

Our philosophy

We believe in maximising the use of the pupil premium grant (PPG) by utilising a long-term strategy aligned to the SDP. Using academic data, pupil voice, attendance data and the knowledge of our family's needs we will align the use of PP funding with the wider needs of our school to ensure readiness for learning.

Overcoming barriers to learning is at the heart of our PPG use. We understand that needs and costs will differ depending on the barriers to learning being addressed. As such, we do not automatically allocate personal budgets per pupil in receipt of the PPG. Instead, we identify the barrier to be addressed and the interventions required, whether in small groups, large groups, the whole school or as individuals, and allocate a budget accordingly.

Our priorities

Setting priorities is key to maximising the use of the PPG. Our priorities are as follows:

- Closing the attainment gap between disadvantaged pupils and their peers
- Providing targeted academic support for pupils who are not making the expected progress
- Addressing non-academic barriers to attainment such as attendance and emotional difficulties.
- Providing pupils with wider experiences outside of the classroom.

Barriers to future attainment

Academic barriers to attainment	Non-academic barriers to attainment
Low levels of literacy/oracy on entry.	Attendance
Poor language and communication skills	Poor social interaction
Access to IT for home-schooling due to the lack of opportunity for parental support at home.	Social and emotional difficulties
Access to the latest IT in school for computing and educational programmes.	Finance
Reading ability	Self-esteem

Our implementation process

We believe in selecting a small number of priorities and giving them the best chance of success. We also believe in evidence-based interventions and <u>learning from our experiences</u>, which is why we will utilise annual light-touch reviews to ensure our approach is effective and we can cease or amend interventions that are not having the intended impact. This philosophy has worked at Rossmore for a number of years hence why many of our interventions are tried and tested.

We will:

Explore

- Identify key priorities that we can address
- Use data and research either in house or from organisations such as the Education Endowment Foundation.
- Examine the fit and feasibility for Rossmore School

Prepare

- Develop a clear, logical and well-specified plan
- Ensure staff, space and resources required are available.

Deliver

- Support staff and solve any problems with flexibility and ingenuity.
- Ensuring the needs of all pupils are at the forefront of any decisions we make.
- Making informed decisions on how to progress when the impact is not as expected.

Sustain

- Ensure longevity in successful practices by putting the staffing, practical space and resources in place.
- Continually acknowledge, support and reward good implementation practices

Our tiered approach

To prioritise spending, we have adopted a tiered approach to define our priorities and ensure balance. Our tiered approach comprises three categories:

- 1. Teaching
- 2. Targeted academic support
- 3. Wider strategies

Quality of teaching

- 1. Professional development: Providing staff with the knowledge to improve the teaching of reading to all pupils.
- 2. Providing teachers with the technology and training to deliver ongoing teaching. In light of lessons learned on the importance of home learning.
- 3. By having at least one teaching assistant in every classroom to ensure pupils receive the support they need form the class teacher or TA to access learning.

Targeted academic support

- Structured interventions: Using teachers and TAs to provide feedback and targeted interventions using the evidence of work we see during lessons and the data collected using Balance - our assessment tool. Also, to provide digital technology to allow interventions at home for our PP pupils.
- 2. One-to-one and small group support for disadvantaged pupils: Creating additional teaching and learning opportunities using TAs.

Wider strategies

- 1. Attendance: Making free transport available for our pupils to and from school
- Readiness to learn: Using our SPI lead to 'check in' with pupils each day to ensure they are ready emotionally for the day ahead of them. This role is also to plan and deliver appropriate groups an interventions to enable vulnerable pupils to be ready for learning.
- 3. Attendance: Use of our SPIL to improve attendance and foster links with parents
- 4. Wider opportunities: Fully financing the residential trips which take place in year 2 and year 6 at Rossmore School.

Our review process

Annually reviewing a one-year pupil premium plan and creating a new plan each year is time-costly and ineffective. This three-year approach allows us to dedicate more time upfront and introduce light-touch reviews annually.

During a light-touch review, we will review the success of each intervention, based on evidence, and determine the most effective approach moving forwards – adapting, expanding or ceasing the intervention as required.

Individual data using Balance for our pupils is analysed each half-term and teachers use this to identify key areas of learning that need to be targeted and the interventions that need to be put in place.

Once the three-year term has been completed, a new three-year strategy will be created in light of the lessons learned during the execution of the previous strategy, and with regard to any new guidance and evidence of best practice that becomes available.

Accountability

Ofsted inspections will report on the attainment and progress of disadvantaged pupils in receipt of the PPG.

The school is held to account for the spending of the PPG through the focus in Ofsted inspections on the progress and attainment of the wider pupil premium eligible cohort; however, they will not look for evidence of the grant's impact on individual pupils, or on precise interventions.

The school publishes its strategy for using the pupil premium on the school website.

Our funding

Funding summary: Year 1								
Total number of	180	PPG received per pupil £1,455		Indicative PPG as advised in School Budget Statement	£60,235			
pupils		Number of pupils eligible for PPG	41	Actual PPG budget	£60,235			
		Funding e	stimate: Yea	r 2				
Total number of pupils		PPG received per pupil		Indicative PPG as advised in School Budget Statement				
		Number of pupils eligible for PPG		Actual PPG budget				
		Funding e	stimate: Yea	r 3				
Total number		PPG received per pupil		Indicative PPG as advised in School Budget Statement				
of pupil		Number of pupils eligible for PPG		Actual PPG budget				

2022/ 2023 Attainment						
	Pupils eligible for PP (Rossmore) in KS2 (2023 y6 teacher assessment)	Pupils not eligible for PP (Rossmore 2023 y6 teacher assessment)	Pupils not eligible for PP (national average – 2023 data)	Pupils eligible for PP (Rossmore) in KS1 (2023 y2 teacher assessment)	Pupils not eligible for PP in KS1 (Rossmore 2023 y2 teacher assessment)	Pupils not eligible for PP KS1 (national average – 2023 data)
% achieving in ARE or above in reading, writing and maths	29% (2/7)	37%	59%			
% achieving in ARE or above in reading	71%	70%	73%	83%	86%	69%
% achieving in ARE or above in writing	71%	63%	71%	50%	76%	61%
% achieving in ARE or above in maths	57%	63%	73%	30%	86%	72%
% making at least expected progress in reading	86%	80%				
% making at least expected progress in writing	100%	87%				
% making at least expected progress in maths	71%	90%				

2023/ 2024 Attainment						
	Pupils eligible for PP (Rossmore) in KS2 KS2 SATS (9 pupils)	End of KS2 Whole class data KS2 SATS	Pupils not eligible for PP (national average – 2019 data)	Pupils eligible for PP (Rossmore) in KS1 (Only 3 pupils)	End of KS1 whole class data	Pupils not eligible for PP KS1 (national average – 2019 data)
% achieving in ARE or above in reading, writing and maths						
% achieving in ARE or above in reading						
% achieving in ARE or above in writing						
% achieving in ARE or above in maths						
% making at least expected progress in reading						
% making at least expected progress in writing						
% making at least expected progress in maths						

Intervention planning in full

Intervention:	Access to learning at school and home which will further consolidate all learning through the use of IPADS.						
Category:	Quality of teaching						
Intended outcomes:	All PP pupils to access digital devices to support home/school learning. Having a far bigger capacity to teach interventions digitally in school which can be followed up at home without the need for input from a parent.		Success criteria:	All PP pupils to access home learning. Evidence of engagement, enjoyment and lasting knowle			
Staff lead:	S Whittaker						
Implementation	Year 1		Year 2		Year 3		
	How we will implement this intervention in year 1: School to invest in more iPads as necessary to ensure we have one available for every single PP pupil to support and develop home learning opportunities and further consolidating interventions and in-school learning. To address specific learning needs for each PP pupil and target certain APPs to support these needs. These APPs will include phonics (+5 months with the impact being greater the earlier the intervention takes place), reading comprehension strategies (+6 months) and oral language (+6 months) which will have huge impact on our EAL PP pupils. SpellingShed will also be used across KS2 as it has proved to improve pupil's spelling progress.		ill implement this inte of the year 1 annual li	-	How we will implement this intervention in year 3 (in light of the year 2 light-touch annual review):		

	Provide training so teachers can use APPs and iPad to their full potential maximising impact. EEF states digital technology can have an impact of +5 months. Some evidence of this impact being greater in younger children. The EEF also states that the average impact of parental engagement approach is +4 months. Having an iPad at home will enable parents to be involved with their child's learning. School will hold annual (and more if necessary) parents' meetings to explain the APPs allocated to their child and how they can support at home.		
Light-touch review notes	Annual review notes:	Annual review notes:	Final review notes:
Light-touch review overall assessment	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □

	 Below expectations / Far below expectations □ 		·			Below expectations □ Far below expectations □	
Anticipated expenditure	Year 1	£1,020 SpellingShed: £405 £1425	Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease x Remain the same □ £1340	Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease Remain the same x £1340	
	Total anticipated expenditure across 3 years:	£4,105					

To ensure that every class has at least one TA morning/afternoon to ensure early intervention across the school.

Intervention:

To identify children who should be working at ARE and those who have the potential providing 1:1 support is provided when required

To ensure our PP children receive the appropriate level of support required within classroom learning enabling them to achieve their full potential.

Category:	Quality of teaching Targeted academic support						
Intended outcomes:	To provide early intervention using assessment data in order to narrow the gap between PP and others. For feedback to be instant. For interventions to be in place the next lesson.		Success criteria:	appropriate pro	eetings to discuss the above. learning walks to ensure PP children are		
Staff lead:	Sophie Whittaker SLT						
Implementation	Year 1		Year 2		Year 3		
	How we will implement this intervention in year 1: This is a tried and tested approach for us that has consistently had an impact on our children's learning. As we use 'Balance' to monitor and track our pupils, we get instant feedback about the pupils who have not met the objective that day. In order to improve our PP results, early intervention will be in place to close the gap. Individualised instruction has been identified by EEF as +4 months. This will be achieved by using our TAs to help identify those children who scored low in their work. They or the class teacher will then provide interventions or check-its with pupils using verbal feedback, modelling and individualised tasks. Good quality feedback has been identified by EEF as +8 months. Teachers and SLT will give training and instructions to enable TAs to deliver high-quality interventions.	How we will implement this intervention in 2 (in light of the year 1 annual light-touch review):		-	How we will implement this intervention in year 3 (in light of the year 2 light-touch annual review):		

	We strive to ensure even provide support or free PP children when required to the EEI month on the EEI	the teacher to support red. This has an impact				
Light-touch review notes	Annual review notes:		Annual review notes Summary of data:	5 :	Final review notes: [Use this space success of your in	to review the overall tervention.]
?Light-touch review overall assessment	The intervention is performing: • Far above expectations □ • Above expectations x • As expected • Below expectations □ Far below expectations □		 The intervention is performing: Far above expectations □ Above expectations x As expected □ Below expectations □ Far below expectations □ 		The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □ • Below expectations □ Far below expectations □	
Anticipated expenditure	Year 1	£31,633	Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease □ Remain the same x	Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease □ Remain the same x
			Year 2	£ 31,633	Year 3	£ 31,633

Total exper	I anticipated enditure across 3 s:	£ 94,899

Intervention:	Attendance: Through the use of our minibus and SPIL to encourage and promote good attendance.					
Category:	Wider strategies					
Intended outcomes:	To align our PP attendance figures to be in line with national percentages. For parents to have access to an adult that can help them with attendance and punctuality issues. For parents to have the option of dropping their children off at school before learning time begins		Success criteria:	Attendance figures rise compared to last year Increased % of PP using the school bus service. A high % of PP children will attend breakfast club		
Staff lead:	L Macey					
Implementation	Year 1	Year 2 Year 3				
	How we will implement this intervention in year 1: Use of the school bus for pupils has proven to be vital for some PP children to keep a high attendance record. We give PP pupils priority access to the bus for bringing them and taking them home from school. Use of a breakfast and after-school club is now available for parents who need to drop-off or pick-up their children at slightly earlier/later times. Our SPIL leads these clubs as extra		ill implement this inte of the year 1 annual li	-	How we will implement this intervention in year 3 (in light of the year 2 light-touch annual review):	

	hours and provides breathe children. (See costing SPIL in the intervention Our SPIL has the role of attendance within school competitions and also liabout the pupils with point oplace attendance pupil and parent (see contents).	ngs to part-fund our below.) f promoting good of with class aises with parents for attendance putting lans of support for both				
Light-touch review notes	Annual review notes:		Annual review notes	S:	Final review notes: [Use this space success of your in	to review the overall tervention.]
Light-touch review overall assessment	The intervention is performing: • Far above expectations □ • Above expectations / • As expected □ • Below expectations □ • Far below expectations □		 The intervention is performing: Far above expectations □ Above expectations □ As expected x Below expectations □ Far below expectations □ 		Above expeAs expectedBelow expe	expectations ctations d
Anticipated expenditure	Year 1	Bus contribution: £2,625 Pupil cost: £250 Breakfast: £1950	Is expenditure anticipated to increase, decrease or remain the same?	Increase Decrease □ Remain the same x	Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease x Remain the same x

		Year 2	£4,825	Year 3	£4,825
Total anticipated expenditure across 3 years:	£14,475				

Intervention:	Readiness to learn: Mental-Well-being: Part fund our school SPIL and create mindful and calm spaces around the school to ensure the mental well-being of all pupils						
Category:	Wider strategies						
Intended outcomes:	Access to a counselling service for all pupils. Pupils who find the start of the school day difficus speak to somebody who prepares them for the description of the day. Pupils and parents know they can speak to some time of the day. Pupils who need to regulate their emotions will he space to do so. Nurture groups will take place in mindful and call environments.	lay ahead. ebody any ave a safe	Success criteria:	Pupil voice Parent voice Staff voice Engagement in	and use of the sensory rooms		
Staff lead:	L Macey SLT						
Implementation	Year 1		Year 2		Year 3		
	How we will implement this intervention in year 1: Many PP pupils have external and internal barriers that affect their learning in school. For example: family break-ups, death in the family and social care. Parents and children alike rely on the service that our SPIL provides. (Safeguarding, Pastoral and Inclusion lead). EEF states that social and emotional learning can improve a child's learning by +4 months.		ill implement this inte of the year 1 annual li		How we will implement this intervention in year 3 (in light of the year 2 light-touch annual review):		

	SPIL will take nurture groups, ELSA sessions, bereavement groups, social groups and other 1-1 sessions to support pupils using our double-decker bus space which has been refurnished and decorated to be the creative and mindful space that the children need it to be. (Costings below)		
	6/7 classrooms will include their own sensory room so that children are able to regulate their emotions in a familiar space and can access their learning when they are ready to do so.		
	All classes will receive weekly 'My Happy Mind' lessons to teach them how to understand how their mind and brain work together and strategies to ensure that they know how to deal with certain emotions so they can get themselves back to a calm place.		
	Annual review notes:	Annual review notes:	Final review notes: [Use this space to review the overall success of your intervention.]
Light-touch review notes			
Light-touch review overall assessment	The intervention is performing: • Far above expectations □ • Above expectations / • As expected □ • Below expectations □	The intervention is performing: • Far above expectations □ • Above expectations x • As expected □ • Below expectations □	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □ • Below expectations □

	Far below expe	Far below expectations □		Far below expectations □		Far below expectations □	
Anticipated expenditure	Year 1	My Happy Mind: £1496	Is expenditure anticipated to increase, decrease or remain the same? Year 2	Increase □ Decrease X Remain the same £11,246	Is expenditure anticipated to increase, decrease or remain the same?	Increase Decrease X Remain the same £10,946	
	Total anticipated expenditure across 3 years:	£35,688					

Intervention:	To offer wider experiences, boost self-esteem and offer PP pupils to experience outdoor adventure through residentials						
Category:	Wider strategies	Wider strategies					
Intended outcomes:	To use art lessons to provide therapy for our pupils To use the art specialist to build staff confidence and knowledge when teaching art To remove the barrier of finance to our PP pupils for school day trips and residential trips. To provide all PP pupils with Forest School lessons to build social skills and self-esteem		Success criteria: Pupil voice Staff voice Pupil engagement		ent_		
Staff lead:	S Whittaker						
Implementation	Year 1 Year				Year 3		
	How we will implement this intervention in year 1: Our art specialist will teach all classes Y1-6 for a half-term throughout the year. These lessons create calm and enjoyment in our children which helps them navigate the rest of the curriculum. The art teacher will also provide key training to staff, art workshops as clubs for PP pupils and provide experiences including day trips to the Tate Gallery and inviting artists into school. All pupils (Y1-Y6) will have Forest School lessons for a half-term where they will be able to experience the great outdoors, build social skills and confidence whilst gaining key survival and first-aid skills.	How we wi	ill implement this inte	ervention in year	How we will implement this intervention in year 3 (in light of the year 2 light-touch annual review):		

	Outdoor adventure (+4), Arts (+2) are two areas to improve learning. Collaborative learning (+5) will be key in this as the children will work together towards creating final art pieces and to problem solve in Forest School. Residentials will go ahead this year for Y2 and Y6 pupils. EEF sights outdoor adventures (+4) as an area which improves learning. These opportunities give our children access to the wider environment improving self-esteem, resilience and independence.		
Light-touch review notes	Annual review notes:	Annual review notes: See above (music)	Final review notes: [Use this space to review the overall success of your intervention.]
Light-touch review overall assessment	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □ • Below expectations / Far below expectations □	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected x • Below expectations □ Far below expectations □	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □ • Below expectations □ Far below expectations □

Anticipated expenditure	Year 1	Part-fund Art specialist: £5,844	Is expenditure anticipated to increase, decor remain the	rease same?	Increase I Decrease Remain th		Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease Remain the same x £8034
	Total anticipated expenditure across 3 years:	£24,102						
Intervention:	E-Safety: To offer lesso	essons in mindfulness and awareness to keep our children safe online						
Category:	Wider strategies							
Intended outcomes:	working online To provide pupils with t	ow to keep themselves safe when with the correct tools to be able to			criteria:	Pupils' voice Parent voice Decrease in the amount of social media issues which arise		
Chaff land:		essures of social media.				Decrease in the	amount of social med	dia issues which arise
Staff lead:	S Whittaker							
Implementation	Yea	ear 1 Year 2 Year 3					Year 3	
	1: The eAWARE lesson p	this intervention in year lans will be taught by all ils will be getting taught appropriate for their	2 (in light of the year 1 annual light-touch review): will be getting taught			-	· ·	ent this intervention in year r 2 light-touch annual

	age. The programme includes assessments, lesson plans and videos which allow teachers to carefully track and analyse what their pupils need to know. Years 5 and 6 will be involved in a 'Caught in the Web' mindfulness project delivered by expolice officers. The project will guide the pupils into making good choices whilst online and help them to understand how they can improve their own mental health in today's digital world. Workshops will be run for adults to support parents in helping their children. The EEF states that general approaches which encourage parents to support their children adds +4 months.		
Light-touch review notes	Annual review notes:	Annual review notes:	Final review notes: [Use this space to review the overall success of your intervention.]
Light-touch review overall assessment	The intervention is performing: • Far above expectations □ • Above expectations □ • As expected □	The intervention is performing: • Far above expectations □ • Above expectations x • As expected □	The intervention is performing:

	 Below expectations / Far below expectations □ 		•			 Below expectations □ Far below expectations □ 	
Anticipated expenditure	Year 1	£821.60 'Caught in a Web' programme plus resources: £430 eAWARE: 391.60	Is expenditure anticipated to increase, decrease or remain the same?	Increase Decrease x Remain the same £ 721	Is expenditure anticipated to increase, decrease or remain the same?	Increase □ Decrease Remain the same x £721	
	Total anticipated expenditure across three years:	£2,263.60					

	Year 1	Year 2	Year 3
PPG budget	£60,235		
Total expenditure	£60,234.60		