

## *Aspire, Act, Achieve...*

### **Spend and Impact of Pupil Premium Funding – 2019/20**

For the academic year 2019/20, we received £176,920.

Intervention	Vision/ Objectives Achieved	Rationale	Success Criteria	Cost	Quality Assurance (Review Date for Proposed Spend)	Evidence / Review 20 <sup>th</sup> July 2020  (held earlier due to COVID pandemic)
Pupil Premium Manager	1, 2, 3	Provide strategic overview and direction of the school's approach to the use of the Pupil Premium.  Directly works with staff and pupils to ensure that barriers to learning are removed and that the achievement and attainment of pupils in receipt of the Pupil Premium is in line with their peers.	<ul style="list-style-type: none"> <li>✓ Agreed and published strategy.</li> <li>✓ Attainment difference at all key stages to narrow/diminish.</li> </ul>	£49,284	Mr Cole  Support staff appraisal	<p>Pupil Premium strategy published on school website.</p> <p>Refer to school data at end of document – GCSE data to be updated September 2020</p> <p>Staff Appraisal – delayed from April 2020 to October 2020 due to COVID pandemic</p>
Pupil Premium Learning Mentor	1, 2, 3	One full time mentor to provide individual and tailored support for pupils in receipt of pupil premium.	<ul style="list-style-type: none"> <li>✓ Attainment difference at all key stages to narrow/diminish.</li> </ul>	£31,126	Mrs French  Support staff appraisal	Pupil Premium strategy published on school website.

## Aspire, Act, Achieve...

						<p>Refer to school data at end of document – GCSE data to be updated September 2020</p> <p>Staff Appraisal – delayed from April 2020 to October 2020 due to COVID pandemic</p>
Year 11 rewards and initiatives	2,3	Yearbooks, Leavers' Hoodies, Prom tickets, GCSE remarks etc	<ul style="list-style-type: none"> <li>✓ Reward for effort.</li> <li>✓ Social inclusion with Year 11 peers</li> </ul>	£TBC	September 2020	<p><b><u>Prom Tickets:</u></b> Prom cancelled due to COVID pandemic</p> <p><b><u>Yearbook:</u></b> TBC – slight delay due to COVID pandemic and school lockdown</p> <p><b><u>GCSE Remarks:</u></b> GCSE exams cancelled due to COVID pandemic; teacher assessed grades and predictions used in their absence.</p> <p>No remarks</p>

## Aspire, Act, Achieve...

Departmental Bursaries	1,2, 3	To improve subject specific outcomes for Hall Mead students.	<ul style="list-style-type: none"> <li>✓ Improved attainment scores.</li> <li>✓ Improved engagement.</li> <li>✓ Increase in numbers of PP students in enrichment activities.</li> </ul>	£1,266.59	October 2020	<p>The following subject bursaries have been awarded this academic year:</p> <p><b><u>September 2019:</u></b>  <b>Geography</b> - £247.00 – 45 exercise books, 2 KS4 classes provided, books used for targeted tuition</p> <p><b><u>November 2019:</u></b>  <b>Pastoral</b> - £225.05 – Reward pins  <b>Pastoral</b> - £229.54 – Opportunity Passports – Year 7</p> <p><b><u>December 2019:</u></b>  <b>German</b> – £60.00 – 5 subscriptions to online German lessons</p> <p><b><u>February 2020:</u></b>  <b>Construction</b> – Equipment and resources – bricks, mortar, general tools, overalls</p>
------------------------	--------	--	---	-----------	--------------	---

## Aspire, Act, Achieve...

One to One tuition	1	Research by the Education Endowment Fund has shown that this intervention is one of the most successful in raising attainment and 'diminishing the difference'. It allows us to focus explicitly on areas that need targeting and allows us to increase the number of pupils with whom we work.	✓ Assessment data indicates improvement in key areas/subjects	£22,964	<p>Ongoing Weekly link meeting</p> <p>Student questionnaire used at various points to assess impact and student satisfaction and engagement</p>	<p>37 students received 1:1 or small group tuition (16% increase on 2018/19)</p> <p>The following students received tuition in more than 1 subject:</p> <ul style="list-style-type: none"> <li>✓ 20 Year 11s (total 27)</li> <li>✓ 3 Year 10 (total 4)</li> <li>✓ 2 Year 9s (total 2)</li> <li>✓ 2 Year 8s (total 2)</li> <li>✓ 0 Year 7s (total 2)</li> </ul> <p>All students expressed that confidence within the targeted subject/s had increased</p> <p>Zoom tutoring lessons continued during April– July 2020 following Covid-19 school closure.</p> <p>6 students received maths, science and humanities lessons:</p> <p>2 x Yr 7 1 x Yr 8</p>
--------------------	---	---	---	---------	---	---

## Aspire, Act, Achieve...

						1 x Yr 9 2 x Yr 10
Learning Support Interventions	1, 2, 3	SENCO oversees interventions for pupils with a special educational need, including LSA time, precision teaching, tutoring and behaviour support.	✓ Pupils meet targets from the Educational Health Care Plans	£N/A PP Manager time.	Sept 2020	17 PP students also have an EHCP (23.6% of the EHCP cohort)  PP and SEND work closely to ensure funds are used appropriately.
Music Tuition	1, 2	Provides opportunities for PP to develop their musical talent. EEF research supports use of participation in arts: <a href="https://educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit/arts-participation/">https://educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit/arts-participation/</a>	✓ Pupils making at least expected progress at key reporting periods	£3,575	Sept 2020	20 PP students funded for at least two terms: singing, flute, drums, guitar and piano.
Year 6 Transition Project	1, 3	Helps Year 6 disadvantaged pupils make the transition to Year 7. Key staff run the programme with the help of selected Year 9 disadvantaged students.	✓ Pupil reviews indicate that the project aided their transition. ✓ Peer mentoring proven to have positive effect. EEF toolkit suggests the following 'Though all types of pupils appear to benefit from peer tutoring, there is some	No cost	Sept 2020	<b>Covid-19:</b> This did not take place due to restrictions.  The scheme will continue in a different format due to the COVID pandemic. Yr 9 mentors will work in school with the new Yr7 cohort.

## *Aspire, Act, Achieve...*

			evidence that pupils who are low-attaining and those with special educational needs make the biggest gains’.			For 2020/21, the academy will look into a peer mentoring programme to help with low attaining English and maths students
Literacy Teacher	1, 3	Qualified teacher to teach a ‘nurture group’. Take low CAT score students off timetable for extended projects with literacy as the core focus.	<ul style="list-style-type: none"> <li>✓ Improved literacy at the early stages of KS3 and focus on key learning skills</li> <li>✓ Remove an early, damaging barrier to learning</li> </ul>	£18,476	Sept 2020	
Educational Psychologist	1, 3	Employed on a bespoke basis to help identify any cognitive barriers to learning in some students	<ul style="list-style-type: none"> <li>✓ A professional report that provides strategies for the whole school to employ in helping Pupil Premium students succeed</li> <li>✓ Early documented strategies ensuring equal opportunities for exam taking</li> <li>✓ Positive feedback from staff regarding student ‘case conferences’.</li> </ul>	£ TBC	Ongoing	<p>New strategies have been implemented as a result and class teachers are made aware of recommended strategies via bespoke case conferences.</p> <p>All referrals are coordinated with the Director of SEND.</p>

## Aspire, Act, Achieve...

<p>School trips and visits</p> <p>Aim Higher University visits Programme starts in Yr8 and continues through to Yr10</p>	<p>1, 2, 3</p>	<p>Engagement with Universities increase the knowledge of pupils in relation to higher education and make it more likely that this is considered amongst pupils eligible for the pupil premium Provides access to learning outside of the classroom.</p> <p>In year change to programme.</p> <p>Reward trips (PGL &amp; Med trip) ensure PP students are included and an integral part of the school community History, drama, science and art trips. Life enrichment experiences.</p>	<ul style="list-style-type: none"> <li>✓ Satisfaction evaluations indicate enjoyment of sessions and increased likelihood of HE involvement</li> <li>✓ Backed up by leavers' data</li> <li>✓ No barriers to trips for pupils eligible for the PP</li> <li>✓ Exposure to places and events that may not be experienced without PP intervention</li> <li>✓ Positive student and parent feedback.</li> </ul>	<p>£8,569.45</p>	<p>Ongoing</p>	<p><b><u>Year 8 University Visit:</u></b> Covid-19: Did not take place</p> <p><b><u>Year 9 Essex University</u></b> Covid-19: Did not take place</p> <p><b><u>Year 10 Havering Most Able – Stretch and Challenge Day</u></b> (Dec 2019) 10 students attended. 5/10 students were PP. 50% PP participation.</p> <p><b><u>Year 9 and Year 10 Apprenticeship Event</u></b> Out of 30 students chosen, 6 attract PP funding (20%)</p> <p><b><u>Lion King Reward Trip</u></b> Enhance cultural experiences 18/28, 64% of students attract PP funding</p> <p><b><u>Year 11 GCSE English Literature Theatre Trips</u></b></p>
--	----------------	--	---	------------------	----------------	--

## Aspire, Act, Achieve...

						<p>An Inspector Calls (Churchill Theatre)</p> <p>44 students attended, including 29 disadvantaged students (66%).</p> <p><b><u>Other trips/events:</u></b>  PGL Rewards Trip – took place  Duke of Edinburgh – cancelled due to COVID pandemic  Med Trip – cancelled due to COVID pandemic  Iceland – took place  Museums- various trips took place  Subject specific trips</p>
Resources for pupils e.g. laptops, revision aids, stationery etc	1, 3	To enable access to curriculum and homework tasks	✓ Pupils able to access tasks. Homework detentions and issues from teachers decrease	£3,748.72	Ongoing	Includes whole school rough books and maths dept. equipment box
Rewards vouchers	2, 3	To celebrate success relating to engagement, effort and attainment	✓ Continued engagement, high effort scores, and attainment	£700	Ongoing	20 x £20 – Bespoke achievement recognition

## *Aspire, Act, Achieve...*

						30 x £10 – Achievement point rewards  This scheme was slightly adapted due to the school lockdown and students were awarded vouchers alongside their 'Distance Learner' certificates
Uniform	3	To enable a seamless fit into the wider school environment	✓ Ensures students fit in with non-PP peers	£2,428.58	Ongoing	28 disadvantaged students have benefited from uniform assistance
Interventions for individual pupil's e.g.	1, 2, 3	Linked to Pupils' Personal Education Plans as Looked After Children, to improve engagement in education and	✓ Good effort scores and engagement in school and with PP team.	£N/A	Ongoing	Case conferences, bespoke mentoring and teacher support sessions held for individual students  Year 7 – 7 Year 8 – 12 Year 9 – 12 Year 10 – 17 Year 11 – 16 TOTAL – 64 (38% of PP students require daily intervention and support)
Home tuition, school transport.	1, 3	Mitigate social factors that inhibit progress.		£721.25		Year 9 – 2 students Year 10 – 1 student Year 11 – 3 students

## *Aspire, Act, Achieve...*

						SEND/PP – students provided with funding for school transport
D of E	2, 3	Ensure PP pupils are able to compete in interviews by providing additional opportunities, character building, soft skills, and skills to enhance applications and build networks.	✓ Pupils complete and accredited when possible. CVs updated.	Cost accounted for in 'School Trips'	Ongoing	7 PP students have had elements of their D of E trip paid for. Actual expeditions have been suspended due to COVID pandemic.
'Is this fun for everyone'  External mentoring	3	1 to 1 mentoring off site with students that are disengaged or at risk of exclusion.	✓ Provide students with 1:1 expert support to deal with, amongst other things, anger issues and behavioural problems inside and outside of school	£2,145	Sept 2020	3 students have engaged with this service. All are in CLA or PCLA arrangements.  1 of these students has completed Year 11 this year and successfully completed the LFB Life course. He was also recognised by the school with a special award at the awards evening and has secured a place at an excellent Sixth Form School.
Counselling	3	ABC counselling. Behaviour and coping strategies.	✓ Provide students with 1:1 expert support to deal with, amongst other things, anger issues and behavioural	£14,742	Sept 2020 Discontinued – funds to be reallocated to other projects	33 students receive targeted behavioural therapy. 20 students are PP (60%)  Year 8 – 5/11 students are PP

## *Aspire, Act, Achieve...*

			problems inside and outside of school			Year 9 – 5/7 students are PP Year 10 – 5/8 students are PP Year 11 – 5/6 students are PP
PiXL	1	Access to nationwide network for best practice sharing. Improved and more targeted resources for PP students.	<ul style="list-style-type: none"> <li>✓ Enhance delivery of 'quality first teaching' strategies</li> <li>✓ Provide external tutors with targeted materials to aid learning</li> </ul>	£3,500 (Accounted for in 2018/19 budget)	Sept 2020	Evidenced in quality first teaching as seen in QToT.
Morris Men	2	St George's day activity.  Yr7 students took part in this traditional activity.	<ul style="list-style-type: none"> <li>✓ Build upon SMSC school programme and provide cultural awareness</li> </ul>	£260		Positive student engagement. Positive links with the organisers who commented on the engagement of all students.
Lunch provision	3	PP funds used to top up accounts of Ever6 students that no longer receive a FSM but still experience financial restraints.	<ul style="list-style-type: none"> <li>✓ Ensures students are fed and ready to learn</li> </ul>	£2,317.56		
Mintclass	1, 3	Software designed to create effective seating plans and enable effective identification of student ability and any additional code	<ul style="list-style-type: none"> <li>✓ Teachers can easily identify PP students and arrange seating plans to enhance their classroom learning experience</li> <li>✓ Differentiates academic abilities so teachers can provide extra help for</li> </ul>	£1,900 (Accounted for in 2018/19 budget)	Feb 2020 – 3yr contract (Acquired Feb 2017)	Impact evidenced in lesson observations and teacher awareness and identification of PP students.

## Aspire, Act, Achieve...

			lower ability and stretch and challenge the more able disadvantaged students									
EWO	1, 3	PP attendance highlighted as priority to ensure academic success and access to enrichment activities.	✓ Increased PP attendance	£13,385	PP pay for 15hrs/week.  Ongoing.	<p>Weekly monitoring and cooperation between EWO/PP team to engage with students and parents with low attendance.</p> <p>Gap between NPP and PP – 1.4% difference</p> <p><b><u>Attendance Data below until school closure – 9<sup>th</sup> March 2020:</u></b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>NPP</td> <td>94.9%</td> </tr> <tr> <td>PP</td> <td>93.5%</td> </tr> <tr> <td>Whole School – PP/NPP</td> <td>94.7%</td> </tr> </table>	NPP	94.9%	PP	93.5%	Whole School – PP/NPP	94.7%
NPP	94.9%											
PP	93.5%											
Whole School – PP/NPP	94.7%											
Head of Year TLR	1, 3	New Head of Year structure to aid the pastoral commitment to students (from ~250 students/Head of House to ~200 students/Head of Year)	✓ Increased focus on students and communication between PP and HoY's due to reduced Year	£7,500	Sept 2020	Regular meetings between HoY and PP team to maximise effective approach to any pastoral needs of PP students.						

## Aspire, Act, Achieve...

			group size from four house system.			
CPD	1, 3	Training for staff in numerous areas.	<ul style="list-style-type: none"> <li>✓ Adapted for Covid-19 fallout including free online mental health training.</li> <li>✓ Providers used include: OU, UK coaching, Anna Freud, Eton seminars (Dr Kathy Weston)</li> </ul>	£174.95		<p><b><u>Team Training Completed:</u></b></p> <p>Thrive</p> <p>ASIST – Suicide Prevention</p> <p>Anna Freud – Reintegration to School</p> <p>Open University – Inequality</p> <p>UK Coaching – MIND – Mental Health Awareness – use of sport / physical activity</p> <p>Trauma Training</p> <p>Building Pupil Resilience</p> <p>Youth Crime / Disengagement</p> <p>Pupil Premium National Conference</p>
Food Technology Ingredients	1, 3	Ensure that all KS3 students have access to basic ingredients and hence participation in FT lessons	<ul style="list-style-type: none"> <li>✓ Inclusion for students whose parents may struggle to provide ingredients.</li> </ul>	£169.84		

## Aspire, Act, Achieve...

MyConcern	3	Safeguarding reporting system	<ul style="list-style-type: none"> <li>✓ Increase in number of incidents reported</li> <li>✓ System fully embedded throughout the school</li> <li>✓ All staff have a user account</li> </ul>	£1,240		<p><b><u>Pre-Lockdown My Concerns Recorded: 332</u></b></p> <p><b><u>Lockdown My Concerns Recorded: 591</u></b></p>
HBBS	3	Bereavement service. Professional counsellors in this area to aid the pastoral commitment to Hall Mead students	<ul style="list-style-type: none"> <li>✓ Students to attend session</li> <li>✓ Students to be equipped with strategies for coping with bereavement</li> </ul>	£135.00		<p>Year 8 – 1 student</p> <p>Year 10 – 1 student</p> <p>Year 11 – 3 students</p>
Future Gateway	3	AP provider used as extra in school support for vulnerable students.	<ul style="list-style-type: none"> <li>✓ Student to make better lifestyle decisions</li> </ul>	£220.00		Year 11 – 1 student
London Borough of Havering FSM checker		System used to reconcile London Borough of Havering records with those kept in school	<ul style="list-style-type: none"> <li>✓ Accurate identification of PP students</li> </ul>	£876.80		Refer to PP student breakdown
Total spend				<b>-£186,025.74</b>		
PP plus money				£9,502.50		
Original PP funds				£176,920		
<b>Net</b>				<b>£396.76</b>		

# Aspire, Act, Achieve...

## School Internal Data – Years 7 – 10

(NB: Data correct as of 20<sup>th</sup> March 2020 – no further data available due to COVID pandemic)

Year 7 Non PP	Avg PA	Avg Progress	Year 7 PP	Avg PA	Avg Progress	PP Difference
English	2.30	-0.37	English	2.17	-0.42	-0.05
Maths	2.30	-0.54	Maths	2.17	-0.57	-0.03
Science	2.30	-0.11	Science	2.17	-0.33	-0.22

  

Year 8 Non PP	Avg PA	Avg Progress	Year 8 PP	Avg PA	Avg Progress	PP Difference
English	2.34	-0.43	English	2.37	-0.70	-0.27
Maths	2.34	-0.85	Maths	2.37	-1.01	-0.16
Science	2.34	-0.23	Science	2.37	-0.57	-0.34

  

Year 9 Non PP	Avg PA	Avg Progress	Year 9 PP	Avg PA	Avg Progress	PP Difference
English	2.45	-0.46	English	2.00	-0.41	0.05
Maths	2.45	-0.71	Maths	2.00	-0.56	0.15
Science	2.45	-0.21	Science	2.00	-0.16	0.05

  

Year 10 Non PP	Avg FFT 20	Avg Progress	Year 10 PP	Avg FFT 20	Avg Progress	PP Difference
English	5.49	-0.57	English	5.10	-1.08*	-0.51
Maths	5.62	-0.11	Maths	5.09	-0.27	-0.16
Science	4.93	1.05	Science	4.58	0.60	-0.45

*Aspire, Act, Achieve...*

**School External GCSE Data – Year 11**

*To be updated September 2020*

Annual website review: October 2019  
Data and Review Update – scheduled for April 2020 (delayed due to COVID pandemic)  
PP Annual Review: 20<sup>th</sup> July 2020  
Next planned website review: October 2020