



Pupil Premium Intended Spend Plan 2018 - 2019

Pupil Premium students make up 44% of all students at Phoenix. For the academic year 2018-2019 Phoenix will receive a total of £625,945 (+£91,288 brought forward) of Pupil Premium funding to ensure disadvantaged students continue to excel in their education and progress as well, or better, than any non-disadvantaged student. A mid-year review anticipated to take place in February 2019. Year 7 catch up funding is included. Funding total for catch up is £43,677.

The school has identified the following barriers facing many of our disadvantaged pupils and seeks to spend this funding accordingly, to address these limiting factors.

Internal Barriers to Making GOOD progress	
A	Quality of teaching and learning
B	Literacy skills across the school
C	Numeracy skills across the school
D	Behaviour, engagement and aspirations
E	Low attendance rates
External Barriers to Making GOOD Progress	
F	Parental engagement

Support	Cost	Identified Barrier						Cost explanation	Rationale + Evidence	Impact Measure
		A	B	C	D	E	F			
RADY (Raising Attainment of Disadvantage d Youngsters)	£750 (subside d via Sandwell council)							Coaching package from challenging education aimed at raising attainment for disadvantaged students. Package includes consulting, training and monitoring aspects with implementation occurring in Y7 + 8 initially.	Sandwell subsidised initiative focused on raising attainment for disadvantaged youngsters. Coaching includes senior leaders involved in; - Sharing good practise across Sandwell and RADY schools. - Data uplift for disadvantaged students in Y7+8 to match those of other students in year group. -Raising expectations in attainment. - External evaluation of teaching to support next actions.	Improved attainment across the curriculum in Y7 + Y8 (Long term project). Improvement in attainment evidenced by standardised assessments (GL assessment) to measure impact of the project at the end of each academic year. Y7 and Y8 pupil premium attainment gap to be closed to others within school. <u>DD/SK5</u>
Y11 Revision Programme	£500							Folder/resources/printing costs/parental contact via text message.	Revision programme aimed at supporting GCSE learners with resources and revision strategies to become independent learners. Programme includes bespoke lever arch folders for all Y11 students containing personalised learning checklists for each subject that is	Year 11 progress 8 score to be positive. Minimum of 85% of students to tracked as grade 2 or above on their weekly monitoring scores. <u>DD/DML/SK5</u>

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									monitored on a weekly basis by extended leadership and reported to parents/carers for increased parental engagement. The programme is supported with revision material purchased through pupil premium funding. Further parental engagement is planned via our "Y11 motivation evening". This event includes parental workshops/advice on effective strategies to support their child.	
Y10 Study skills group	£500							Resources/printing/celebration event.	Intervention tutor group x 3 sessions per week aimed at supporting pupil premium students in "learning to learn" strategies and developing more effective learners. This program is led by a lead practitioner in tutor time. The cohort of students is selected through internal progress tracking system and identifies students at risk of underachieving.	Progress check data (overall VA scores) in Y10 to show improvement in attainment across the curriculum. Y10 student voice to be positive. Y10 mock examination to have positive progress scores. <u>EB2/SK5</u>
Y10 Maths intervention group	£500							Resources/printing/celebration event.	Intervention form group x 5 sessions per week aimed at supporting pupil premium students in Mathematics. This programme is led by a lead practitioner in tutor time. The cohort of students is selected through internal progress tracking system and identifies students at risk of underachieving.	Progress check data in Y10 to show improvement in attainment across Maths. Improvement in assessment scores. Y10 mock examination in Maths to have positive progress score. <u>AMO/SK5</u>
GCSEpod	£4,703							GCSE online resource subscription	Subscription to an online resource to support the independent revision programme at KS4. Short podcasts that support revision for GCSE examinations.	Minimum 85% of Y11 GCSE students to register on GCSEpod with regular usage. <u>SK5</u>

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Rewards programme	£6,000							Variety of rewards including subsidised prom entry for Y11.	Additional funding to celebrate success prioritising pupil premium students, including an increase of reward assemblies across the academic year.	Attendance to core period 6 sessions to show minimum of 70% of students attending. Revision folder grading of grade 2 and above to be minimum 85%. Masterclass attendance to show a minimum of 70% attendance of targeted students. <u>DD/SR4/SK5</u>
Motivational speakers	£6,000							Cost of external motivational speakers including Fixup team.	Aimed at improving student engagement and levels of motivation from external speakers at key points across the academic year. Students will have an assembly and subsequent workshops aimed at the agreed needs of the year group.	Pupil/staff feedback regarding the event to be positive. Improvement in attitudes to learning for identified cohorts. <u>SK5</u>
City year	£57,000							Staffing cost via external agency (city year)	Supporting pupil premium students through in-class support, mentoring of students and providing extra-curricular opportunities.	All students that receive mentoring have positive progress scores. This will be supported by increased P6 attendance, revision folder scores and use of GCSEpod. Staff feedback is positive. <u>RJ</u>
Literacy	£62,243 £14,945							Primary/Transition teacher (including curriculum resources).	Staffing to support our transition curriculum to support pupil premium students who have not achieved to the level expected to be considered "secondary ready". This consists of a primary trained teacher and a HTLA to provide additional support. This hybrid curriculum model reflects	Average progress 8 score in all subjects where extended writing forms part of the final assessment is positive for pupil premium learners.

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	£58,163						HLTA transition (shortfall from catch up funding)	the practise of KS2 and KS3. Students will be exposed to a style of teaching aimed at accelerating progress in English.	Targeted students will close the gap in their reading ages. Measured through reading age data. 100% of Y8, 9, 10 and 12 complete literacy testing to support teacher planning.	
	£5,000 £2,500						Literacy Centre Staffing Renaissance Licence Literacy Centre Resources (whole school)	We will continue to invest in the literacy issues that a significant number of students have. These students have reading ages well below their chronological age when they join us in Y7. The work of our literacy centre, form tutor and the software "Renaissance" are all designed to address this issue. In doing so, we aim to improve reading, comprehension and oracy of our students to improve their access to curriculum materials. Reading test data will be collated to support with lesson planning.	90% pupil and staff feedback will be positive. 100% of students to have up to date reading age data and shared with staff cohort.	
	£4,000						Literacy centre is funding by Y7 catch up funding (and subsidised by pupil premium).	Command words and literacy marking codes to be shown and used across the whole school (classrooms and exercise books). This will support pupil premium students in subject specific vocabulary.	100% of classrooms display exam command words. 100% of exercise books display literacy codes.	
	£4,000							Literacy conferences to support identified students in KS3 including parental workshops to improve literacy. Year 7 students all have a reading book aimed at encouraging to read widely and often. These books can also be included in our directed reading time allocated within the curriculum.	Pupil and staff voice will be positive. Reading ages gap to be closed. Increased attendance of parents at workshops.	
							Book buzz (Year 7 books)	Software to support reading strategies and identify areas for development.	All Y7 students to receive a book with positive student voice.	

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							Lexia		100% of students using Lexia show accelerated improvement in reading age data. <u>PS/DML</u>	
Numeracy	£62,243 £2,500						Primary/Transition teacher (including curriculum resources). Numeracy resources (whole school) Numeracy centre is funding by Y7 catch up funding (and subsidised by pupil premium).	Numeracy continues to be a barrier to our pupils and a significant proportion of pupils arrive to KS3 below national averages. The numeracy programme again consists of a primary trained teacher in supporting those who have not reached a “secondary” level. This includes whole school CPD on numeracy and tutor time focus across the whole school. Resources include numeracy displays, printing and assessment costs.	Numeracy assessments in Y7 shows students making accelerated progress compared to peers in GL assessments. Maths PC progress to be positive in KS3. Numeracy displays visible across the whole school. <u>BOF/DML</u>	
Alternative Provision including (RAISE)	£65, 206 £1,000 £25,000						Staffing RAISE Staffing Internal unit Alternative provision curriculum costs	Disadvantaged students are at risk of such social, emotional and behaviour barriers and Phoenix aim to deliver this provision in house. The department caters for a wide range of needs and deliver bespoke curriculum pathways. EEF research shows +4 months for social and emotional interventions and behaviour interventions of +3 month of impact on learning.	Attendance is 90% or above for students attending AP. 100% of students on AP achieve a minimum of 5 qualifications. <u>JC/CKE</u>	
Study support resources and materials	£15,000 £2,000						Staffing Holiday revision classes Revision Resources/exam breakfast	Phoenix provides a range of holiday activities that support students' attainment. This is an important element of the curriculum that extends the academic year and provides the opportunity for valuable intervention input for those students at risk of under-achieving. EEF	85% of students targeted for holiday revision classes attend. Y11 progress 8 score is positive. Masterclass attendance averages 75% for attendance.	

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									states extending school time as having +2 months impact on learning.	<u>DD</u>
Attendance	£105,336							Staffing 3x Attendance team staff	The correlation between attendance and attainment is well documented within educational research. Phoenix continues the successful strategies from previous years. This is achieved through the employment of a skilled and dedicated attendance team. In 2012, the DfE published a report on “improving attendance at school” – on page 4 it states “there is a clear link between poor attendance at school and lower academic achievement”.	Attendance is above 97% for the whole school and persistent absence (number of pupils who missed 90% or more sessions) is below 8%. <u>JS8</u>
EAL	£58,342 £67,297							Staffing Leadership of Department Department staffing	Comprehensive induction programme for the large number of EAL students with a significant proportion of these students eligible for pupil premium at Phoenix. This programme is designed to allow pupils to have full access to the curriculum.	EAL pupil progress is positive across all year groups. <u>EW/DD</u>
Curriculum Enhancement	£8,000 £3,500 £1,000 £10,000 £3,750							Staffing DofE/CCF MFL language assistant Food Home Languages Tutor Action Tutoring	Supporting pupils in SMSC skills to develop pupils capable of achieving in life through a series of curriculum enhancement for various subjects with a clear focus on skills. Curriculum enhancement to support various subject areas. Tutors to support with students GCSE in home languages to widen the curriculum offer. Educational charity aimed at supporting disadvantaged students through a tutoring programme aimed at KS4 students. Focus on	Minimum of 30 students to complete DofE Minimum of 30 students to complete Cadet course. Progress 8 scores positive in these subject areas. Positive progress scores for students completing home language qualifications.

