

	Disadvantage	Parent's evenings – PP parents contacted before, to encourage their attendance to discuss progress and attainment	PP (Primary Parental) attendance improved and gap with non-PP narrowed. (+95% PP parents)	97%+ attendance at Parents evening								
Attendance Officer	Disadvantage	EWO - supporting students where barrier to achievement is attendance. Working with parents to improve attendance completing home visits where required. (Sutton Trust: Mentoring + 1 Month)	Improved student attendance. 96%+ attendance (Whole School) 96%+ attendance for PP and SEND.	PP whole school attendance 96% KPI= Gap <3%	8724.00							
		Attendance Rewards offered to students who are in 100% during the week.	Attendance gaps narrows for each child. (96%)	Vouchers to be awarded to students with 100% attendance (Prize draw weekly) (Newsletter)	1200.00							
		Parent's evenings – PP parents contacted before, to encourage their attendance to discuss progress and attainment	PP (Secondary Parental) attendance improved and gap with non-PP narrowed. (+95% PP parents)	97%+ attendance at Parents evening	0							
Staff CPD/designated briefing	Curriculum	Development of whole school literacy policy and associated CPD. Coaching for those staff who need support with implementation. NFER – Building Blocks for Success (High Quality Teaching)	Teachers are focused throughout the year on the teaching that can support disadvantaged students and their academic achievement. (Focus on live marking and feedback & Planning so that PP students can access the curriculum)	KPI = 100% staff are meeting the key pedagogy areas for PP students to have success. All staff have access to moderation and planning sessions. Staff LM and coaching =2 sessions a week	4700							
Targeted Academic/Pastoral Support	Curriculum/Disadvantage	Pre-teaching/reteaching to consolidate learning and offer PP children additional recall practice. A bespoke curriculum for PP student who need additional support and workshops	PP student's achievement to be in line with their peers. KS1 & 2 – achieving age related expectations. Attainment = +5.0 across subjects	All PP students have a curriculum that they can access. Student voice from bespoke sessions are positive. Attainment in subjects increase (5.0+)	22, 763.00							
Contribution to Educational Psychologist Service Level Agreement	Curriculum (meeting needs)	Meta-cognition and self-regulation strategies (Sutton Trust: +8 months)	Acquisition of specialist advice where necessary to tailor provision and help staff overcome specific barriers to learning.	PP students can access the curriculum. Specific strategies implemented and present on PARS/Insight. All staff	800.00							

				know what strategies work for each student.								
Curriculum Consumables 'Bid Pot'	Disadvantaged	Provision of resources for students i.e. maths equipment, stationary Not evidenced by Sutton or Hattie	Disadvantaged students can engage in the lessons without barriers through resources	Students meet their attainment target in subjects that request the 'Bid pot'	500.00							
Bristol Tuition	Curriculum				500.00							
Bristol Hospital Education Service	Curriculum (meeting needs)	Provision for students who may require alternative provision.	Disadvantaged students can engage in learning when they are not able to attend school for a prolonged period of time.	All PP students have a curriculum that they can access. Attainment in subjects increase (5.0+)	15,000.00							
Breakthrough mentoring	Culture (meeting needs)	PP students who require breakthrough mentoring as additional support have access to this service to help with reengagement in school. (Sutton Trust: Social and emotional learning +4 Months)	Reduction in FTE. Reduction of behaviour points <5. Increase in achievement points.	0% NEET. < 10 FTE in Yr 11	3900.00							
Revision Guides and Books	Disadvantaged	Revision Books, textbooks and equipment bought for PP students. (Sutton Trust: Homework +5 Months)	All PP students are fully equipped for all lessons. KS4 receive Exam packs	Reduced behaviour points for lack of equipment (<20) KPI=100% can access the curriculum	250.00							
Careers Advisor	Culture	Improve aspirations- all PP students to have Work experience. (Sutton Trust: Mentoring +1	Increase aspirations and reduce NEET	0% NEET 100% positive destinations at KS4	6432.00							
		All PP students to have experiences of work. Careers advisor to raise future career aspirations	All students have one to one advice about Post 16 and Post 18 options	0% NEET 100% positive destinations at KS4								
Pathways/Aspirations	Culture	Raising Aspirations			800.00							
		Specific accompanied college visits for PP students	Fewer NEETs. Build confidence. Support college applications	0% NEET	500.00							
		Ambitions Event	To support PP students by raising aspirations and increasing their understanding of the potential pathways.	100% PP attendance (Year 10)	900.00							
		Trips – money allocated to pay for PP students to help build aspiration. Additional expenses to support learning	Assess evidence of effect on confidence/progress. Items purchased to ensure students are able to participate in	Pupil voice. Progress in related subject (expected progress so they are on target). 100% PP students accessed the funding.	500.00							

			fully in experiences and learning.										
Bid Pot – hardship fund	Disadvantage	This fund is used to provide additional resources, uniform, extra-curricular etc for students who are Pupil Premium. *Not evidenced by Sutton or Hattie	Ensure that no students, regardless of economic background, are left unable to access provision or extracurricular	Students are not at a disadvantage. (Attainment = +5.0)	3600.00								
Engage Provision	Culture	For Disadvantaged students who are at risk of permanent exclusion, this is an internal CLF alternative provision to help them re-engage in education to support a return to King's Oak. NFER – Building Blocks for Success (Individual Need) Sutton Trust: Small Group Tuition + 4 month	A disadvantaged student who is disengaged from school can be supported to re-engage with education and thus impact their future. Reduce the number of NEETs.	No disadvantaged student is permanently excluded.	53,000.00								
School Counsellor	Culture (meeting needs)	Part time counsellor (0.2) supporting the mental health of PP students who have poor attendance. Sutton Trust: Social & emotional learning +4 months	PP vulnerable students have access to counselling before Non-PP students. Mental health needs are supported to reduce attendance barriers	Anonymous case studies of 'typical/representative' students; number of students seen; student voice on exit from counselling									
Thrive	Culture/ Curriculum	Thrive promotes children's and young people's positive mental health by helping adults know how to be and what to do in response to their differing and sometimes distressed behaviour.	Reduction in FTE. Improvement in achievement points. Reduction in behaviour points.	Students and staff understand distressed behaviour and how to respond to it to enable all students to achieve positive outcomes.	540.00								
Raising the profile of PP (parental engagement)	Disadvantage	Letter goes out to all PP students and parents informing them about PP and the school's aim of reducing the gap.	Parents are aware of their child being Pupil Premium and the support they could receive. Parents aware of how to seek support.	Pupil and parent voice surveys show this awareness.	500.00								
		Pupil survey for PP focus group	Current interventions analysed and failing actions identified.	Review interventions – amend 100% completion.									
		Supporting the transition of PP students. Review of KS2 information to identify successful intervention approaches	PP students identified early. Links established with students/parents. Smooth transition established. Good understanding of PP students' needs.	All strategies to go on SMHW. Staff briefings used to share information.									

		Website to contain current grades, Improvement plan and spending plan for PP data. Website documents reviewed to be more fit for purpose	Parents are able to access PP data.	Website compliance Rag rating of strategy impact								
Total Spend Plan												