



1. Review of Expenditure				
Previous Academic Year				
i. Closing the achievement gap				
Action	Intended Outcome	Estimated Impact:	Lessons Learned:	Cost:
<p>Improve the variety and quality of equipment in each subject area for lessons to provide a greater ability to differentiate lessons.</p> <p>Provide more visual aids to engage learners and aid their understanding of concepts and incorporate this in to the knowledge organisers.</p> <p>Staff to share best practice on planning, implementation and impact of intervention through staff meetings, T & L group and drop-in observations.</p>	<p>To improve teaching and learning.</p> <p>Enhance the curriculum provision for all key stages.</p> <p>Provide more experiential learning opportunities to develop knowledge and understanding and provide concrete experiences for pupils.</p>	<p>Teaching/Support staff have received a variety of PLD around Teaching & Learning in 2019/20:</p> <p>Developing/Using Knowledge Organisers. QA shows Knowledge Organisers now used effectively in vast majority of lessons at KS3)</p> <p>Understanding/Developing subject specific Curriculum Intent</p> <p>Using "The Big Question". QA now shows the Big Question is now used effectively in the vast majority of lessons.</p> <p>BTEC/AIMS Delivery Training (All BTEC marks submitted in line with exam board guidelines) Currently undergoing QA July 2020.</p> <p>BTEC/AIMS – Preparation for Assessment Training</p>	<p>To further enhance the measuring/impact of PLD on actual performance within the classroom.</p> <p>To ensure that all spending on new equipment/materials is evaluated in terms of impact on progress/outcomes/new courses etc.</p> <p>Further work to develop Knowledge Organisers at KS4 & 5 and KS3 in relation to the new curriculum.</p>	<p>£4000</p>



		Set-up of new courses including BTEC Level 3 Science, NCFE Photography Level 1 & 2 and BTEC Level 2 Leadership Through Sport (All BTEC/NCFE marks submitted in line with exam board guidelines) Currently undergoing QA July 2020.		
Pupils improve numeracy levels.	Weekly 1:1 intervention for identified Y7 pupils. Numeracy stage not age curriculum time – KS3.	16 pupils achieved L1 GCSE qualification in Maths. 3 pupils achieved L2 GCSE qualification in Maths 15 pupils in Post-16 achieved L2 qualifications in Money & Finance. The remaining 6 pupils in Post-16 achieved a L1 qualification in Numeracy in the Workplace. In KS3, 61.5% of pupils made (above expected progress of 5 months or more) in Numeracy. A further A further 3.8% of KS3 pupils made (expected progress of 4 months or more) in Numeracy. 11.54% of KS3 pupils made (below expected progress) in Numeracy. 23.08% of KS3 pupils made (no progress) in Numeracy. This was linked to pupils with a greater level of need. Their targets were adapted due	The numeracy intervention has been largely successful in 2019-20 but with disappointment in KS3 in relation to pupils who did not make progress. An analysis will be needed to ascertain why pupils did not make progress to inform planning for next year. We will be further developing our KS3 curriculum in 2020-21 and adopting a Novel Study approach to provide immersive / cross-curricular learning to further develop/enhance numeracy levels.	£1750

Commented [AC1]: How did this impact on the pupils? What does the QA show in terms of impact of PLD and qualification training?

Commented [AC2]: How many made expected progress? What is 'expected'?

Commented [AC3]: 3.8% in addition to the 61.5%?

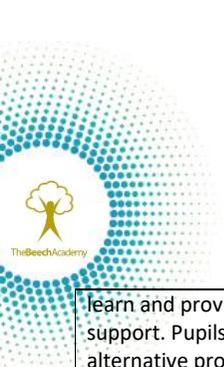
Commented [AC4]: Nearly a ¼ made no progress at all? What is the evidence behind this? Do the books support this statement?



		to significant time out of education. These revised targets were met and are evidenced in the students books.		
Pupils improve literacy levels.	<p>Weekly 1:1 intervention for identified Y7 pupils.</p> <p>Training for identified member/s of staff on 'Read Write Ink and phonics intervention</p> <p>Literacy stage not age curriculum time – KS3</p>	<p>6/8 Y11 pupils achieved L1 qualifications in English in 2019-20.</p> <p>A fFurther 2 pupils Y11 achieved in-line with targets of Entry Level Silver English</p> <p>5 Post-16 pupils achieved L2 GCSE qualifications in English, improving on their individual 2018-19 results of L1.</p> <p>In KS3, 100% of pupils made between 1-18 months progress (in 6 months) in Reading.</p> <p>100% of pupils made between 7-42 months progress (in 6 months) in comprehension.</p> <p>64% of pupils made between 1-23 months progress (in 6 months) in spelling.</p> <p>14% remained the same (in 6 months) in spelling.</p> <p>18% regressed between 1 and 6 months (in 6 months) in spelling.</p>	<p>The literacy intervention has been largely successful in 2019-20.</p> <p>We will be further developing our KS3 curriculum in 2020-21 and adopting a Novel Study approach to provide immersive / cross-curricular learning to further develop/enhance literacy levels/use of high frequency words through challenging texts to improve spelling/the increased opportunities for developing read/write Inc. techniques within the new KS3 curriculum.</p>	£1750
ii. PDBW				
Staff to provide strategies for pupils to manage behaviour triggers, to remain in lessons to	Pupils who display extreme behaviours are supported to attend, engage and make	0 Exclusions in 2019-20.	To ensure that in 2020-21 the systems and processes for behaviour and attendance are robust and the	£10,000

Commented [AC5]: When comparing numbers of pupils to previous cohorts you need to be careful. It may be an increase but is this because the cohort was different in terms of ability and expected progress? Was the cohort size the same? How did they perform against targets?

Commented [AC6]: As you know, this is a significant amount of money which seems to have little in the way of impact? I know that AB is aware of this and is working with this member of staff with a deadline of Wednesday for DT to provide expected evidence of intervention and impact.



<p>learn and provide focussed support. Pupils will access alternative provision during the week in 1:1 or group form. Training to be provided to staff through staff meetings.</p>	<p>appropriate learning gains and are on track to achieve targets.</p> <p>Provide support to staff by providing on-the-spot strategies to deal with behaviours of high profile pupils.</p>	<p>Attendance for PP (as of 6.3.20, prior to COVID 19) is 90.15% in comparison to 79.70% for Non-PP attendance. This demonstrates a positive trend in relation to 2018-20 PP attendance which was 89.92% and Non-PP 79.60%.</p> <p>PLD Time allocated to training staff on the completion of Education Plan's.</p> <p>PLD Time allocated to training staff on the completion of PDBW tracker.</p>	<p>appropriate strategies are in place for all pupils.</p>	
<p>Ingredients and food to be purchased for all cooking lessons so that pupils can learn to cook a variety of healthy foods. Parents to be invited in to cook with pupils in lessons.</p>	<p>Pupils will learn a fundamental life skill of cooking. Food will be taken home by pupils to encourage healthy cooking at home. Development of healthy meals at home. Pupils on track in Food lessons.</p>	<p>100% of pupils in KS3 have accessed cooking lessons in 2019-20.</p> <p>3/3 pupils in Y11 (Westfield) are on track to complete the Level 1 Award (BTEC Hospitality).</p> <p>4/4 pupils in Post-16 (Westfield) completed Level 2 Home Cooking Skills.</p> <p>4/4 Y13 pupils completed Level 2 Home Cooking Skills.</p> <p>8/8 Y12 pupils completed Level 1 Home cooking skills.</p>	<p>This is an initiative that has continued to work well and support pupils in completing cooking skills, essential for "Preparation for Adulthood" and is planned to be continued into 2020-21.</p>	<p>£500</p>
<p>To employ a specialist counselling service for pupils who are experiencing severe mental health issues.</p>	<p>To improve pupils mental health by reducing anxieties and providing coping strategies to improve engagement in school life.</p>	<p>14 pupils have accessed the CASY counselling service across 2019-20 (6 week cycles).</p>	<p>CASY Counselling has proved successful again for pupils and we plan to continue to use the service into 2020-21 and hope to give access to a greater number of pupils.</p>	<p>£4750</p>



		<p>8/14 completed 6-week cycles and impact reports showed that no further counselling was required (at that stage).</p> <p>4 pupils received “remote” counselling service during Covid-19 (still ongoing in June 2020).</p>		
<p>Quality CIAG from Ideas4 careers, including individual impartial careers advice and guidance for pupils who are at risk of NEET. CIAG is provided for all years, with targeted focus, including understanding skills and qualities, enterprise, work experience and mock interviews</p>	<p>All pupils in KS4 and KS5 receive impartial careers advice. Ensuring that all children and young people have opportunities to access a relevant careers, employability and enterprise programme.</p>	<p>18 Pupils received CIAG interviews during 2019-20</p> <p>All student leavers (except 1) have confirmed and planned destinations for 2020-21.</p> <p>There are 0 projected NEET’s for 2019-20 with 1 student destination currently unconfirmed (June 2020), although the application process started for Portland College.</p> <p>100% of pupils across Year’s 11-13 accessed high quality CIAG guidance during 2019-20.</p>	<p>This intervention has proved very successful and will remain into 2020-21</p> <p>In 2020-21 there will be a further requirement to achieve Prospects Career Kitemark.</p>	<p>£6800</p>
<p>Training and planned expeditions to achieve accredited qualification for Duke of Edinburgh</p>	<p>Pupils achieve bronze award qualification and attend an expedition. Pupils learn key life skills, such as map, cooking and communication skills.</p>	<p>Named staff member has been appropriately trained to deliver DofE qualification from September 2020.</p> <p>License to deliver DofE secured in 2020.</p> <p>Expeditions / completion of further DofE units have not taken place as a result of Covid 19. Elements (equipment, countryside codes, how to read maps, first aid) of the bronze</p>	<p>Opportunities for completion of DofE qualification to be built within the curriculum/wider curriculum construct for 2020-21.</p>	<p>£800</p>

Commented [AC7]: Will this student definitely have a destination?

Commented [AC8]: What elements have been completed? Any?



		qualification delivered through lunchtime clubs to 4 students.		
To reward pupils who achieve values leaders awards, student leaders awards, subject high flyers and student council with trips to include a cultural experience allied with resources such as badges/certificates	Improved attendance and rewards for PP pupils, including core value nominations, leadership and academic achievement. Develop leadership skills, such as communication, teamwork, resilience, responsibility.	Awards (as of March 2020): The following had been awarded from Sept 2019 – March 2020. 144 x Leader of the Week 11 x Subject Leaders 13 x Student Council Leaders 5 x Values Leaders 8 x Lunchtime Leaders 72 x 100% Attendance Leaders 230 x Core Values Awards Pupil Premium attendance in 2019-20 (to March 6 th) is 90.15% This compares positively to 2018/19 when PP attendance was 89.92%	The rewards strategy in 2019-20 has ultimately been successful but there is further need to embed/develop the consistency of this into 2020-21. Further develop the rewarding of core values within lessons as well as within the “shout out” process.	£1000
All pupils wear current uniform inconsistently, even with individual adjustments. Pupils need to feel secure and have a sense of belonging and wearing uniform assists this. Pupils need the correct equipment to access the curriculum.	All pupils attend wearing appropriate uniform. All pupils have the appropriate equipment to access PE and enrichment activities	Enrich & Equip provision of extra-curricular activities was set-up during 2019-20 and has proved a great success with 100% of pupils accessing across both sites. Greater number of pupils wearing formal uniform in 2019-20.	A need to further enhance/develop the Enrich & Equip provision in 2020-21. To continue to promote the wearing of formal uniform for all pupils in 2020-21. It is the expectation pupils will wear black trousers and white shirt/polo shirt with the option of a Beech branded blazer/jumper.	£1500
LAC 1-2-1 mentoring including ELSA work, individual mentoring time and also support after school hours for identified pupils allied with in-class intervention and support through numeracy/literacy and subject classes	1-2-1 enrichment after school and developed independent life skills. ELSA support weekly Intervention for literacy/numeracy.	1 Year 11 LAC student achieved 5 Level 1 qualifications (in-line with targets) 3 further LAC pupils in Y7 & Y10 are on track to achieve at least 5 Level 1 qualifications Inc. English & Maths (in-line with targets).	A continued need to ensure that LAC money is used to support pupils to achieve academic potential through tutoring/mentoring into 2020-21. Further work to ensure that trained staff in ELSA are provided with capacity	£6857

Commented [AC9]: Is it optional or are you going to move to this being the expectation?

Commented [AC10]: Including Maths and English?



		<p>1 further LAC student (Y10 Westfield) is currently under target but is expected to complete 5 L1 qualifications once transition back into academy is complete.</p> <p>4 additional staff were trained in ELSA during 2019-20 but work with pupils did not take place as a result of Covid 19.</p>	to work with pupils to ensure a positive impact on overall well-being/outcomes.	
iii. Other approaches (including engagement strategies)				
Action	Intended Outcome	Estimated Impact:	Lessons Learned:	Cost:
Every pupil attends a lunchtime club each day with a variety of clubs on offer.	Pupils engage in daily lunchtime activities and behaviour at this time is good.	<p>10 different lunchtime clubs / activities have been offered to pupils across the academic year.</p> <p>100% of pupils have accessed lunchtime clubs across the academic year.</p>	<p>A further need to ensure that 100% of pupils access (a variety) lunchtime clubs (every day).</p> <p>To provide a wider range of activities across the academic year 2020-21.</p>	£500