

Supporting students for whom we receive the Pupil Premium and catch-up funding.

In devising RHSC's Pupil Premium (PP) spending strategy, as well as the need to constantly support the improvement of general teaching standards throughout the school, we identified the areas in which our PP students need support. We recognise that there is no such thing as a typical 'Pupil Premium' student; they have a variety of individual support needs as well as some support needs in common.

All parts of the strategy contribute to our students being made to feel supported, valued and cared for, as we believe this is essential for them to thrive.

Barrier to learning

Spending

Poor attendance

Full time Attendance officer, working to maximise the attendance of all PP students and to ensure a productive experience when at school.

Lack of work done at home

Daily 'by invitation' after school study sessions, led by staff to ensure productivity and focus, with transport home provided, focusing on Year 11.

Weak literacy and/or numeracy

HLTAs placed in English and Maths departments to create smaller groups, focusing on support and catch up work, and PP tutors placed to work 1-1 or 1-2 with students in KS3.

Very weak literacy

Two 'Reading tutors', fully trained in the teaching of phonics, to work with groups of four maximum, three times per week.

Poor focus in the classroom

One behaviour mentor placed to support positive behaviour of identified students, in classes.

Poor personal organisation

Three members of staff given specific time to work closely with Year 11 PP students and their subject teachers to ensure good organisation and prioritisation re their workload.

Lack of social and educational inclusion

Every PP student receives a personal budget to be spent on school uniform, equipment and

educational trips. All departments also access a budget to ensure no PP student is disadvantaged, through the funding of low-medium cost resources.

Low self-esteem and confidence

Identified students get the chance to participate in an intensive, residential, personal and social development course, so that they are better equipped for school life. Last year the group formed the crew of the training ship The Excelsior on a five day voyage.

Lack of aspiration

A co-ordinated programme of aspirational events, aimed to inspire PP students to raise their horizons.

Technology barrier

PP students can access a pool of dedicated laptops for use in school when appropriate, and to be taken home overnight and for weekends and holidays.

The promotion of teaching excellence

One full time cover supervisor provided specifically to allow all staff to observe colleagues to improve their own teaching performance. Also, the whole school INSET budget receives a contribution from the PP budget to promote teaching excellence.

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