



Pupil premium strategy St John Fisher Catholic School Ordnance Street Chatham Kent ME4 6SG

1. Summary information					
School	St John Fisher Catholic School Ordnance Street Chatham Kent ME4 6SG				
Academic Year	2019	Total PP budget	£233,715	Date of most recent PP Review	Sept 2018
Total number of pupils	829	Number of pupils eligible for PP	272	Date for next internal review of this strategy	July 2019

2. Current attainment – data obtained from 4Matrix				
	Pupils eligible for PP		Pupils not eligible for PP	
	2017	2018	2017	2018
% achieving 5 level 4-9 grades including English and Maths	41.02%	27.9%	68.92%	54.1%
% achieving expected progress and above in English	54.05%	38.1%	75%	64.06%
% achieving expected progress and above in Maths	51.35%	30.95%	61.90%	50.75%
Progress 8 Score average	-0.56	-0.77	+0.16	+0.15
Attainment 8 average Score	31.81	31.02	40.57	42.00

3. Barriers to future attainment	
In-school barriers (<i>issues to be addressed in school, such as poor oral language skills</i>)	
A.	Lack of access to extra-curricular study facilities.
B.	Lack of well qualified teachers and staff in appropriate roles.
C.	Lack of effective systems to monitor and improve attendance
D.	Inappropriate curriculum and lack of data monitoring system.

External barriers (issues which also require action outside school, such as low attendance rates)	
A	Medway is within 37% of the most deprived local authorities nationally. Additionally, Medway is ranked in the 33% most deprived local authorities for employment. Unemployment rates are high. Medway also ranks in the 39% of the most deprived local authority for housing quality.
B	Roughly 28% of children under 16 in Medway live in poverty. Of the twelve most deprived neighbourhoods in Medway, four are located in Luton and Wayfield, Gillingham North and Chatham Central (all ranking as 'most deprived'). This is where many of our students come from.
C	Seventeen areas in Medway are ranked in the most deprived 10% nationally for young people's qualifications.
D	PP attendance rates are below the National Average. This reduces their school hours, therefore causing them to fall behind.
E	Parental engagement is very poor

4. Outcomes		
	<i>Desired outcomes and how they will be measured</i>	<i>Success criteria</i>
A.	Improved outcomes for all students including a narrowing attainment gap between PP and non PP pupils. Measured by 2019 GCSE and GCE external results and internal end of year assessments	Evidence of a narrowing or no gap between PP and NPP students. Ultimate goal: 70% pupil premium students across all Key Stages to make expected progress and 30% to exceed expected progress.
B.	PP students receive teaching that is at least good and preferably outstanding. Measured by lesson observations, book looks and analysing student outcomes.	100% of teaching to be judged good or better.
C.	PP students have the resources and behaviours necessary to access the curriculum and succeed in their learning. Measured by SMHW access, library use figures, PP breakfast, revision session registers; Behaviourwatch positive and negative points.	PP students are accessing Show My Homework and after-school library provision. They are accessing the free breakfast provided to make sure that they are set up for the day's learning. PP students are receiving more rewards and fewer negative points on Behaviour Watch. Student voice surveys show that students feel positive about their learning and know how to access further support.
D.	Raise Pupil Premium attendance so that it is line with national expectations for all pupils (96% attendance). Measured by: attendance figures.	Percentage attendance of pupil premium students will be in line with national expectations. Absence and persistent absentee figures for PP students to reduce from 2017-18 academic year and the attendance gaps between PP and non PP students to be reduced.
E.	Accurate assessment of PP pupils enables effective tracking of progress and intervention to be put in place where necessary. Measured by 2019 GCE and GCSE external results and internal end-of-year assessments.	Covue reports in place for Years 7-13; allocation of RED list students to RSL PP shows positive impact on student progress. Alternative curriculum /SEN support to be put in place for PP students as needed.
F.	The school improves engagement with parents and carers of PP pupils. Measured by: PTA minutes; parent voice survey; attendance to Parents' Evenings	The school re-establishes its PTA and some PP student parents / carers are involved. Attendance to Parents' Evenings for PP parents / carers improves.

5.				6. Planned expenditure		
Academic year					2018/19	
				The three headings below enable schools to demonstrate how they are using the pupil premium to improve classroom pedagogy, provide targeted support and support whole school strategies.		
i.				ii. Quality of teaching for all		
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Cost	Staff lead	When will you review implementation?
Consistently good/ or better teaching experienced by all students	High quality CPD focused on the needs and areas for development External Consultancy Work Coaching conversations to be the culture at SJF for staff and students.	Coaching How Coaching can impact Teacher and Students Every Minute Matters Pitch and Pace (Stretch and Challenge) – embedding ‘Thinking Hard’ strategies from 2017-18 academic year Bespoke CPD that is relevant to members of staff at various career stages. Across the school we will continue our heavy focus on CPD in subject	SIP Raising Standards -Weekly Standing Item on SLT Meeting agenda Lesson observations internal and external bodies Learning walks/Drop-in Line management review after each Data Window Raised attainment and progress, thus narrowing the gap for all groups	PIXL Membership £6100 Cost of bespoke CPD programme £13340 Cost of English / Maths / Science / RE consultant per day: £400 per day Total: £9600 (four consultants for 6 visits each)	IJO/SCH /DDN	HT1: <i>RE:</i> External consultant’s focus has been schemes of learning, department improvement plans and curriculum. <i>English:</i> External consultant’s focus was on moderation and standardisation of Year 11 PPEs. <i>Science:</i> Revision guides are provided for all students and they are encouraged to use these in lessons. There are even tasks done in lesson to demonstrate different ways of using a revision guide. HT2: HT3: HT4: HT5: HT6:

		<p>knowledge and work on syllabus familiarisation in continued response to the introduction of the new GCSEs.</p> <p>Build upon success from English and science consultancy work; recruiting consultants for maths and RE.</p>				<p>After external examination results:</p>
<p>Accuracy of assessment and predictions</p>	<p>Assessment gap analysis (COVUE)</p>	<p>Accurate assessment and grading is imperative so that students know where they are and also understand what they need to do to improve</p> <p>Essential for appropriate and targeted students and intervention.</p> <p>Heads of Department are being asked to analyse the accuracy of their predictions, and</p>	<p>SIP</p> <p>Identification of inaccurate staff assessment</p> <p>Internal moderation</p> <p>External standardisation</p> <p>Raised attainment and progress for, thus narrowing the gap for all groups</p> <p>Higher proportion of accurate predictions.</p>	<p>Cost of Covue services</p> <p>£1000 per month plus VAT</p> <p>Total: £14400</p>	<p>VWA/Co Vue</p>	<p>HT1: Exam Results meetings held with all CLS holding them to account of predictions (see minutes of meetings); CPD on accurate predictions delivered to all staff on 31.10.18 (see notes of training). Covue report produced for external examinations summer 2018 suggests that there was strong correlation between final predictions and actual Year 11 results</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p>

		those of their teachers, as part of results analysis. CPD on effective predictions will be delivered to all staff.				HT5: HT6:
Raised profile of PP pupils in departments will lead to making expected or above levels of progress	Dedicated Raising Standards Leader for Pupil Premium.	To raise the profile of PP pupils. Ongoing partnerships with other schools to develop and implement strategies. Whole staff CPD raising awareness of Pupil Premium students and barriers facing these students.	Departments meeting minutes identify PPG is a standing item. Observations identify strategies Learning walks identify strategies being used Raised attainment and progress, thus narrowing the gap	Cost of RSL Pupil Premium lead £5685	SMO/ Heads of Department	HT1: Of the year 8 - 10 students who are receiving intervention from PP coordinator, 75% have made progress since July 2018. HT2: HT3: HT4: HT5: HT6:
PP students are able to access additional support in order to succeed in their learning.	Relaunch of ShowMyHomework Use of PiXL apps where appropriate. Homework club rolled out to upper site.	Research identified that those children that live in overcrowded conditions will be the losers in education. Children with no storage for books and paper, no table or surface	Students consistently log in to and complete homework through ShowMyHomework Closing of the attainment gap and an increase in attainment and progress.	Cost of PiXL programme as above Cost of Show My Homework £4349 Cost of LSAs: budgeted	SMO/Ho D	HT1: HT2: HT3: HT4: HT5: HT6:

		<p>to which to work and no quiet area in which to read/revise makes keeping up with school work and their peers very difficult (<i>Peter Mortimore</i>)</p> <p>Although PP students typically lack resources for homework, the overwhelming majority have access to a smartphone and/or other device with WiFi access. Targeted homework enables students to develop resilience and to take ownership of their learning. Additionally, they can utilise homework when unable to access intervention sessions after school. Homework club at both sites means that PP students can</p>		<p>elsewhere in this report</p>		
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		have a quiet, study-oriented environment to complete work which they may not have access to at home.				
				ii. Targeted support		
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Cost	Staff lead	When will you review implementation?
<p>Raising Standards</p> <p>PP pupils are closely tracked and monitored through Raising Standards meetings and appropriate and timely interventions are put in place to narrow attainment gaps between PP and NPP eligible pupils</p>	<p>PP Students are a standing item on the agenda of; YGPLs and Line manager meetings Curriculum departments</p> <p>Strategies put in place and reviewed at the next meeting for impact or at the next most appropriate time.</p> <p>Key barriers identified for underperforming (RED) students and allocated to appropriate RSL/Middle/Senior Leader</p> <p>Implementation of Student Support Plans available to all members of staff</p> <p>Newly appointed HPA and WB Coordinators</p> <p>External consultancy work</p>	<p>A Raising Standards Action Plan is: Designed to help the school reach its end-of-Key Stage (KS) school targets. It also ensures that systems and processes are in place to sustain on-going improvements</p> <p>Taken from The Key for School Leaders October 2016</p> <p>Students are provided with interventions that tackle the core barrier to learning and encourage</p>	<p>Observations Learning walks Minutes from meetings Data analysis</p> <p>Raised attainment and progress, thus narrowing the gap</p>	<p>Cost of HPA Coordinator £5685</p> <p>Cost of WBRI coordinator £5685</p>	<p>Raising Standards Team</p> <p>VRO/MRO</p>	<p>HT1: WBRI: Of the year 8 - 10 students who are both PP and receiving intervention from WBRI coordinator, 60% have made progress since July 2018. HPA: Of the year 8 - 10 students who are both PP and receiving intervention from HPA coordinator, 100% have made progress since July 2018. Students participated in the Sutton Scholar's Programme. Interviews with all students and parents informed of higher prior ability.</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p>

		interventions that are bespoke. Not all PP students will face the same barriers. Shared strategies mean that a consistent approach is given to students.				HT5: HT6:
Improved outcomes for Y11 PP students in English, Maths, Science and RE	VIP Breakfast Club: English, Maths, Science, Study Skills Small group intervention with LSAs	Small group work enables teacher to focus exclusively on a small number of learners. PP student require a greater level of support because their language on the whole is impoverished	Use of Data Window Assessment and gap analysis. Using data to target PP kids for VIP breakfast club. Lesson observations and drop ins; book reviews. Data packs Department meetings and minutes from meetings Base line testing before and after intervention Raised attainment and progress, thus narrowing the gap	Cost of VIP breakfast club £352 Cost of 3 additional LSAs in school £21957 x3 =£65871	Raising Standards Team/ YGPL/HOD	HT1: HT2: HT3: HT4: HT5: HT6:

To improve the P8 scores of PP eligible students through appropriate curriculum offers and qualifications. (particular focus on Open Bucket)	Use of additional qualifications to strengthen Open Bucket 3. Additional MFL qualifications to strengthen EBacc Bucket 2 Use of PIXL Strategies to track progress- War cards Use of PIXL Curve exams	An article on the Sec Ed website also offers advice on planning for progress 8. It says that schools should ensure that KS3 and 4 pupils do not study too many or too few subjects. This must be balanced with the need to provide a curriculum that continues to service their communities	War cards – P8 figures analysed PPE data analysis Raised attainment and progress	Cost per additional MFL GCSE entry £48.45 Projected total = 14 x £48.45 = £678.30	VWA/EB A	HT1: HT2: HT3: HT4: HT5: HT6:
iii.			iv. Other Approaches			
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Cost	Staff lead	When will you review implementation?
Breakfast	All Pupil Premium students to have access to free breakfast	Eradicates learning on an empty stomach	Monitor the take up of breakfast by PP students	Cost of free PP breakfasts £1 per student = £51680	SMO	HT1: HT2: HT3: HT4: HT5: HT6:

Improved overall attendance of PP pupils	<p>A dedicated member of staff to track PP pupils' attendance</p> <p>A team of staff to support and intervene with PP pupils' attendance. (YGPL/TCH/PCL/HLTA)</p> <p>Targeted support and increased incentives used to encourage improved attendance</p>	<p>"Schools that are most successful in their use of the PP adopt a range of strategies, well targeted at the needs of their pupils.....If poor attendance is an issue, this is addressed as a priority" John Dunford The pupil premium journey: lessons learned during my two years as National PP Champion August 29, 2015</p> <p>Nationally the attendance of PP pupils is lower than non-PP pupils.</p> <p>Students' progress and attainment cannot improve if they are not accessing learning</p>	<p>Praise in assemblies for good attendance</p> <p>Home visits by EWO</p> <p>Telephone conversations and letters sent out to parents;</p> <p>Meetings held in school with parents</p> <p>Regular contact/meetings with outside agencies,</p> <p>Fixed Penalty Notice warning</p> <p>Prosecution</p> <p>Raised attainment and progress, thus narrowing the gap</p>	<p>Cost of attendance officer £20558</p> <p>Cost of external attendance support £12312</p>	<p>2AP/ TCH/ DSO/HO Y/PCLs</p>	<p>HT1:</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p> <p>HT5:</p> <p>HT6:</p>

<p>PP and NPP students with SEN issues receive appropriate support</p>	<p>Identify an appropriate support programme for students with SEN.</p> <p>Employment of a 2i/c SENCO to provide additional capacity for supporting SEN students</p> <p>Access to school counsellor and Educational Psychologist</p> <p>SEN Action Plan</p>	<p>Evidence suggests that the number of students with SEN continues to rise and that targeted early intervention matched to specific students with specific SEN issues can be effective, especially for younger pupils.</p> <p>Mental health issues among young people are on the increase with funding to local services being cut. This means that students can access relevant support in-house.</p>	<p>Regular Inclusion meetings between inclusion team led by SHA to discuss and put in place strategies of PP pupils causing concern</p> <p>Raised attainment and progress, thus narrowing the gap</p> <p>Students are empowered to developing coping strategies and to identify triggers for their mental health.</p>	<p>Cost of 2i/c SENCO £5685</p> <p>Cost of school counsellor £200 per visit = £4000</p> <p>Cost of Educational Psychologist £175 per visit = £3500</p>	<p>Incl Team Led by SHA TCH</p>	<p>HT1:</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p> <p>HT5:</p> <p>HT6:</p>
<p>PP pupils are not equipped with skills (including raising self-esteem and self-motivation) to improve outcomes</p>	<p>PSHRE Programme</p> <p>Assembly Themes</p> <p>PP monies to ensure PP pupils can access all extra-curricular opportunities, school trips, Theatre trips etc.</p> <p>Provide uniform</p> <p>Wider variety of trips and cultural capital.</p> <p>Barclays LifeSkills workshops</p> <p>Whole school prefects</p>	<p>Behaviours that are thought to underpin success in school and work, such as self-control, social skills, motivation, and resilience seem to be lacking in many PP pupils.</p> <p>Evidence</p>	<p>Lesson /assembly observation</p> <p>Attendance to enrichment activities by PP pupils.</p> <p>Raised attainment and progress, thus narrowing the gap</p> <p>Enrichment registers</p> <p>Consistency among expectation for prefect – successful running of event and evaluation of impact.</p>	<p>Cost of Barclays Soft Skills workshops £0</p> <p>Cost of prefect badges £55.25</p>	<p>Raising Standards Team / YGPLs/S MO</p>	<p>HT1:</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p> <p>HT5:</p> <p>HT6:</p>

		<p>suggests that support to develop these attributes may be particularly important for children from disadvantaged backgrounds. Development of “soft skills” leads to higher level of success and more success post-16 in terms of employability. Students can develop leadership skills through the prefect proposal and can feel included within the school community.</p>				
<p>PP students lack resources needed to maximise the revision process to improve outcomes</p>	<p>Revision guides and equipment provided by the school. Investment in parental support guide. Focused revision sessions for year 11 and 10. After school intervention sessions</p>	<p>PP students typically lack meta-cognition skills and parental support with regards to <i>how</i> to revise.</p>	<p>Attendance to revision by PP pupils Students and families provided with revision handbooks.</p>	<p>Cost of equipment: £30.80</p>	<p>Raising standards team</p>	<p>HT1: HT2: HT3: HT4: HT5: HT6:</p>

<p>Improved outcomes for PP pupils through Parental Engagement</p>	<p>Engagement with parent/carer though positive praise and not with just negative concerns</p> <p>Higher expectation with those parents who engage with the school.</p> <p>Letters home after an event to parent/carers – thanking them for attending</p> <p>Setting up of a PTA</p> <p>Hire of dedicated Parental Liaison Officer</p>	<p>Much sociological research suggests parental engagement will lead to pupils achieving regardless of their socio economic background</p>	<p>Better community support shown through attendance of any parent/carer invitation into the school, parents evening etc.</p>	<p>Cost of Parental Engagement and Events coordinator: £2667</p>	<p>Whole school</p>	<p>HT1: PTA has had two meetings and barriers to engagement at school events identified.</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p> <p>HT5:</p> <p>HT6:</p>
<p>Meaningful rewards and praise raises the attainment of PP pupils</p>	<p>Rewards to PP pupils for attendance, progress and behaviour.</p> <p>Cultural capital based trips to be offered as rewards.</p>	<p>Research suggests that rewarding pupils works as a good motivator.</p> <p>PP students typically lack cultural capital opportunities.</p>	<p>Improvements in attendance, progress and behaviour.</p> <p>Fewer negative Behaviour Watch points</p> <p>Fewer call outs</p> <p>Data Window analysis</p> <p>Raised attainment and progress, thus narrowing the gap</p>	<p>Cost of rewards trips: £3200</p>	<p>SMO/ TCH/ YGPL/ CL/ Class teachers</p>	<p>HT1:</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p> <p>HT5:</p> <p>HT6:</p>
<p>PP pupils voice will remove barriers to learning enabling the group to make at least expected progress</p>	<p>PP Pupils from each year group will complete a Student Voice Survey.</p>	<p>‘Student self-evaluation is recognised as a crucial part of schools on-going cycle of review and improvement planning. A self-evaluation summary is likely to be the most</p>	<p>Outcome of survey will identify barriers to learning</p> <p>Appropriate action will take place to remove identified barriers</p>	<p>Cost: £0</p>	<p>SMO/YG PLs</p>	<p>HT1:</p> <p>HT2:</p> <p>HT3:</p> <p>HT4:</p> <p>HT5:</p> <p>HT6:</p>

		effective when it is concise and succinct, captures the key points and, where relevant, identifies sources of evidence' Ofsted				
						Total budgeted cost £233,715
						Planned spend £231,235.85