



# DEAN TRUST Rose Bridge



## Pupil Premium Funding Strategy - A three-year approach 2020-2023

Dean Trust Rose Bridge serves the local community of Ince, working with 28 feeder primary schools across the local authority. Within the borough, Dean Trust Rose Bridge has the fourth largest number of secondary school pupils eligible for the Pupil Premium (PP) grant and we are fifth in the borough in terms of the percentage of our pupil population eligible. As a borough, Wigan has 27.3% of secondary age pupils eligible for the Pupil Premium grant which is just below the national average (27.7%) and below the average for the North West of England (30.2%). At 52.2%, Dean Trust Rose Bridge has a significantly higher population of pupils eligible for the PP grant than local authority and national averages (Pupil premium: allocations and conditions of grant 2019 to 2020 - GOV.UK (www.gov.uk)).

The data below has been taken from the October 2020 census.

<b>Pupils on Roll</b>	694
<b>PP Pupils on Roll</b>	364 (52.5%)

<b>PP Funding Allocation 2020/2021</b>	£319,108.00
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<b>Year 7</b>	84
<b>Year 8</b>	68
<b>Year 9</b>	73
<b>Year 10</b>	65
<b>Year 11</b>	74

Our approach to the Pupil Premium Grant (PPG) spending:

A three-year approach to the strategy has been implemented in order to maximise the use of the Pupil Premium Grant by utilising a long-term strategy aligned to the School Improvement Plan. This enables school to implement a blend of short, medium- and long-term interventions, align pupil premium use with wider school improvements and improving readiness to learn. School recognise that disadvantaged pupils are not a homogeneous group and although

the barriers identified apply to a wide range of pupils, one size-fits-all interventions are not always the most cost effective. The school's pupil premium strategy therefore derives from a range of sources:

- Rose Bridge Academy school's priorities
- Rose Bridge Academy pupil barriers
- Reflections on impact of previous years' spending
- The new Ofsted framework (2019) and wider research.

School have identified 5 main barriers:

- Accessing the curriculum can be difficult due to gaps in vocabulary and reading and numeracy skills.
- Low cultural capital (exposure to cultural experiences and background knowledge that those from better-off homes take for granted) can also be a barrier to accessing the curriculum (accessing some GCSE papers at times requires a cultural capital some pupils do not experience). Lack of cultural capital and experiences for some pupils mean that their aspirations and drive to do well are capped, especially High Prior Attainers.
- Some pupils display difficulty with retaining information and lack confidence in lessons.
- Pupils' confidence and self-reliance can prevent them from building and deepening their knowledgebase. Complex home situations and a lack of resources for disadvantaged pupils can limit learning at home.
- The lifestyles, especially sleep, diet, routines and home support mean that a proportion of disadvantaged pupils do not succeed in line with their peers. In turn, the attendance of disadvantaged pupils often lags behind that of their non-disadvantaged peers.

We use the findings of bodies such as the Education Endowment Foundation (EEF) or current educational research to guide our thinking and review our practice.

We have an ethos of raising the culture of aspiration at Dean Trust Rose Bridge and will use the allocated Pupil Premium funding to achieve this. We believe that by using this funding to support all pupils, with a particular emphasis upon those that are eligible, we can and will narrow the gap in attainment.

The Pupil Premium strategy identified on the following pages is rooted in our whole-school ethos and we work hard to utilise an evidence-based approach as our starting point, before carefully adapting such evidence to our specific context. Our approach is tiered, focussing primarily on quality-first teaching, before targeted academic support and then the implementation of wider strategies. The effectiveness of this spending is reviewed each term and a summary report produced and accessible via our website at the end of each academic year.

**Our school's priorities:**

Priority 1 – Strengthen Leadership and Management

Priority 2 – Pupil Progress

Priority 3 – Improve standards of behaviour and attitudes

To meet these 3 priorities and address the identified pupil barriers, we have adopted a tiered approach to PPG spending, as recommended by the EEF (2019) to ensure spending is both balanced and focussed. Spending priorities are as follows:

	% of PPG recommend by EEF	
1-Teaching and Learning	50%	
2-Targeted Academic Support	25%	
3- Wider strategies	25%	

Pupil Premium Strategy – three-year plan 2020 - 2023				
Strategies to support Teaching and Learning				
Strands	Focus	Strategies	Lead	Pupil Premium Grant Allocation
Leadership	Enhance Leadership and Management	Secondment of a Deputy Head Teacher with responsibility for Pupil Premium and strategic lead on Curriculum and PDC	LC	
		Leadership development programmes Four Assistant Headteachers completing the NPQSL qualification – projects including a focus on improving PP outcomes. One Assistant Headteacher completing the NPQSH qualification Three middle leaders completing the NPQML – projects to including a focus on improving PP outcomes. One middle leader NPQML project focusing on engaging PP boys in English.	EG	<i>*Teaching School</i>
		Staff leadership including TLRs	LC	£169,000
		TLR for leadership of RE and Citizenship	LC	Contribution to salary
		Development the role of the lead Pupil Support Manager (PSM)	LV	NC
		KS3 year group profiles	SW	NC
		KS4 year group profiles	SL	NC
		Two LSAs to train as HLTAs and wider development of LSAs	RK	NC

		AHT in charge of KS3 progress and attainment	LC	Contribution to salary
		Collaborative trust leadership groups		Cover
Inclusion	The progress of SEND pupils	Review of roles and responsibilities for SEND	RK	NC
		Internal CPD programme for teaching staff and middle leaders	RK	NC
		Ensure that Assistant Headteacher responsible for SEND, undertaking NPQSL qualification focus their research programmes on improving outcomes for disadvantaged SEND pupils	EG	<i>*Teaching School</i>
		Enhance the graduated response for SEND by improving the identification, monitoring, tracking and evaluation. Use of TES tracking - SLA Wigan Council – Targeted Education Service	RK	£6,384.00 <i>(towards overall cost of £8,000)</i>
		Pupils with SEND to have access to the full curriculum with bespoke transition support	RK	Contribution to LSA salary
		Break and lunch targeted support for all SEND pupils	RK	NC
		IDL literacy – multi-sensory support package	RW	<i>*£250</i>
		TES Provision mapper – tracking and monitoring system	RW	<i>*£3534 (3 year)</i>
		Enhance the school's inclusion provision to ensure the support meets the needs of the pupils to ensure they can access school and the curriculum	SLA Wigan Council TES – Targeted Education Service	LV RW
	All pupils on entry to the school receive a PE kit and uniform		SW	£17,000.00
	Educational phycologist		RW	<i>*£3,000</i>
	Opening of the onsite Wellbeing centre		RW	Contribution to salary
	Life Skills programme		RW	<i>*£500</i>
	Turnaround programme		LV	Contribution to salary
	Alternative Provision	LV	<i>*alternative budget</i>	

		Ensure all five-year groups have a non-teaching Pupil Support Manager (PSM) that is accessible at all times to support T+L in the classroom	LC ACU	Contribution to salaries £67,000	
		Funding for attendance outreach work	LV	Contribution to salary- as above	
Personal Development	Effective implementation of the Personal Development curriculum	Appointment of a Deputy Head Teacher as strategic lead of PDC	LC	Contribution to salary	
		Higher achiever's strategy launched with HODs to ensure 100% students have access to provision	EG	NC	
		Careers programme to ensure 100% of pupils have access to careers guidance and experiences with employers to raise their aspirations	EG	NC	
		GM higher – 100% of students at KS4 to access study skills and motivation programme	EG	NC	
		GM higher – KS3 options support programme	EG	NC	
		Manchester United Foundation work - Intervention 'Believe FC' – T+L	SW	£12,500	
		To develop the role of the pupil parliament	SW SL	NC	
	Culture life skills and experience	Duke of Edinburgh award scheme	HS	<i>*£3000.00</i>	
		FA coaching awards – Manchester United Foundation	SW	Part of overall package	
		Peripatetic lessons for KS4 exam pupils	SW	£1000	
		Ensure SLT lead for enrichment and pupil engagement has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	ACU	NC	
	Pupils' wellbeing	To promote pupils' good mental health and wellbeing	100% of pupils to access the school's enrichment programme	SW	£500
			Wigan family welfare counselling support package	LV RK	<i>*£8000</i>

				As before
		Continue to provide emergency items such as underwear, sanitary products and uniform replacement items	LV	£1000
		Contribution to the delivery of free school meal packages to pupils required to isolate at home until Christmas	ACU	Allocated top up fund to FSM pupils. £1 per pupil = £200
		Manchester United Foundation - Intervention 'Believe FC' self-regulation and behaviour modification work	SW	Part of overall package
		Outreach support for vulnerable pupils forced to isolate (Manchester United Foundation)	SW	Part of overall package
		SLA Pupil premium checking service	ACU	£691.00
Staff wellbeing	To continue to create opportunities to recruit and ensure retention of outstanding teachers. Focus on staff wellbeing.	Praise postcards	HS	*£247
		Colleague of the week	HS	*£400
		Staff training refreshments	HS	*£400
		Staff room refurbished into an operational study/work place	HS	*4000
Teaching and Learning	Accuracy of assessment	Explore the use of self-assessment packages whilst staff are unable to mark as per trust risk assessment.		*£2,000 (CCUP)
		CAT testing to occur in the Autumn term for year 7.		*£1863
	Effective implementation of the curriculum	Ensure T+L SLT lead has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	ACU	NC
		100% of teachers to have a Rose Bridge Academy T+L handbook	EG	*£250
		Visualisers in all classrooms	HS	
		Cover supervisor role	LC	Contribution to salary
	Home Learning	Utilise IT through a range of different media eg, Google Classroom, Seneca learning, Class Charts etc	EG	*£3K

	Produce 'How to videos' for Literacy and Numeracy to assist parents in supporting their child	EG	NC
	Support pupils who don't have a form of access to technology by providing hard copies of work	EG	Ongoing
	Support pupils isolating/home learning through the roll out of DFE computers to support home learning	EG	<i>*External support</i>
	KS4 study packs for home learning	EG	<i>*other budget</i>
CPD to support and enhance the development of staff's subject knowledge, pedagogy and pedagogical content	Collaborative trust work - departments	EG	<i>*Cover cost</i>
	Newly appointed Deputy Headteacher I/C Pupil Premium – conference 2020 – tools to make the most of PP funding	ACU	£354
	Curriculum intent – Trust collaborative planning	ACU	<i>*Cover cost</i>
	Department Curriculum planning	EG	Inset
English – to narrow the progress gap between disadvantaged and non-disadvantaged pupils	Purchase of key literature revision guides	SL	£165
	Yipyap 2-day English specialist tuition- small group work	SL	£7,980
	HOD TLR	SL	Contribution to salary
Maths – to narrow the progress gap between disadvantaged and non-disadvantaged pupils	HOD TLR	SL	Contribution to salary
	Yipyap 2-day maths specialist for small group work	SL	£7,980
	Mathletics for KS3 pupils	SL	<i>*£995</i>
To narrow the attainment gap across all Humanities subjects	Ever learner full access package – tutorials for exam topic and specific skills	ACU	£650
	HOD TLR	ACU	Contribution to salary
	History lead teacher TLR	ACU	Contribution to salary
	Geography lead TLR	ACU	Contribution to salary
Technology and Art	All GCSE Art pupils to receive a personalised equipment and resource pack for use in school and at home	EG	£1560

	To close the gap between PP and Non-PP pupils across Art and technology subjects	HOD TLR	EG	Contribution to salary
		Printing press for use in KS3 and KS4	EG	£579
		Printing press supplementary materials	EG	£97
		KS4 examination food technology presentation items	EG	£169
	To re-engage boys in Art with materials/equipment which are more engaging to them (such as printing techniques and spray painting) thus improving outcomes and closing the gap between boys and girls in Art.	Art supplies KS3+4	EG	£800
		Food technology – support with ingredients	EG	£400
	Science – to enhance progress and attainment across all key stages.	HOD TLR	SW	Contribution to salary
		Y11 break time revision class	SW	NC
		Awe and Wonder Year 9 group	SW	NC
	To enhance progress and attainment across all key stages in PE	x 2 trampoline end desks and safety mats to enhance the delivery of the PE curriculum at all key stages	SW	£1,315
x 4 table tennis tables to enhance the delivery of the PE curriculum at all key stages		SW	£2,196	
Ever learner full access to support the delivery of PE theory content and revision		SW	£450	
KS4 curriculum pathways	To continue to develop an inspirational KS4 curriculum	Development of a Social Sciences Department	LC	Contribution to salary
		Introduction of Hair and Beauty level 2 qualification	AC	£8,000

				<i>Contribution</i>
		Introduction of Construction level 2 qualification	SL	£8,000
	Increase in pupils achieving the EBACC measure	Enhanced KS4 offer via options process	SL	NC
		Targeted advice to pupils and parents	SL	NC
<b>Targeted support – academic</b>				
<b>Strands</b>	<b>Focus</b>	<b>Strategies</b>	<b>Lead</b>	<b>Pupil Premium Grant Allocation</b>
Higher Achievers (HA)	Cater for the needs of the disadvantaged HA	Science HA combined and triple scientists purchase of workbooks, answer books and flash cards	EG	£200
		Ever learner full access for PE KS4 examinations	SL EG	£500
		All Y11 more able pupils to receive a careers interview focused on raising aspirations	EG	NC
		Y10 HAP Brilliant club to be launched with a stem focus	EG	£500
		PDC more able careers half term focus	EG SL	500
Numeracy	To focus on application of maths in real life/ability to reason mathematically and a sense of enjoyment and curiosity about the subject.	All Year 7 pupils to receive a free maths dictionary to show them how to apply mathematical terms	EG	£500 <i>September 2021</i>
		TLR holder for numeracy	EG	Contribution to salary
		PP focused darts club to show pupils the relevance of maths outside of lessons	EG	NC
		Subject audit carried out to produce a numeracy guide for use in all subject areas to increase pupil's ability to apply maths in different contexts	EG	£100

		Reading plus programme		<i>*£9000 (3 years)</i>
Literacy	Rapid progress of all pupils reading below chronological age and closing the vocabulary gap. Increasing pupils' access to the curriculum via literacy	Book trust scheme – all year 7 pupils to receive a free book of their choice to encourage love of reading	EG	<i>*£420</i>
		Additional use of Reading plus programme for 7/8	RK	<i>*£2585</i>
		Bedrock literacy improvement package to increase pupil's engagement with reading whilst widening their academic vocabulary	EG	£500
		TLR holder for literacy	EG	Contribution to salary
		Purchase of badger texts: graphic novels and reading books targeted at lower reading ages. Will also be used as class readers during form time.	SL, EG SW	£160
		Literacy co-ordinator to attend closing the reading and vocabulary gap courses to support whole school literacy	EG	<i>*£540</i>
		Literacy Assessment Online	RK	<i>*£2730 (3 years)</i>
		Reading rulers for all pupils	EG	<i>*£400</i>
		Dictionaries in every classroom	EG	<i>£200 September 2021</i>
		Tutor (2 days per week) to assist reading/vocabulary interventions.	EG	Yip yap
		'Closing the Reading Gap' and 'Closing the Vocabulary Gap' staff CPD	EG	<i>*£540</i>
Maths	Identify gaps and steps to address those gaps	Homework club	SW	NC
		Small group interventions	SW	NC
English	Identify gaps and steps to address those gaps	Summer school programme	SW	<i>*£1,200</i>
		Book review KS3	SL	NC
		KS3 HOY academic profile intervention	SW	NC
		KS4 HOY academic profile intervention	SL	NC

		Y10 breaktime and afterschool - MAPS	SL	£200
		Monday breaktime intervention - examination technique	SL	£200
		Targeted groups – Debate/Creative Writing/Reading/Challenge	SL	NC
		KS3 HOY academic profile intervention	SW	NC
		KS4 HOY academic profile intervention	SL	NC
		X2 Y11 intervention with maths specialist for HAP – mock exam analysis	SL	<i>*Cover budget</i>
Humanities	Identify gaps and steps to address those gaps	Around the world books and history map and resources for targeted lunchtime intervention	ACU	£300
		KS4 Spanish breaktime revision class with food	ACU	£200
		KS4 Spanish target 5 and 9 books for revision classes and home learning	ACU	£360
		Y11 History lunchtime revision sessions	ACU	NC
		HPA/MPALPA carousel Thursday focus revision group – time lost	ACU	NC
RE	Identify gaps and steps to address those gaps	Revision cards and work books for weekly breaktime sessions	ACU	£135
Science	Ensure staff identify gaps and take steps to address those gaps	Combined and triple scientist work books, answer books and flash cards	SW	£400
		After school weekly Thursday revision class January to March	SW	£210
		Awe and Wonder Year 9 group (HT3)		NC
		Medical Marvels Y10 (HT3)		NC
		Y11 practical masterclasses (HT4)		NC
PE	100% of cohort to pass the RO53 external exam	Y10 Sports Studies breaktime exam revision November – December Pupil food and drink	SW	£212
EAL	To develop literacy of pupils who have English as a second language so	NASSEA assessment programme	RK	NC
		Y7 and 8 Weekly guided reading to improve comprehension	RK	NC
		Reading Plus programme for comprehension and reading	RK	<i>*£9000</i>

	that they are able to access the curriculum within a term			(3 years- as before)
		Ipad translator	RK	NC
		Fresh start Phonics programme	RK	NC
<b>Wider strategies</b>				
<b>Strands</b>	<b>Focus</b>	<b>Strategies</b>	<b>Lead</b>	<b>Pupil Premium Allocation</b>
Develop behaviour and attitudes	To continue to improve % pupil attendance and lower persistent absence - especially for disadvantaged pupils and those with SEND – to meet national average all	Ensure SLT lead in charge of attendance and inclusion has a PP focus in their role and is clear about the impact of their work on disadvantaged pupils	LV ACU	NC
		Re-write attendance policy to support early identification of pupils that need bespoke intervention/support to narrow attendance gap	LV	NC
		Rewards for good and improved attendance	LV	*£2,000
		Internal exclusion room to support with lowering FTEs	LV	NC
		To establish the role of a lead PSM to support whole school inclusion and reduce the number of FTEs	LV	As above
		Class charts to celebrate success	LV	*£785 (3 year)
		To improve the attendance of the EAL pupil cohort	RK	NC
	Improve attitudes to learning	Embed new behaviour stages with all staff	LV	Inset
		Continue to track behaviour on class charts	LV	NC
		Embed the role of pupil prefect/pupil parliament – badges	SL SW	£100
		Leadership prefect/pupil parliament ties	SW	£390
		Embed Pupil Parliament functions	SL SW	£100
		Manchester United Foundation work		£12,500
		Intervention 'Believe FC' self-regulation and behaviour modification work		

		Create a culture where pupils want to learn, 70% of all pupils to gain at least one department badge – Half termly celebration assemblies	EG	£600 <i>*£500</i>
		Celebration and rewards to be high profile amongst staff and pupils – reward assemblies and celebration of achievement evening	SL SW	<i>*£2,000</i>
		Review opportunities for alternative parents’ evenings for selected parents who usually do not engage	SL SW	NC
		Identification and support for those pupils who need help with key equipment and items	LV	£500
		Continue with the Duke of Edinburgh award scheme 65% of PP pupils to engage	HS	<i>*£3000</i>
		Enrichment programme	SW	As before
		Class charts (3 years)	SL	<i>*£785.50</i>
Knowledge for opportunity	A comprehensive CEIAG offer to focus on social mobility and culture capital	Virtual Post 16 programme	EG	NC
		Recruitment of a career’s advisor	LC	<i>Contribution to salary</i>
		Manchester United Foundation – Old Trafford aspirational ‘ambitions’ visit	SW	Part of overall package
		Manchester United Foundation Enterprise events	SW	Part of overall package
		Manchester United Foundation Hub tournaments	SW	Part of overall package
Transition	To develop smooth transitions across key stages so that no pupil is disadvantaged	Virtual transition videos to ensure a smooth transition into year	SW	<i>*£3,500</i>
		Summer school for new Year 7 intake programme addresses the gap in maths and English	SW	<i>*£1200</i>
		Manchester United Foundation - Transition programme with feeder primary schools	SW	Part of overall package
		Options pathways	SL	NC

		Year group profiling	SW SL	<i>CPD</i>
KS3 curriculum intent	Ensure the curriculum intent and implementations powerfully addresses the stark social disadvantage of RB pupils	Ensure the cross-trust curriculum values permeate subject/whole school curriculum	EG	NC
		Review schemes of work and ensure enrichment is implicit and enhances provision	SW EG	NC
		Evaluate the quality of education over time using observation, learning tours, work scrutiny and deep dives to ensure high quality provision	SW EG RK	<i>Cover costs</i>

*\*Italics – alternative funding source*