

PUPIL PREMIUM STATEMENT AND FUNDING REVIEW 2018/2019

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1. WHAT IS THE PUPIL PREMIUM?

Pupil Premium was introduced in April 2011. It is additional funding given to publicly funded schools in England, designed to help disadvantaged pupils of all abilities perform better and close the gap between them and their peers. Pupil Premium eligibility includes students who are in receipt of free school meals (FSM), students who have been continuously looked after for a period of six months or longer (LAC), students who have been eligible for free school meals at any point in the last six years (Ever6) and a smaller funding amount for the children of service personnel.

What is the purpose of the Pupil Premium Funding?

The overall aims of the funding are to:

- Provide additional educational support to raise the standard of achievement for Pupil Premium students
- Evaluate the effectiveness, in terms of costing and progress made by pupils, of this additional provision

The expenditure of Pupil Premium funding is the responsibility of the school and they are able to use the funding as they feel is most appropriate to support the students. Corby Technical School have had a consistent approach in how the funding gets spent in order to narrow the gap of these students with their peers and this is reviewed yearly, based on the successes of overcoming the barriers of each academic year.

The funding gets passed on from the local authority quarterly, which allows us to assess the impact of each funding instalment based on the term times of Corby Technical School.

Corby Technical School's Pupil Premium Context

23% of the students at Corby Technical School are eligible for the Pupil Premium funding which is lower than the national average of 27.6%, therefore the lower funding we receive is used following a succinct plan in order to utilise the income where it makes the most amount of impact.

| Year Group | Access to Pupil Premium funding |
|------------|---------------------------------|
| 7 | 25% |
| 8 | 24% |
| 9 | 25% |
| 10 | 24% |
| 11 | 17% |

2. SCHOOL APPROACH FOR SUPPORTING PUPIL PREMIUM STUDENTS

Our Aim

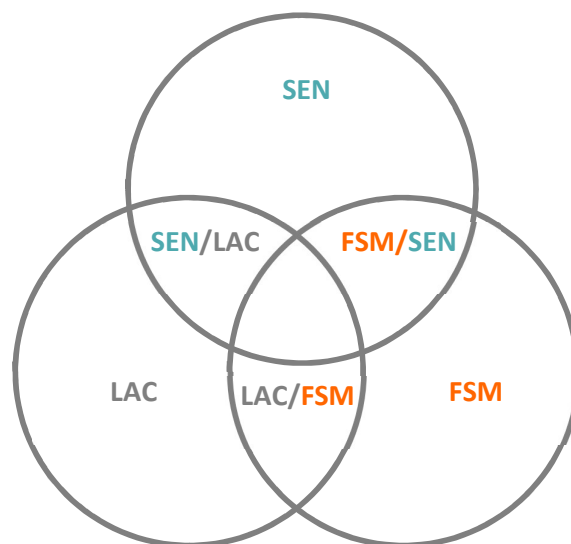
We are devoted to providing an Outstanding education for all our students, where staff and students alike have the highest expectations for academic excellence and personal development. This common purpose of success and achievement permeates all that we do. We recognise that everyone who chooses CTS is an individual. Students who join us will be part of a close-knit school community and will thrive in an atmosphere

where they feel safe, confident and are supported in all aspects of their education. As a result, students who require intervention will be quickly identified and any challenges that they face will be overcome.

Corby Technical School is in receipt of Pupil Premium funding and, as a school, we are accountable to our parents/carers and the community we serve to report on how we are using this additional funding to close the achievement gaps of our students.

Key Principles

- The school thoroughly analyses the data of its students for under-performance and addresses the issue why.
- The school draws on evidence and experience of its own and other schools to allocate its funding where it will have the greatest impact on progress.
- The school ensures that class and subject teachers know which pupils are eligible for the Pupil Premium, so they can take responsibility for accelerating their progress.
- We ensure that teaching and learning opportunities meet the needs of all students.
- We review our approach to the spending of the Pupil Premium Grant regularly with our Governors and outline our intentions on our website.
- The school has an on-going review of the expenditure of the funding to ensure the implemented strategies are making a significant impact.
- **Student-centred Approach:** At Corby Technical School, we look at all the students' needs individually. We, therefore don't ring-fence all students as just having the label of 'Pupil Premium' or not, but we look at whether they have other needs such as SEN or if they are a LAC etc. Each student has individual requirements, therefore we look at each student and decide what would most benefit them in their learning. The Venn diagram below depicts what contextual groups vulnerable pupils can be in, each segment will have different requirements and strategies implemented for them to ensure that we are maximising the impact of the strategies put into place for all our students.



Funding allocation

In the financial year of 2018/2019, the school will receive the following funding for each Pupil Premium student:

- FSM/ Ever6 - £935
- LAC/ SGO/ Adopted - £2300
- Service - £300

The amount of Pupil Premium funding allocated to Corby Technical School for the 2018/2019 financial year is £82,940. This is a slight increase from last year's funding which was £71,995.

The literacy and numeracy catch up premium gives schools additional funding to support year 7 students who did not achieve the expected standard in reading and/or maths at the end of KS2. In 2018/2019 the School will receive £10,853 catch up funding.

2018/2019 Key Details

| | |
|--|------------------------------------|
| Total number of students (Years 7 -11) | 518 |
| Number of students eligible for Pupil Premium | 126 (23% of the school population) |
| Total Pupil Premium budget | £82,940 |
| Date of next PP review | December 2018 |

Impact and Achievement in 2018 KS4 Results

One measure of impact analysis is done by reviewing the GCSE headline measures after each academic year.

This year group had 15% (11/71 students) of students who were eligible for pupil premium funding. The breakdown of this is as follows:

- 0 x Looked after child
- 1 x service child
- 5 x FSM
- 5 x Ever6 (excluding FSM)

Our 2017/2018 headline measures for the Pupil Premium students at Corby Technical School can be seen below:

| P8 Measure | 2017 Pupil Premium | 2017 GAP (PP/Non-PP) | 2018 Pupil Premium | 2018 Non-Pupil Premium | 2018 GAP (PP/Non-PP) |
|------------------------|---------------------------|-----------------------------|---------------------------|-------------------------------|-----------------------------|
| P8 Overall | -0.11 | 0.16 | 0.121 | 0.225 | 0.104 |
| P8 English | -0.39 | 0.4 | 0.452 | 0.238 | -0.214 |
| P8 Maths | 0.03 | 0.38 | 0.080 | 0.759 | 0.679 |
| P8 EBacc | -0.1 | 0.23 | -0.023 | 0.132 | 0.155 |
| P8 Open | -0.04 | -0.21 | 0.070 | -0.048 | -0.118 |
| P8 Male (8 students) | -0.29 | 0.53 | -0.186 | 0.267 | 0.453 |
| P8 Female (3 students) | 0.05 | -0.42 | 0.835 | 0.145 | -0.69 |

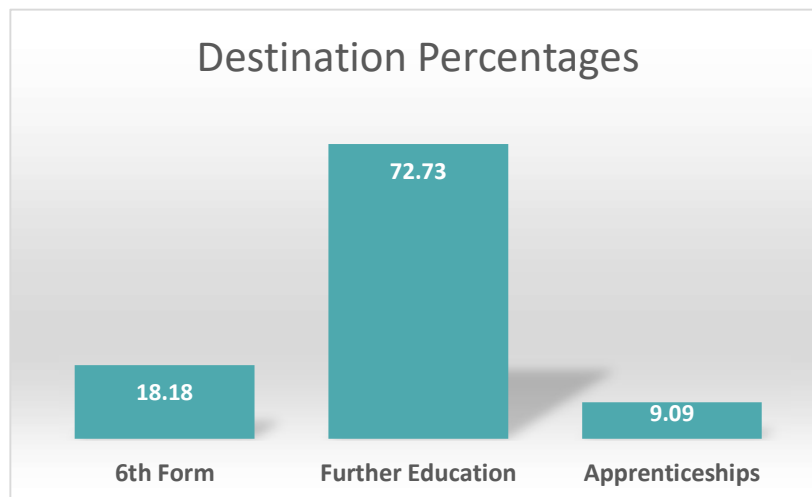
| Attainment | 2017 Pupil Premium | 2017 GAP (PP/Non-PP) | 2018 Pupil Premium | 2018 Non-Pupil Premium | 2018 GAP (PP/Non-PP) |
|--------------|--------------------|----------------------|--------------------|------------------------|----------------------|
| Basics 4+ | 52.9 | 20.7 | 45.5 | 66.7 | 21.2 |
| Basics 5+ | 17.6 | 35.2 | 27.3 | 40.0 | 12.7 |
| Attainment 8 | 39.32 | 10.40 | 39.39 | 45.27 | 5.88 |
| English 4+ | 70.6 | 18.1 | 63.6 | 76.7 | 13.1 |
| English 5+ | 41.2 | 28.6 | 54.5 | 56.7 | 2.2 |
| Maths 4+ | 58.8 | 18.6 | 54.5 | 73.3 | 18.8 |
| Maths 5+ | 23.5 | 38.8 | 27.3 | 55.0 | 27.7 |

Pupil Premium students in general performed broadly in line with other students. The overall progress gap is 0.104 of a grade lower. Pupil Premium girls performed almost half a grade better (0.69) than other girls.

Pupil Premium high attaining boys remain a key group to engage in the forthcoming year across all subjects.

Year 11 2018 destinations data

Internal data for 2017 - 18 cohort shows that 100% (94% nationally) of students went on to sustained education or employment / training after leaving CTS. This is likely to be well above the national percentage.



Whole-school attendance

Overall attendance for students at the school is 95.54% (compared to 95.4% nationally), for Pupil premium students this is 95.23% (92.2% nationally). Our Pupil Premium students have a better rate of persistent absence (9.1%) than 'others' (12.19%), therefore our Pupil Premium students are less persistently absent and are attending more concentrated sessions at school. Drilling down further, we have noticed a dip in our Year 11 Pupil Premium students with their PA figure being 25.93% and 'others' in that year group being 17.6%. Overall attendance is above average for both- Pupil Premium students and 'others', however we need to continue to focus on closing the gap between the two groups of students with a particular spotlight on Year 11 attendance.

3. REVIEW OF PUPIL PREMIUM EXPENDITURE AND IMPACT 2017/2018

| Strategy | Description | Cost | Impact |
|----------------------------------|--|--------|---|
| Targeted intervention | Data tracking will be used to identify those students in danger of falling behind their individual target grades, bespoke intervention will be put in place to support those students. Sessions will be during holidays, after school and during the school day. | £40000 | Sessions were well attended by Pupil Premium students. Students found them helpful, especially as their examinations approached. Pupil Premium made positive progress in Maths with 0.054, which was higher than the previous year. In English, the Pupil Premium progress was higher than 'others' with a progress score of 0.435. |
| Feedback | Staff training will focus on the provision of high-quality feedback to students which impacts directly on student progress | £200 | Pupil Premium progress gap has narrowed from the previous year, when comparing to progress of 'others'. The P8 score gap has improved by 0.06. |
| Booster revision sessions | The school will buy in the services of Keynote Education to run booster revision sessions for students | £9000 | |
| Attendance | An attendance target has been set for PP students and the welfare and attendance officer will work to ensure that this is met so that PP attendance is in line with that of non-PP students | £9000 | In Year 11, Pupil Premium had better attendance than 'others' in their cohort. The gap lies within whole school attendance where our Pupil Premium students are lower by 1.85%. Our strategies in this area need to continue in order to ensure the gap closes further. |
| Show My Homework | The School will purchase a 2-year licence for Show My Homework to support students, a | £780 | Through analysing the reports that have come out of SMH, it |

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| | proportion of this cost will come from the PP budget | | appears that many of the users who have 'Never logged on' are Pupil Premium students. Strategies need to be put into place to ensure that they are accessing this facility. |
| Careers | The careers advisor will continue to work with all students, however she will have a focus on the PP students to ensure that they are supported in making choices for post 16 | £4500 | Through the careers service which we offered, 100% of our Pupil Premium students found an appropriate 6 th form, further education, secured apprenticeships or vocational studies programme which best suited their needs. This is a successful strategy that will continue. |
| Trips and visits | The school will continue to subsidise these for PP students, with an aim that all PP students attend at least one trip this year. | £2500 | The school ran residential to France and Germany, where Pupil Premium students received a bursary – giving them a 25% discount. Educational trips were also run to the Globe Theatre and Hardwick Hall. |
| PiXL Edge | PiXL Edge is a framework to develop and accredit students with those personal attributes essential for employability and life. We will use PiXL Edge programme to deliver the character curriculum to all students, and use this as a way of broadening our students' horizons. | £650 | All PP students in years 7 and 8 have taken part in the PiXL Edge programme and work towards the apprentice level qualification, giving them a richer knowledge of how to be more employable. |

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| Revision guides | All Y11 PP students will be provided with revision guides and texts as required by DOS | £600 | All PP students were given revision resources which was funded by the Pupil Premium grant. This made a significant impact on the chances of attainment for the students, particularly on lower and middle prior attaining students who made progress of 0.183 and 0.558 respectively. |
| Food technology | The school will provide ingredients for PP students so that they are not disadvantaged in lessons | £300 | All food technology ingredients were provided to the Pupil Premium students and therefore we had 100% participation in these classes, ensuring that the students were able to access that area of the curriculum. |
| NCOP Pathways | CTS is working closely with Northampton University on the NCOP Pathways project to increase the proportion of PP student going on to higher education | £350 | All PP students participated in at least 1 NCOP activity, the students enjoyed the activities on offer and have raised aspiration in this cohort of students and increased the proportion of financially disadvantaged students entering higher education. |
| National Citizen Service | We will continue to work with the NCS to promote their summer programme. A particular focus will be PP students. | £300 | NCS have done a number of visits to the school to raise awareness of the programme. All Pupil Premium students who express interest in the programme |

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| | | | have the opportunity to participate- with funding being offered. |
| Skills Show | All year 10 students attend the NEC skills show, an opportunity to raise aspirations and awareness of career opportunities | £560 | All PP students attended the Skills Show. This was thoroughly enjoyed by the students who were able to gain an insight into areas that interest them. |
| Uniform | We will continue to provide uniform for students in years 7 and 9. CCF students will have uniform costs paid for them. | £900 | All Year 7 and Year 9 Pupil Premium students are provided with the full school uniform. A top-up allowance is given each year, should they need another item of clothing the following year. |
| Total | | £71780 | |

4. RECOMMENDATIONS

- The key focus this year will remain at high-ability Pupil Premium students. Last year, the strategies implemented did not produce as much impact as we had hoped with a progress score of -0.911. This progress score is significantly different to their Middle and Low-ability peers who made a positive progress score. We will look at adopting new strategies to focus on the high-ability students and ensure they are being challenged within their lessons.
- Further training to be given to classroom teachers to ensure they are identifying any gaps between PP and other students within their data and using it effectively to target the PP students who are not on track to achieve their target grades.
- Subject leaders will implement individual strategic plans for those students who are not on track.
- Tracking of students to ensure that they are taking a full part in school life to ensure improvement in engagement.
- The attendance officer will be trained in order to track the PP students more closely and ensure that they are maintaining their good attendance. A more regimented, strategic approach to home visits needs to be introduced, to ensure that all absences are justified. Strategies to maximise learning time for students needs to be implemented. Focus will be placed onto Year 11.
- The school will focus on parental engagement to ensure that they are attending all the parents evenings available to them.

5. BARRIERS TO FUTURE ATTAINMENT

“Educational attainments in Corby are lower than the county and the England average” (Source: JSNA locality summary for Corby).

The school aims to combat this trend and ensure that the following barriers are addressed:

Inside school barriers

- Parental/carer engagement and the ‘poverty of expectations’. More focus on communicating aspiration to parents is crucial.
- Improving the engagement of students who are eligible for Pupil Premium.
- Ensure that quality first teaching meets the needs of all students who are eligible for Pupil Premium.

External barriers

- Continuing to improve the attendance of Pupil Premium students so that it is in line with other students.
- Continue to support the social and emotional needs of the students with early identification and intervention.
- Ensuring the breadth of wider world experience is a core aspect of our provision.
- Raising student aspirations, particularly those of the High Prior Attainers.

6. PUPIL PREMIUM GRANT PLANNED EXPENDITURE 2018/2019

Corby Technical School has allocated expenditure from the Pupil Premium Grant to the following initiatives. Expenditure has been planned following a review of the Sutton Trust Teaching and Learning Toolkits.

We have taken a number of approaches in order to secure positive outcomes for disadvantaged pupils. We have adopted a multi-thread approach that allows us to narrow the gap in the whole school experience of the learners which includes:

Thread 1: Targeted Intervention

Thread 2: Raising Aspirations

Thread 3: Data and Tracking

Thread 4: Curriculum

Thread 5: Attendance

Thread 6: Parental Engagement

Thread 7: Well-being

| Strategy | Description | Estimated Cost | Desired impact/outcome |
|--|--|----------------|---|
| Thread 1: Targeted Intervention | | | |
| A bespoke tracking system which allows pupils to be targeted based on their specific needs. | Data tracking will be used to identify those students in danger of falling behind their individual target grades. Working as an early-warning sign. Bespoke intervention will be put in place to support those students. Sessions will be during holidays, after school and during the school day. | 22,220 | The attainment gap between Pupil Premium students and non-Pupil Premium students will continue to close. |
| Mentoring | Pupils will be given a mentor who will hold them accountable for their progress and effort during the year. | £2500 | Students are accountable for their in-class effort and can discuss what strategies are effective at keeping them engaged. |
| Group Intervention with subject specialists | The school will continue to bring in subject specialists from the Trust who will give group interventions to the high-attaining pupil premium students in select academic subjects. | £4000 | The attainment gap between the Pupil Premium students and 'others' will narrow. The progress of the students in these subjects will increase. |
| Peer Mentoring | Sixth form students will be distributed around the school to give support to targeted students. This individual support will target the knowledge gaps that the students have in order to widen their curriculum knowledge in these subjects. | £1500 | Better performance in the examinations and a wider understanding of the curriculum in these subjects. |
| Booster revision sessions | The school outsources revision sessions from Keynote Education who provide subject focus for the day and drastically improve the assessment skills of the students for that subject. | £1200 | Disadvantaged students will perform as well as non-disadvantaged students |
| Revision guides | All Y11 PP students will be provided with revision guides and texts as required by DOS. | £800 | All PP students in year 11 (and 10 if appropriate) will be supplied with revision guides to support their preparation for GCSEs, this will have a |

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| | | | positive impact on attainment as measured by school data. |
| Food technology | The school will provide ingredients for PP students so that they are not disadvantaged in lessons | £500 | All PP students will be able to access this area of the curriculum. |
| Session Six | After school sessions run by subject teachers in order to provide additional support to students who are falling behind. These sessions are mostly student-led with the teacher offering support by request of the students. | £1650 | Less students falling behind and engaging better within the lessons. |
| Use of school laptops/ PCs | Students have the use of school laptops and desktops in order to complete their work. Should they not have access to such resources at home, the school provides digital technology in the library and in several computer rooms. These facilities are available before and after school, as well as during lunch times. | £1650 | Students aren't educationally hindered by a lack of technology resources at home. |
| Thread 2: Raising Aspirations | | | |
| TARGET | Service Six come into school to provide sessions on staying safe using social media. | £3000 | Students become 'TARGET ambassadors' for the school. Giving assemblies on how to stay safe online. |
| Protective Behaviours Workshops | The school has staff trained in Protective Behaviours. Pupil Premium students who would benefit from attending such workshops will be put forward for them. | £3000 | This will improve their self-esteem and guide them into how to interact with 'others', how to manage their thoughts, how to deal with exam stress etc. |
| National Citizen Service | We will continue to work with the NCS to promote their summer programme. A particular focus will be PP students. | £750 | There will be no gap between the proportion of PP and non-PP students taking part in NCS. |

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| Skills Show | All year 10 students attend the NEC skills show, an opportunity to raise aspirations and awareness of career opportunities | £2000 | All PP students will attend the Skills Show. |
| Careers | The careers advisor will continue to work with all students, however she will have a focus on the PP students to ensure that they are supported in making choices for post 16 | £1600 | All PP students will have had high quality advice from an experienced careers advisor and all will go on to 6 th form, further education or vocational studies. |
| Trips and visits | The school will continue to subsidise these for PP students, with an aim that all PP students attend at least one trip this year. | £1600 | No PP student will be prevented from attending trips due to cost. The target is that all PP students attend at least one trip each academic year. |
| NCOP Pathways | CTS is working closely with Northampton University on the NCOP Pathways project to increase the proportion of PP student going on to higher education | £1000 | All PP students will take part in at least 1 NCOP activity, this will raise aspiration in this cohort of students and increase the proportion of financially disadvantaged students entering higher education. |
| Key Workers/ Educational Psychologist/ School Nurse | Students with emotional, behavioural or social needs were allocated a key worker, an adult who meets them regularly for support, mentoring and advocacy. Where appropriate an educational psychologist can be used, and a social skills programme provided. | £3000 | Students receive social and emotional support. Health issues get addressed with the school nurse. The impact will be better concentration within the classroom if their other needs are being met. |
| Extra-Curricular Activities | The school will ensure that there is a high attendance percentage of PP students who are engaging with the extra-curricular activities available. Drama productions, sports clubs, library activities i.e. war-hammer, chess, film club etc. | £2000 | Pupil Premium students will be exposed to a variety of activities and will have the opportunity |

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| | | | to lead clubs that interest them. |
| Youth Counselling via YouthWorks | Referrals made to YouthWorks for counselling services for young people to support Social and Emotional well-being. | £500 | Attainment of PP students using this service will increase as they are receiving vital support in their social and emotional well-being. |
| Thread 3: Data and Tracking | | | |
| PiXL Edge | We will use PiXL Edge programme to deliver the character curriculum to all students, and use this as a way of broadening our students' horizons. | £650 | All PP students in years 7 and 8 will take part in the PiXL Edge programme and work towards the apprentice level qualification |
| CPOMS | The school have bought into safeguarding software which allows groups to be monitored. A PP group will allow DSL to ensure that all their needs are being met and a key focus on early intervention, where needed. | £500 | Social and Emotional needs will be met before they escalate. |
| SISRA Analytics | The school are using an assessment analysis tool which allows Pupil Premium students to be tracked throughout the year to view their performance over time and ensure they are on track to reach their target grades. | £500 | Allows the school to monitor PP students closely and share information with other staff. |
| Thread 4: Curriculum | | | |
| Improve reading outcomes for Year 7 | Hold regular library sessions in English lessons to encourage the younger pupils to read for pleasure. | £1000 | Younger students are introduced to a variety of texts and are expanding their vocabulary range. |
| New Group Reading Tests (NGRT) | In KS3, students will be assessed in a standardised reading and comprehension assessment. Allowing the school to measure how the students are performing nationally and get to the root of any identified problems quickly. | £1875 | PP progress will be tracked termly and the school will be able to identify underlying difficulties quickly. Allowing the school to implement support strategies. |

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| Dyslexia Screener | The school will use the online dyslexia screener to identify if any PP students have dyslexic tendencies. Allowing the school to put any support into place that will make learning easier for the students. | £200 | With the correct support put into place, the PP students who have dyslexic tendencies will be given resources to help them engage with their learning i.e. yellow paper, reading overlays. |
| Curriculum Plus | From Year 9 weaker students will be given an opportunity to opt for a Curriculum Plus option. This will allow them to get extra support in their core subjects such as Maths and English. | £3260 | Attainment in Maths and English at the end of KS4 will increase due to the extra support. |
| Teaching Assistant Intervention Lessons | Teaching Assistants will have their timetable produced with a key focus of low-attaining PP students. In these lessons, they will give extra support to these students in core subjects. | £5500 | |
| Exam Access Arrangements | From Year 9, PP students who the school have identified as may needing access arrangements will be assessed by the school SendCo. This will ensure that they receive the appropriate support in lessons and assessments. | £1500 | The attainment gap in SEN Pupil Premium students and 'others' will narrow as they will be able to reach their full potential when sitting mock assessments and GCSE examinations. |
| Thread 5: Attendance | | | |
| Attendance Tracking | An attendance target has been set for PP students and the welfare and attendance officer will work to ensure that this is met so that PP attendance is in line with that of non-PP students. | £3200 | The gap in attendance between PP students and non-PP students will continue to close, focus on year 11 PP students. |
| Home Visits | Home visits will be done after more than 2 consecutive days of absence. The school's attendance and welfare officer will focus on the Pupil Premium students, by prioritising their home visits (beginning at the Year 11 students) to ensure that the attendance gap closes. | £1405 | PP attendance will increase and the persistent absence rate for PP students will drop considerably. |

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| Trust Senior Educational Welfare Officer | Support will be given by the Trust's EWO when absence turns into persistent absence to ensure that no PP student's attendance is dropping to less than 96%. | £1000 | |
| EHA Referrals and Meetings | EHAs support PP pupils and their families on all matters surrounding Social and Emotional support. The school liaises with external agencies to ensure all needs are met. | £1800 | Attendance rates of PP students will increase and their Social and Emotional well-being are met with an increase in this support. Attainment and progress for these students will increase as support is given to meet the additional needs of these students. |
| Thread 6: Parental Engagement | | | |
| Show My Homework | The School will continue to use Show My Homework to support students, a proportion of this cost will come from the PP budget | £780 | Using the SMH reports engagement with the system of PP students will be the same as for non-PP students |
| Parents Evening Attendance | Attendance at the last Year 7 'Meet the Tutor' Evening for PP parents was at 60.53%. We will make these parents evening more accessible to parents so that attendance increases by introducing a policy to ensure that all PP parents get sent reminders about upcoming parents' evenings. We will also introduce student translators so that communication between the teaching staff and the parents will be translated into their native language. | £600 | The implementation of reminders to parents will increase the attendance to a target of at least 90%. Introducing student translators to these events will also reduce the language barriers, making communication easier between the teaching staff and the parents. |
| SAM Learning | All Year 11s are given access to Sam learning, a tool designed to help with revision in all subject areas. We are going to give LAC students early access to this facility, giving them access from Year 9. | £300 | Students engage with GCSE curriculum earlier and are encouraged to work from home. School communicates the |

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| | | | progress the students are making using this tool. Raising the attainment of the students from a younger year group. |
| Thread 7: Well-being | | | |
| Uniform | We will continue to provide uniform for students in years 7 and 9. CCF students will have uniform costs paid for them. | £3000 | No PP student will be disadvantaged by not having correct uniform. Remove a key emotional and practical concern from students. |
| Sports Equipment | CTS provides key sporting equipment for some PP students in order for them to participate in organised sports. This supports most-able sporting students in the vulnerable group. | £1000 | Students who are aspiring athletes will not be left behind by not having the correct equipment to participate in their sports. |
| Cashless Catering System | Cashless systems remove the need for cash transactions in the school. When students are not using cash to pay for their meals, it ensures that FSM pupils remain anonymous. | £400 | Removes the emotional stigma that the students might have of receiving free school meals. |
| Total | | 82,940 | |