

## MAYFIELD SCHOOL PUPIL PREMIUM PLAN 2020-2021

### Objectives for the Pupil Premium at Mayfield School

1. The Pupil Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for these students.
2. The funding will be used to narrow and close the gap between the achievement of these students and their peers.
3. As far as its powers allow the school will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.
4. We will ensure that additional funding reaches the students who need it most and that it makes a significant impact on their education and lives.

#### Possible barriers to learning for disadvantaged students:

- Poor attendance
- Low aspirations/motivation/availability to learn
- Social and interpersonal barriers that can manifest themselves in poor behaviour
- Emotional factors that affect learning
- Poor progress through their formative years

	Amount of PPG received per pupil	Amount of LAC PP (Looked After Child)
	£935	£1,900 x 2
<b>Amount of PP students 2019-2020</b>	670 in 2020-2021 £626,450.00	
<b>Total PPG Received expected</b>	£630,250.00	

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**Our Aim: 'Outstanding Progress for All'**

*Approved: 1<sup>st</sup> December 2020*  
*Next Review: Autumn Term 2021*

<b>PUPIL PREMIUM PROJECT</b>	<b>COSTING</b>	<b>OBJECTIVE</b>	<b>INTENDED OUTCOME / SUCCESS CRITERIA</b>	<b>NOTES</b>
<b>Deputy Headteacher</b> for Inclusion and Pupil Premium	<b>£25,924.32</b>	To have strategic oversight of the inclusion provision including support for disadvantaged students.	Disadvantaged students with additional needs receive the bespoke support they require to achieve as well as their non-disadvantaged peers.	Figure is 34% of annual salary.
<b>Assistant Headteacher</b>	<b>£14,981.42</b>	To have strategic oversight of the inclusion provision including support for disadvantaged students. To implement interventions across all year groups and monitor and track the progress of Pupil Premium students.	Disadvantaged students with additional needs receive the bespoke support they require to achieve as well as their non-disadvantaged peers.	Figure is 34% of annual salary.
<b>Assistant Year Group Leaders</b>		Spend part of their week supporting some of our most disadvantaged students, ensuring that they have the right equipment, as well as offering and arranging further support.	Students are comfortable in approaching their AYGL and express any concerns they may have. Pupil Premium students feel safe in school and always have a member of staff that they can approach if they are struggling (material, emotional and social).	Based on 34% of 7 AYGL's annual salary.
<b>Achievement For All Programme</b>	<b>£1,820.70</b>	A 2-year National Programme for whole school improvement.	This programme will work with leadership, all staff, students and parents to increase the progress of Pupil Premium students.	2 year contract July 2018 - 12 visits per annum
<b>Accelerated Reading programme.</b> Literacy Coordinator to facilitate this programme for students in Years 7-9	<b>£2,259.98</b>	To focus on improving reading ages in order to be able to access the curriculum. Students will reach their yearly target reading age by the end of the school year.	All of the targeted Pupil Premium group.	5 year licence 1st March 2019 - 28th February 2024
<b>Behaviour for Learning interventions</b> A lesson once per week providing tutoring and self-esteem skills for targeted students who are at risk of exclusion		To manage the behaviour of challenging students with a view to improvement through a specialist group and reward system to deliver self-control techniques. The sessions provide reflection and learning with support from New Rush Hall (behaviour outreach) and our Safer Schools Officer.	A nurture group for students at risk of exclusion that alters behaviour patterns on a permanent basis.	

<b>Alternative Provision</b>	<b>£70,000.00</b>	Support PP students to either develop positive behaviour for learning patterns that will allow them to succeed at Mayfield School or offer them a place in alternative provision that is better suited to their aspirations and can support them in achieving these.	If returning to Mayfield School, students are more focussed and make the right decision when faced with difficult situations. Those who are placed for a longer period at alternative provision are given a high level of education that fits in with their educational and career aspirations.	
<b>New Rush Hall Behaviour Outreach</b>		Outside agency behaviour support for students at risk of exclusion.	Students feel that they have someone to talk to and they learn strategies for improving their behaviour.	
<b>Speech and Language Intervention</b> One to one work from assessment made by speech and language therapist		Improved understanding and increased range of vocabulary to support subject specific learning.	An improvement in self – expression and confidence to participate in learning.	
<b>Anti-Knife Crime Drama (Year 9)</b> Crime and safety awareness programme, presented by Redbridge Drama Centre	<b>£183.60</b>	To make students aware of the consequences of knife Crime and alternatives to dealing with confrontations.	To reduced anti-social behaviour and promote good citizenship. Increased pupil safety, and self-confidence.	3 days 12th - 15th February 2019
<b>'Help me, I'm normal'</b> Mental health awareness play run by Redbridge Drama Centre	<b>£0.00</b>	To make students aware of the signs of mental health issues and how to handle them for themselves and others.	Students develop self-awareness and confidence to speak out.	Double check with AED
<b>Free Breakfast Club</b>	<b>£106,020.00</b>	All FSM students receive a free breakfast each day.	Establishing healthy eating patterns. Meeting Healthy School objectives.	558 students x £1.00 pd x 38 weeks
<b>Year 7 Breakfast Push</b>	<b>£1,000.00</b>	Selected Pupil Premium (but not FSM) students receive a free breakfast each day. Activities are provided to encourage students to attend the breakfast club.	Establishing healthy eating patterns. Meeting Healthy School objectives. Students develop a better relationship with staff and are more alert and prepared for the school day.	Staff overtime and equipment. 10 Students - 2 breakfasts a week for 38 weeks

<b>Trips- day and residential</b>	<b>£5,000.00</b>	To enable all students to be able to attend educational and enrichment trips. To remove the financial barrier.	Pupil Premium students attended trips to the Pantomime, cinema, Danbury camping trip, The Globe, Geography residential and many other educational trips.	
<b>Music Tuition</b>	<b>£2,000.00</b>	Allow students to learn an instrument.	Develop a student's cultural capital.	
<b>Mayfield Maths Faculty Support Sessions - 4pm to 5pm</b>	<b>£3,427.20</b>	Members of the Maths faculty provide additional support to selected Year 11 Pupil Premium student once a week (for one hour after school). The aim is develop their Maths skills, which will prepare them for their GCSE Maths examinations.	Students are more engaged in their lessons and are developing their understanding of Maths. Students feel more comfortable when tackling Mathematical questions.	4 groups per week. Teacher cost per hour = £28.56 Cost per session = £114.28
<b>Lexia Literacy Programme</b>	<b>£832.00</b>	Lexia provides personalised learning on fundamental literacy skills for students. It delivers real-time performance data without testing.	Students make progress in reading through this interactive online resource.	3-year licence for £2,495. Exp 28/02/2021 125 Licences
<b>Outside Motivational Speakers Fix Up Team-Motivation</b>	<b>£669.12</b>	Motivate students during different stages of Year 11.	Year 11 and Year 13 students would gain the skills necessary to be able to revise and apply the knowledge gained to their exams.	Fix-Up; Exam Ready
<b>Elevate Education - Year 7</b>	<b>£2,416.40</b>	Elevate Education run fun and engaging revision, motivation and study sessions. This Seminar breaks down the process of independent learning needed to transition from primary school into Key Stage 3, and introduces students to the fundamental skills that they need to be using over the coming years.	Students will develop in the following areas: Dynamic reading; How to read a text and identify the key points, not just summarise every sentence. Note taking How to get those ideas the students have extracted from their readings into an organised set of notes that will facilitate effective learning. Conceptual learning skills Teaching students how to break the information into its relevant parts as opposed to simply rote-learning the material. Independent learning What independent learning means and how to get it done.	Study Sensie for whole of Year 7.

<p><b>Elevate Education- Year 8</b></p>	<p><b>£2,624.80</b></p>	<p>Elevate Education run fun and engaging revision, motivation and study sessions. This seminar shows young students how to work consistently and complete larger tasks. For most students the approach of 'doing it the night before' will not work anymore. This seminar demonstrates how to break bigger tasks down into manageable amounts of work, whilst also showing students how to prioritise.</p>	<p>Students will develop in the following areas:  Study routine How to develop a study routine that allows for socialising, sport, extra-curricular activities but still ensures academic productivity. For boarding schools, this section is tailored to include a breakdown of productivity during prep, free time and holidays. Working smart How to identify the work that is going to get students the most marks, and how to ensure it gets done.  Assignments / Exams Students are shown how to break down long-term deadlines and work consistently, balancing the demands of work that is due in the short term and their longer-term deadlines. Procrastination Students are introduced to the most common reasons for procrastination and how to get around it.</p>	<p>Junior Time Management for whole of year 8.</p>
<p><b>Elevate Education- Year 9</b></p>	<p><b>£2,624.80</b></p>	<p>Elevate Education run fun and engaging revision, motivation and study sessions. In this seminar we cover simple to use techniques and strategies that help students with their memorisation and recall of information. This seminar also shows students what an ineffective study environment can do to their memory. Students are introduced to ways to deal with Facebook, music, TV, distractions, internet and ineffective work times.</p>	<p>Students will develop;  How to set up a good study environment to maximise effective revision  Memory techniques modelled off the top students  How to apply what you've learnt to any situation  A number of memory techniques are outlined to suit different learning styles: Revision, Rote learning, Recital, Chunking, Triggers, How structure can assist with memory, and Mnemonics</p>	<p>Memory &amp; Mnemonics for whole of year 9.</p>

<p><b>Elevate Education- Year 10</b></p>	<p><b>£2,624.80</b></p>	<p>Elevate Education run fun and engaging revision, motivation and study sessions. This seminar breaks down the study techniques of the top students, providing students with a road-map for what work they need to be doing across the year and how to do it.</p>	<p>Students will develop:  Working consistently - How to get notes done during term, instead of just before exams.  Note taking - How to get those ideas the students have extracted from their readings into an organised set of notes that will facilitate effective learning.  Conceptual learning skills - Teaching students how to break the information into its relevant parts as opposed to simply rote-learning the material.  Practice papers - Why they are so important, where to get them, and how the top students do so many.  Standing out on assessment through independent learning - How to distinguish themselves from the thousands of other students who are all taught the same material</p>	<p>Study Sense for whole of Year 10.</p>
<p><b>Elevate Education- Year 10</b></p>	<p><b>£2624.80</b></p>	<p>Elevate Education run fun and engaging revision, motivation and study sessions. In this seminar we cover simple to use techniques and strategies that help students with their memorisation and recall of information. This seminar also shows students what an ineffective study environment can do to their memory. Students are introduced to ways to deal with social media and ineffective work times.</p>	<p>Skills covered:  How to set up a good study environment to maximise effective revision  Memory techniques modelled off the top students  How to apply what you've learnt to any situation  A number of memory techniques are outlined to suit different learning styles: Revision, Rote learning, Recital, Chunking, Triggers, How structure can assist with memory, Mnemonics  Memory</p>	<p>Memory &amp; Mnemonics for whole of year 10.</p>

<p><b>Elevate Education- Year 11</b></p>	<p><b>£2,624.80</b></p>	<p>Elevate Education run fun and engaging revision, motivation and study sessions. This seminar outlines the critical exam skills that will allow them to excel in the exam room, whilst also demonstrating that exams are not just about the exam room - the preparation is where the marks are.</p>	<p>Skills covered:          Effective work - Students are introduced to the different types of work they can do in preparation for exams, and which are the most effective. They therefore walk out of the seminar with an understanding of precisely what work they should be doing and when.          Fixing mistakes - The students are shown how to identify exactly what they are currently doing wrong on mock exams and practice papers, and how to ensure these mistakes are not made in the exam room.          Allocation of time - Students are taken through a step-by-step process to ensure preparation is completed weeks in advance.          Exam room techniques - Including stress management, planning, time allocation and how to tailor a succinct, focused answer.</p>	<p>Ace Your Exam for the whole of Year 11.</p>
<p><b>Elevate Education- Year 11</b></p>	<p><b>£2,624.80</b></p>	<p>Elevate Education run fun and engaging revision, motivation and study sessions. Management In this seminar we examine the key fundamentals for senior school success and introduce students to a range of skills that will allow them to motivate themselves throughout the year.</p>	<p>Skills covered:          Belief - Students analyse the role of belief as a means to propel them to their personal best in their final years. Students also examine their conditioned beliefs and self-limitations.          Goal setting - All students are led through a 4-step goal setting process, helping them to identify their compelling reason to drive them through their final years. Goals examined include career path, university and vocational study based goals.          Short term planning - Once students have identified their compelling reason or goal, they are led through a short term planning process, helping them break their goal into a series of achievable, short term benchmarks.</p>	<p>Student Elevation for whole of year 11.</p>

<b>Elevate Education- Year 11</b>	<b>£2,624.80</b>	Elevate Education run fun and engaging revision, motivation and study sessions. Sensei This seminar addresses the second most common question: "Once I know what to do, how do I find the time to do it?" Students have busy lives and for most the challenge is simply finding time to get the work done.	Skills covered: Study routine - How to develop a study routine that allows for socialising, sport and extra-curricular activities but still ensures academic productivity. For boarding schools, this section is tailored to include a breakdown of productivity during prep, free time and holidays. Working smart - How to identify the work that is going to get students the most marks across their final years and how to ensure that it gets done. Study groups - Students are shown how to leverage their time across the year by using study groups. This is a particularly powerful technique for those students who are time-poor. Procrastination - Students are introduced to the most common reasons for procrastination and how to get around it.	Time Management for whole of year 11.
<b>Uniform and Equipment</b>	<b>£5,000.00</b>	Provide uniform and equipment to students as and when they require it.	Clothing and uniform - All students will feel confident in their appearance and feel that they have someone that they can ask for help with uniform at school. Equipment and books - all students have the equipment they need to be successful at school.	
<b>Social Skills Groups</b>		To support vulnerable students by giving them the skills to make and keep friends.	Students will feel comfortable and happy at school. They will also have a member of staff who monitors their progress and ensures that their needs are met at school.	
<b>Graduate Teaching Assistants</b>		Students are supported and taught by teaching assistants who have degrees themselves.	Students receive higher quality support in their lessons	
<b>Y11 Gapbusters</b>	<b>£5,000.00</b>	Study room for Yr. 11 PP students. Free printing, food, and equipment. Two days a week.	Increased attendance at revision clubs leading to higher attainment.	£15 an hour for an IA. Cost based on 2 Hour session 3 days a week for 30 weeks.

<b>Aspiring Middle Leaders Projects</b>	<b>£5,000.00</b>	Projects are developed to reduce the attainment gap between pupil premium and non-pupil premium students. For example, one project is offering students a space after school to revise independently or in groups, which include subject teachers dropping in to support students. Refreshments and textbooks are provided.	Increase in students' confidence when tackling difficult tasks within Maths, English, and Science. Reduce gaps in students understanding.	
<b>Redbridge Youth Workers</b>	<b>£9,820.00</b>	Offer support on behaviour and social issues.	Equip students with the skills to deal with social and emotional issues.	£42 per hour. 3 mentors for two hours each per week. Based on 39 weeks.
<b>On site Careers Adviser</b>	<b>£11,313.16</b>	To provide on-site access to careers support and advice for SEN and Pupil Premium students.	This service to ensure that priority students, who may be at risk of becoming NEET, receive impartial careers advice from a so that they may make more informed decisions about their future.	Figure is 34% of annual salary.
<b>Parent Support Advisor (PSA)</b>	<b>£12,298.82</b>	To work with our parents and families and offer support and guidance to families at risk.	Students are referred to our PSA if they are in need of professional support, guidance with housing, FSM, parenting classes etc.	Figure is 34% of annual salary.
<b>Behaviour Support Team:</b>  <b>Behaviour Support Coordinators (BSC)</b> <b>Boys Achievement Coordinator</b>	<b>£45,838.80</b>	BSC- Two members of highly trained staff who run our Better Choices Centre (BCC). This our internal development room where students go to reflect on their behaviour and receive mentoring and restorative justice support. Boys Achievement Coordinator- Supports and mentors our vulnerable/ at risk boys.	Students work with these members of staff in the BCC and outside of the BCC in learning strategies to control their anger, and how to deal with challenging situations.	Figure is 34% of annual salary.  Figure is 34% of annual salary.

<b>Pupil Premium CPD</b>	<b>£4,000.00</b>	Range of literature and courses to develop staff strategies in supporting pupil premium students.	Better teaching and learning experiences for Pupil Premium students. Better understanding of data (staff). Closing the gap between Pupil Premium students and non-Pupil Premium students in all subjects.	Books and courses designed to improve disadvantaged students' development.
<b>Duke of Edinburgh Award</b>	<b>£4,000.00</b>	Offering the DoE to Pupil Premium students, allowing them access to activities and gain experiences that they would not usually be able to.	Develops students' confidence. Provide students with role models and networking opportunities.	Costing of running the programme and associated TLR.
<b>Attendance Officer</b>	<b>£10,604.60</b>	To provide additional monitoring and intervention for vulnerable students with additional needs.	To track the attendance of DP students closely and efficiently to identify any concerns early and put in place effective intervention so that all students attend at least 95% of all lessons.	
<b>Laptops For Intervention</b>	<b>£1,000.00</b>	Provide students with the equipment to use the online one to one tuition services.		Based on 100 hours
<b>Tablets</b>	<b>£25,000.00</b>	Enhance students' experiences in lessons. Encourage staff to use electronic revision techniques, especially when testing content.	Teachers are able to track real time learning and track the progress are making. Students' recall of content develops.	
<b>KS3 Food Technology Equipment</b>	<b>£2,700.00</b>	All key stage 3 are provided with the ingredients they need to take part in the lesson.	Students are able to take part in every lesson.	£10 allowance per term. Approx. 450 students.
<b>KS4 Food Technology Equipment</b>	<b>£2,700.00</b>	Supporting Pupil Premium students in purchasing ingredients for their practical's.	Students are able to take part in every lesson.	£18 allowance a week. Approx. 5 students in KS4. Based on 30 weeks.
<b>Literacy Assessment Online</b>	<b>£755.00</b>			

### **How will Mayfield School monitor the impact of Pupil Premium Grant?**

- The school has robust measures in place to track the progress of Pupil Premium students and compares this to the rest of the cohort. Evidence of underachievement is rigorously challenged and interventions put in place to ensure student make at least the nationally expected progress.
- The school will monitor absence closely and has a robust and systematic approach to contacting families where there are concerns about attendance.
- The Deputy Headteacher (Jenene Campbell) and Assistant Headteacher (Raza Mir) have overall responsibility for monitoring the impact of the PPG.
- The Pupil Premium School Governor (Nasna Yeahya) works alongside these staff members to monitor Pupil Premium spending and student attainment.

Having reviewed the impact of last year's spend we have focused on areas that will impact directly on the overall school priorities moving forward.

Every data capture PPG students will be forensically tracked across core subject areas as well as in their reading and numeracy intervention. Where PPG students are demonstrating no progress, extra support will be provided and key gaps closed.

### **Priorities for Improvement**

- Interventions need to be targeted at the right students which mean our assessments, monitoring and tracking needs improvement.
- The tracking of interventions and the impact needs to be improved when organised by individual faculties. The impact needs to be evaluated in more detail and reported.
- As mentioned above staff are aware of their Pupil Premium students. The emphasis now needs to be on how they ensure Pupil Premium students make progress in lessons. What extra help they need in class and the importance of these students attending extra-curricular clubs/ homework clubs.
- To ensure that Pupil Premium students achievement is on every data line management meeting agenda.
- After some progress in this area this year we will continue to improve Pupil Premium tracking in Maths and overall attainment of Pupil Premium Students in Maths from Years 7-11.