

Hayes Primary School

Pupil Premium Strategy 2019-2020



Total number of pupils on roll	640
Number of pupils in receipt of pupil premium grant	23
Number of pupils entitled to FSM	15
Number of EAL pupils	56
Number of LAC pupils in receipt of pupil premium grant	0
Number of service children in receipt of pupil premium grant	0
Number of adopted pupils in receipt of pupil premium grant	3
Total PP received	£35,429.17 (£5,444 brought forward) = £40,873

Identified Barriers to Educational Achievement

1. Access to the curriculum – deepening and developing children’s breadth & depth of vocabulary, to enable all children to reach their personal potential
2. Access to enrichment – educational experiences such as trips, music lessons & participation in other extra-curricular activities
3. Attendance – supporting all families in enabling all children to attend school every day possible
4. Parental engagement & involvement – regular phone calls, chats and meetings with vulnerable families
5. Children with SEND related to cognition & learning - particular focusing on reading & writing development
6. Aspiration, determination & resilience – focus on building this in all children
7. Behaviour – building resilience of children with specific social, behavioural & emotional needs

Rationale for Expenditure

All expenditure is based on data outcomes of progress and attainment and detailed knowledge of our families.

Our aim is for all children, regardless of their need or level of disadvantage, to make age-related expectations or better and to develop a confidence and resilience in life and learning.

Area of Spend

Area of Spend	Focus	Total Allocation	Actual spend
Salary contribution for Deputy Head Teacher (15%)	Quality First Teaching Raising attainment Diminishing the Difference	£13,813.59	£12,219
Salary contribution for Senior Teacher (10%)	Management of PP Grant, including monitoring of impact		£1,662
Salary contribution for Family Liaison Team (25% + 10%)	Pastoral support and well-being of PP6 children Parental & family support Attendance	£9761.76	£4,806
Salary contribution for Learning Mentor (30%)	Pastoral support and well-being of PP6 children Interventions to diminish the difference	£5783.06	£5,768
Salary contribution for Attendance Officer (20%)	Attendance	£865.15	£819.50
Educational Visits	Engagement in school community Attainment Personal & social development	£1,500	n/a
Tutoring	Attainment Personal & social development	£7,270	£3,641
Resources – books etc.	Attainment Personal & social development	£600	£34
Extracurricular provision (including music, clubs)	Personal & social development	£500	£0
TOTAL		£40,093.56	£30,927
CARRY FORWARD £9,166.56			

Area of Spend	Focus (SDP)	Actions	Outcomes
Salary contribution Deputy Head Teacher (15%) Senior Teacher (10%)	L&M 1 L&M 2 L&M 3	Experienced teaching staff to ensure great T&L through QFT Coaching & mentoring of less experienced staff	- Teaching across the school to be good or better – QFT will ensure the individual needs of all children will be met, ensuring they make at least good progress. See attached for progress information.

	<p>L&M 4</p> <p>QoE 1</p> <p>QoE 2</p>	<p>Teaching of targeted children</p> <p>Coordinating PP provision across the school</p> <p>Attend PPR meetings to ensure correct strategies are in place to support all children's progress</p> <p>Liaise with all involved professionals – TAs, teachers, Learning Mentor, Family Liaison etc.</p> <p>Accountability to governors / directors, keeping them informed of actions and achievements of PP children and feeding back on spending impact.</p> <p>Monitoring impact of PP strategies and interventions and amending as appropriate</p> <p>Building trusting and meaningful relationships with target families</p>	<ul style="list-style-type: none"> - % of PP children attaining in each year group achieving combined in RWM will be in line with all other pupils. - Pupil progress is at least good in classes taught by NQTs. Additional support in place for some NQTs during Summer term – including additional planning & team teaching support - Family workshops for areas across school life are held and vulnerable families attend Registers show some vulnerable families are attending. Specific invitations will be issued as a matter of course, going forwards - Outstanding teaching across the school will increase
<p>Salary contribution (25% + 10%)</p> <p>Family Liaison Team</p>	<p>B&A 1</p> <p>B&A 4</p>	<p>Liaising with all parties (pupils, families, teachers, sibling's schools, outside agencies) to ensure families are well supported in and out of school</p>	<ul style="list-style-type: none"> - Vulnerable families with poor attendance will have a CAF put in place to support - Personalised support for all children whose attendance dips below 92% - Regular communication with vulnerable families to celebrate learning & all positive news (phone calls, face to face, postcards etc.)

			<ul style="list-style-type: none"> - All teachers will receive high-quality training on vulnerable and disadvantaged children Successful training led by Marc Rowland – a respected authority on improving outcomes for disadvantaged children - Clear systems for recording SEMH intervention at all levels, will be established
Salary contribution (30%) Learning Mentor	B&A 1 B&A 4	To work 1:1 with children and families identified as benefitting from focused support -emotional resilience -reading -friendship groups - self-esteem groups - 1:1 check-ins	<ul style="list-style-type: none"> - Targeted have increased attainment / emotional resilience & social and emotional well-being will improve Support is underway. Success will be measured by baseline and end of support questionnaires aimed, aimed at relevant age group - A nurture hub will be developed and resourced, as an area to support all pupils with SEMH
Salary contribution for Attendance Officer (20%)	B&A 1	To monitor attendance of all pupils and to safeguard all pupils if non-attending	<ul style="list-style-type: none"> - Progress & attainment will improve for pupils who improve their attendance - Families called on the morning of absence, if no notification received – home visits carried out as necessary
Educational Visits	B&A 5	Develop confidence and resilience through educational & residential visits To ensure all children experience a wealth of real-life experiences, bringing the school curriculum to life	<ul style="list-style-type: none"> - Real-life experiences will engage children to write and improve writing outcomes (day trips and residential)
Tutoring	QoE 3	To develop maths skills, ensuring pupils reach their full potential	<ul style="list-style-type: none"> - PP6 children in Y5 and 6 to at least reach their end of KS2 target in maths (possible for 3 children out of 5 to exceed this).

Additional intervention teacher x 1 afternoon per week	L&M 4	Teaching of targeted children	<ul style="list-style-type: none"> - To increase maths and writing attainment of PP children at the above age related standard to be in line with all other pupils.
Resources – (books, equipment, reading books)	QoE 2	<p>To purchase high-quality resources which will benefit all pupils</p> <p>To enable vulnerable children to access all learning.</p>	<ul style="list-style-type: none"> - New books and high quality resources will engage pupils in reading and learning.
Extracurricular provision (including music and sports/other clubs)	B&A 5	To enable all children to have the opportunity to engage in a range of extra-curricular activities, to support their individual talents and interests	<ul style="list-style-type: none"> - Vulnerable children engaged in extra-curricular enrichment will have improved attendance