

Pupil Premium Strategy: Supporting pupils 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 disadvantaged pupils need support. We recognise that there is no such thing as a 'typical' disadvantaged student; they have a variety of individual support needs as well as some support needs in common.

Reepham High School & College recognises the single biggest contribution to the progress of the disadvantaged pupils is the quality of teaching they receive on a day to day basis.

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

Overcoming possible barriers to learning	Spending
Improving attendance	Full time Attendance officer, working to maximise the attendance of all disadvantaged pupils and to ensure a productive experience when at school. Disadvantaged PAs met regularly by PP Coordinators, who also attend attendance panel meetings. Extra involvement from tutors and Heads of Year/Key Stage.
Increasing amount of work done at home	Disadvantaged pupils encouraged to attend after school Homework Club. Regular communication between PP coordinators, teachers, pupils and home. Daily 'by invitation' after school study sessions, led by staff to ensure productivity and focus, with transport home provided, focusing on Year 11.
Improving weak literacy and/or numeracy	HLTAs placed in English and Maths classes, focusing on support and catch up work. 'Spare' English or Maths teachers intervene with smaller groups. IDL invite for English and Maths.
Improving very weak literacy	A 'Reading tutor', fully trained in the teaching of Fresh Start, to work with groups of four maximum, three times per week. IDL programme used also.
Improving focus in the classroom	PP Coordinators regularly monitor Go4Schools to help identify any pupils finding lessons hard – meetings held and Pastoral Leaders involvement if necessary. Strategies discussed and parents contacted if needed. Some Year 11 disadvantaged pupils work with local employers in a one day a week work experience programme.
Help with personal organisation	Tutors given instructions to monitor disadvantaged pupils especially closely during tutor time on the Student Planner (Homework Diary) checking day and equipment checks. PP Coordinators have sets of equipment to give to disadvantaged

	pupils.
Increasing social and educational inclusion	Every FSM student receives a personal budget to be spent on school uniform, equipment and educational trips. All departments also access a budget to ensure no FSM student is disadvantaged, through the funding of low to medium cost resources. All Year 10 + 11 FSM pupils receive free GCSE revision guides.
Improving self-esteem and confidence. Reducing worry about High School transfer.	<p>Summer Enrichment Programme (Summer School) – a 1 week event in the Summer Holidays for upcoming Year 6 pupils which includes team building activities, trips, a chance to interact with high school staff, having an early and positive time at high school and maximises the chances of social settling. It is also an opportunity for early parental contact and relationship building. Strategically identifies the harder to engage with parents.</p> <p>Mid-year 'Hilltop' residential for identified PP pupils who are finding certain elements of school life hard, such as communication, confidence and social skills, mainly aimed at Year 7 pupils.</p>
Increasing aspiration	<p>A co-ordinated programme of aspirational events, aimed to inspire disadvantaged pupils to raise their aspirations and broaden their horizons. PP Coordinators check disadvantaged pupils have returned form saying that parents are attending 'Towards Success' Evening.</p> <p>PP Coordinators help to organize relevant and worthwhile Work Experience placement.</p>
Helping with technology at home	<p>Disadvantaged pupils can access a pool of dedicated laptops (3 new ones bought this year with money saved from Summer School cancellation) for use in school when appropriate, and to be taken home overnight and for weekends and holidays if necessary.</p> <p>Covid-19: Ensuring government funded laptops are given to appropriate students and regular contact made to ensure work is being accessed and completed.</p>
Whole school PP progress improvement strategies:	
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. New peer observation incentive which will include sometimes include a dedicated PP focus.

Pastoral Support	Disadvantaged pupils are given more time and pastoral care on a regular basis. Neither PP Coordinator has a tutor group allowing them to meet with pupils every tutor time.
Whole staff CPD	Led by EDG/GER/STL/LOV to increase focus on PP students, give strategies and develop awareness. Time for reflection given. This will be monitored by GIB/EDG/HoDs who will carry out learning walks focusing on PP students.
HoDs meetings	EDG to attend all HoDs meetings with regular slot to discuss PP strategy.

EDG/GER/STL/LOV

November 2020-2022