Universal strategies embedded within proactive behavior support, guidelines and super 7.</p> <p>Training for all interventions drawn up and accessible for all teachers. Therapy training timetable in place.</p> <p>Sep therapy climate walk complete.</p> <p>Referral process in place.</p>
2.Specialist therapeutic input has a positive and timely impact	<ul style="list-style-type: none"> *Climate walks/focused observations linked to individual strategies. (termly) *Referral process to therapy team for individuals *1/2 termly impact evaluation between therapy team & phase leadership (DH & AH) 	<p>Becky</p> <p>SJ/Emma</p> <p>DH,AH, Therapist</p>	<p>July 2020</p> <p>In place</p> <p>July 2020</p>	<p>£45,000</p>	<p>Did not take place due to COVID, to reintroduce in Sep 20.</p> <p>Referral process in place.</p> <p>½ termly update system in place.</p>

3. Teacher and TA practice incorporates strong therapeutic strategies	*Universal strategy expectations shared with staff.	SLG	July 2020		Super 7 incorporates therapeutic strategies. Therapy team embedded within the school. Induction has therapy specific thread for all. Elklan completed by teaching staff – offer for wider team when Libby B returns.
	*Induction for new staff includes specific guidance on universal strategies	SLG	In place		
	*Planned CPD for specific individuals and classes.	DH	July 2020		
	*Accredited courses offered to staff (e.g. Elklan)	SLG	Ongoing		

PRIORITY 5 TARGETED FAMILY SUPPORT TO ENRICH AND IMPROVE EXPERIENCES AND OPPORTUNITIES OUTSIDE OF SCHOOL

Member of staff responsible: TASHA H

Objectives	Actions to be taken	By whom	By when (include review dates)	Resources needed	Progress
1. Families are supported to establish positive routines and experiences for learners.	*Family worker team to target specific individuals and families to embed specific routines/rituals, e.g. bedtime, eating or transitions. *Regular monitoring and review of impact (1/2/ termly)	Tasha & Pastoral lead	July 2020	Family worker team	Family worker team support over 50% learners.
		Pastoral Lead	October 2020	Time £23,250	Lisa S to lead FW team and monitor impact.
2. Family information and training sessions support learner progress	*Parent survey to identify areas of support required. *Plan parent information, training and workshops events. *Evaluate impact of programme	Adam	Dec 2019	SurveyMonkey/ Leadership matters Time & cost of external training/refreshments	Complete
		Adam	April 2020		Parent workshop timetable in place.
		Adam & Pastoral lead	Ongoing	Time £1,275	