



St Cyres SIP 2019-20 showing how the PDG grant supports the raising of standards.



Pupil Deprivation Grant (£189,750): To improve outcomes for learners eligible for free school meals (eFSM) and Children Looked After (CLA). It is intended to overcome the additional barriers that prevent learners from disadvantaged backgrounds achieving their full potential.

Possible areas of focus for use of the Pupil Deprivation Grant

- Robust identification of need with regard to disadvantaged pupils, their circumstances, current achievement and progress together with clear procedures for tracking Individuals' attainment against targets.
- Developing a systematic approach to intervention, support and providing feedback to individual learners, including those at risk of disengaging from learning and whose attendance is a cause for concern e.g. time for HoY mentoring.
- Making provision of high quality for learners experiencing material disadvantage who have additional learning needs, or who are looked after children, and those learners that have emotional, social and behavioural needs e.g. Pupil Support Centre funding.
- Access to enrichment activities, the removal of any financial barriers to participation and the provision of curriculum activities and opportunities e.g. funding of materials in Catering, Textiles etc.
- The provision of additional support for iPad insurance and associated costs. To ensure eFSM pupils also have personalised learning and access to resources beyond the school day that support independent learning e.g. half price cost of insurance and associated costs.
- The development of personal support and mentoring to meet pupils' physical, emotional and social needs, to remove barriers to learning and improve well-being and readiness to learn e.g. funding of time for HoY, Alnco and Pupil Support Centre.
- The development of strategies that involve the family and community including those that signpost learning opportunities e.g. community events to target attendance in local community.
- The embedding of opportunities within the curriculum and in wider learning for learners' voice to be fully involved in informing decisions that affect their education.



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Standards
<p>All pupils to realise their potential.</p> <ol style="list-style-type: none"> 1. Improve standards at Key Stage 4. 2. Improve standards at Key Stage 5. 3. Raise aspirations, progress, and engagement of disadvantaged pupils to secure better outcomes. In particular, to improve the performance of pupils who are eligible for free school meals. 4. Improve the performance of pupils in subjects which have a trend of below average performance.

Activity	Lead By	Staff Involved	Time Frame	Success Criteria/Impact	Costs
Effective use of data analysis of 2019 results against school targets, leading to key objectives for improvement for KS3, KS4 and KS5.	HT	DH, AH HoYs	Start April 19 End March 20	Use the PDG to target and track eFSM pupils in order to raise standards in this group of pupils. Data will be collected throughout the year at Pupil Progress Review points, (See ARR calendar). Data reviewed by the HoY. Appropriate interventions to be put in place by the HoY, HoFs and LT.	Cost of supply cover etc. for attendance at conferences e.g. ALPS KS4 (£2100) Cost of CATs (£5323) Data Manager to support the analysis and school improvement initiatives. (£13104) Pupil Support Centre and HoY mentoring. (£63383) and (£24544).
Developing a systematic approach	DH AH	AH HoY	Start April 19 End March 20	Coordination of FSM, CLA and ALN pupil progress (working with HoYs,	Cost of Pupil Support team



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<p>to intervention, support and providing feedback to individual learners, including those at risk of disengaging from learning and whose attendance is a cause for concern.</p>		<p>HoF Pupil Support Centre staff Alnco</p>		<p>Alnco and Line Managed by Assistant Headteacher).</p> <p>Students will be supported on a one-one basis, and in groups by PSC and HoY teams. Improvements to wellbeing of pupils.</p> <p>The impact of this will be monitored and recorded through data drops and in link meetings, LT meetings. Reduction in disengagement of pupils.</p> <p>Intervention carried out by English HoF, MoD who are under allocation to support literacy of eFSM pupils and reduce cultural capital gap.</p> <p>Intervention carried out by Maths LSA.</p>	<p>(£63383) to work with vulnerable pupils and those in danger of exclusion:</p> <ul style="list-style-type: none"> • Teacher i/c PSC (0.5) and 2 LSAs. • PSC resources (breakfast club, learning resources) <p>ALNCO non-contact time (0.3 - £21030)</p> <p>Intervention for English and Maths (£26207).</p>
<p>Access to enrichment activities, the removal of any financial barriers to participation and the provision of curriculum activities and opportunities e.g. funding of materials in Catering, Textiles etc.</p>	<p>DH</p>	<p>AH HoF HoY</p>	<p>Start April 19 End March 20</p>	<p>Funding for curriculum support and enrichment activities i.e. music tuition, revision materials, provision of resources for FSM DT at KS4, fieldwork, ensuring pupils are in school and ready to learn.</p> <p>Reduce cultural capital gap by focusing on raising aspirations: PiXL pupil conferences.</p> <p>Increased engagement.</p>	<p>Cost of enrichment activities (£3000).</p> <p>See PDG and RCSIG spending plan.</p>



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<p>To continue to raise the achievement of Most Able pupils at KS3 and KS4 by closely monitoring those pupils who achieved L5 plus at KS2 to ensure they are on track to achieve L7 plus at the end of the Key Stage and the highest grades at GCSE.</p>	<p>AH</p>	<p>Alnco HoF</p>	<p>Start April 19 End March 20</p>	<p>To reduce the gap in performance of eFSM MAT pupils compared to non FSM MAT pupils.</p>	<p>ALNCO non-contact time to co-ordinate work with the Most Able who are also FSM. (See above). Resources e.g. NACE, HoY non-contact time. (See above). HoF non-contact time for progress meetings (£15344).</p>
<p>To continue to implement PiXL/improvement strategies to further raise achievement across the school, including the introduction of the best elements of PiXL into Years 9 and 10.</p>	<p>HT</p>	<p>DH AH HoF – Core HoY</p>	<p>Start April 19 End March 20</p>	<p>To improve the performance of eFSM pupils.</p>	<p>Progress Meetings non-contact Core HoF. (£15344).</p>



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Wellbeing and attitudes to learning

To create ambitious, capable learners who are ready to learn throughout their lives.

1. To ensure that the school meets or exceeds its attendance target of 94%.
2. To continue to evaluate and develop the work of learner voice groups to help in influencing learning experiences and have a positive impact on provision and standards.

Activity	Lead By	Staff Involved	Time Frame	Success Criteria/Impact	Costs
Regularly analyse attendance of vulnerable groups of learners, including eFSM pupils, and persistently absent pupils (those below 80% attendance).	HT	AH and HoY, Lead HoY Assistant	Start April 19 End March 20	To help monitor safeguarding/wellbeing of pupils. Develop a systematic approach to intervention, support and providing feedback to individual learners, including those at risk of disengaging from learning and whose attendance is a cause for concern.	Funding of "My Concern" on line Child Protection program. HOYs' non- contact time (0.4 in total) to mentor pupils and track progress.
Estyn style questionnaires to be completed by all learners (and other stake-holders).	AH		Start April 19 End March 20	Analysis of questionnaires to form part of the evaluation cycle and highlight improvement opportunities.	HoY non contact time to help support analysis of questionnaires.



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Teaching and learning experiences

To provide engaging and challenging learning opportunities for all pupils.

1. To improve teaching and learning experiences throughout the school.
2. Ensure that literacy, numeracy and digital competency are integral to collaborative planning in and across faculties.

Activity	Lead By	Staff Involved	Time Frame	Success Criteria/Impact	Costs
The provision of additional support for iPad insurance and associated costs. To ensure eFSM pupils also have personalised learning and access to resources beyond the school day that support independent learning e.g. half price cost of insurance and associated costs.	HT	AH	Start April 19 End March 20	All eFSM pupils are subsidised from PDG for the annual insurance cover to ensure that they can engage fully with the one to one technology. Improvement engagement in Learning from vulnerable groups. To develop/support eFSM pupils with independent learning.	iPad insurance Years 7- 13 £2350 Provision of iPads for the new Year 7 FSM pupils for September 2019. 41 Yr 7 parental cost (£50) £1750. approx.



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Care, support and guidance

To produce ethical, informed citizens who are ready to be citizens of Wales and the world.

1. To develop a whole school approach to mental health and wellbeing.
2. Develop strategies to improve attendance and punctuality for all groups of learners, but particularly those pupils who are eligible for free school meals.
3. Assure compliance of ALN act by September 2021.

Activity	Lead By	Staff Involved	Time Frame	Success Criteria/Impact	Costs
Develop strategies to improve attendance and punctuality for all groups of learners, but particularly those pupils who are eligible for free school meals	HT	HT, DH, AH and HoY, Lead HoY Assistant	Start April 19 End March 20	See above	See above
Assure compliance of ALN act by September 2021.	HT	AH, Inco	Start April 19 End March 20	St Cyres to be compliant with ALN Act. ALN eFSM pupils to make at least expected progress.	Resources to support ALNCO role (£6143). Inco EMT Non-contact 0.3 (£21030)



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Leadership and management
<p>To provide excellent leadership at all levels.</p> <ol style="list-style-type: none"> 1. To embed the consistency and rigour of quality assurance and self-evaluation across the whole school. 2. To improve the use of and analysis of data by all levels of leadership. 3. To further develop the school's approach to professional learning. 4. Provide high quality training opportunities for implementation of the Curriculum for Wales.

Activity	Lead By	Staff Involved	Time Frame	Success Criteria/Impact	Costs
To correlate a variety of performance data to identify patterns and trends and act immediately underperformance is identified, including projections for the 2020 Performance Measures.	HT	HT, DH, AH	Start April 19 End March 20	Improved analysis of data. Progress Meetings held regularly and data to be at the core of the meetings.	HoY and HoF non contact time for Progress Meetings. Data Manager - 0.4 of Data Manager salary £13104
To ensure that all leaders receive the appropriate professional learning to raise standards in their subject areas.	DH	HT, DH, AH	Start April 19 End March 20	All leaders to experience some / all of the below and other relevant courses. <ul style="list-style-type: none"> • coaching of less experienced leaders • engagement in networking e.g.CSC Head of Subject 	Further develop professional learning offer (£5,000)



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				<p>network meetings, SIGlets and on-line groups</p> <ul style="list-style-type: none"> • collaboration with other schools as appropriate (face to face or on-line) • WJEC GCSE, AS and A Level training as appropriate. • Professional Learning seminars • OTP <p>Faculty minutes, LT link meetings, CPD evaluations and lesson observations.</p>	
<p>Appropriate professional learning based on findings of monitoring activities, including:</p> <ul style="list-style-type: none"> • training and development of staff new to the school • preparation for the introduction of the new curriculum, as outlined in the Curriculum for Wales document • monitoring of the introduction of the New 	HT	DH, AH	Start April 19 End March 20	<p>Monitor impact through lesson observations and provide individual support and challenge where necessary.</p>	Further develop professional learning offer (£5,000)



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Professional Standards for Teaching and Leadership.					
To develop and share good practice in embedding the 4 purposes of the new curriculum. To work collaboratively with clusters, colleagues within and outside of school to plan and implement the new CfW.	DH	HT, DH, AH	Start April 19 End March 20	Planning of new Curriculum for Wales underway. Pedagogy shared to ensure engagement and standards at least maintained. Analysis of these. Minutes of meetings.	Funding for Professional Learning.



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Summary of Pupil Development Grant spending

PDG Spending Plan 2019-20 £189,750 ((2018-19 £189,750; 2017-18 £189,750 ; 2016-17 £155,250)		
Pupil Development Grant	School Improvement Plan - objectives supported by PDG	Cost £
Effective use of data, (data analysis)	Standards (<i>School Action Plan: Priorities 1,3 and 5 2019-20</i>), Leadership and Management (<i>School Action Plan Priority 10 2019-20</i>)	2100
Data analysis - Data Manager	Standards (<i>School Action Plan: Priorities 5 2019-20</i>)	13104
Effective use of data (CATS testing)	Standards (<i>School Action Plan: Priorities 5 2019-20</i>)	5323
Further develop professional learning offer	Leadership and Management (<i>School Action Plan: Priorities 10 2019-20</i>)	5000
The provision of additional support for iPad insurance and associated costs.	Teaching and Learning experiences (<i>School Action Plan: Priorities 6 2019-20</i>)	2350
Curriculum Enrichment	Standards – see PDG and RCSIG spending plan for activities funded	3000
Assure compliance of ALN act by September 2021	Standards, Care Support and Guidance	21830
Resources to support ALN	Standards	6143
Intervention for English, and Maths	Standards (<i>School Action Plan: Priorities 1,2, 3 and 4 2019-20</i>)	26207
Pupil Support Centre	Standards (<i>School Action Plan: Priority 2 2019-20</i>)	63383
HOY Core - Progress Meetings non-contact time.	Standards, (<i>School Action Plan: Priority 2 2019-20</i>) Leadership and Management.	15344
HoYs non-contact time for intervention, support and providing feedback	Standards, (<i>School Action Plan: Priority 2 2019-20</i>) Wellbeing and Attitudes to Learning (<i>School Action Plan: Priority 7, and 8 2019-20</i>)	24544
My Concern – online Child Protection and Safeguarding	Standards, Wellbeing and Attitudes to Learning (<i>School Action Plan: Priority 7 2019-20</i>)	1422



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