



Reading Girls' School Pupil Premium Strategy Statement

1. Summary information					
School	Reading Girls' School				
Academic Year	2019/20	Total PP budget	£138000	Date of most recent PP Review	NA
Total number of pupils (2019/2020)	460	Number of pupils eligible for PP	111/52 36%/34% (KS3/KS4)	Date for next internal review of this strategy	Sept 2019

2. 2019 Attainment		
2018-2019 results	<i>Pupils eligible for PP</i>	<i>Pupils not eligible for PP (national average)</i>
% achieving 9 - 4 in English and Maths	62%	76% (TBC)
% achieving 9 - 5 in English and Maths	48%	58% (TBC)
Progress 8 score average (2018/19 unvalidated)	0.61	1.11 (0.00)
Attainment 8 score average (2018/19 unvalidated)	47.79	52.62(TBC)
		Note: Latest available figures

3. Barriers to future attainment (for pupils eligible for PP including high ability)	
In-school barriers (<i>issues to be addressed in school</i>)	
A.	Yr 7 QLA shows a gap of 21% in verb forms tense and consistency. Early intervention needed (See appendix)
B.	Although there is little gap in reading in Yr 7 when students join the school, this widens from Yr 8-11
C.	Yr 7 QLA shows the biggest gaps in maths in fractions, percentages, decimals (15.6%) and measurement (15.5%) indicating a lack of conceptual understanding of real-life problems (see Appendix)
D.	Study and planning skills for PP students are low; many need further support from the school to ensure the right skills are used for revision as highlighted from tutor meetings

E.	Lack of experience of cultural/real-life situations in order to apply skills and knowledge to new concepts
External barriers (<i>issues which also require action outside school</i>)	
F.	Access to equipment, ICT and study guides is limited
G.	Home environment affecting attendance and mental health in school

4. Outcomes		
	<i>Desired outcomes and how they will be measured</i>	<i>Success criteria</i>
1.	Improved outcomes for students <i>KS4 results 2020</i> <i>In school tracking system (Yrs 7-10)</i>	KS4 outcomes - PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target
2.	Reading ages are in line with non PP students <i>Standardised reading test – reading ages</i>	Reading – Gap between chronological age and reading age is equal in PP and non PP students
3.	Improved attendance for PP students in order for them to access the full curriculum <i>Attendance data</i>	Absence rate is <2% for PP students
4.	Increase PP students’ cultural capital in order for them to be able to: a. Fully access the curriculum on offer b. Prepare them fully for life outside of school and for their futures <i>Student Questionnaire</i>	100% PP students report that they have experienced a new activity this academic year

5. Planned expenditure					
Academic year		2019/2020			
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.					
i. Quality of teaching for all					
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?

<p>Ks4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target</p>	<p>Teach Boost Teach cycle – targeted interventions based upon careful analysis of data within lessons</p>	<p>EEF Feedback +8 EEF Individualised instruction +3 EEF Mastery Learning +5 EEF Metacognition +7 The Teach Boost Teach cycle incorporates all of the above, feedback, particularly the mastery approach using BLOOMs taxonomy facilitate up to 8 months of progress.</p>	<p>SOW – highlighted areas of BOOST Learning Walks Student Survey Work Scrutiny's</p>	<p>NOC&ZEL/ ASM</p>	<p>SIP reference: 1.2 1.4 2.1 2.3</p>
<p>Ks4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target</p>	<p>Memory Retrieval - Yr 7 CORE – based upon QLA from yr 6 SATs</p>	<p>QLA memory retrieval in English is based upon Grammar as the weakest area for all Yr 7. In Maths, Geometry and number and science a combination of the two. Throughout other years, memory retrieval uses interleaving to ensure that students move knowledge into their long-term memory</p>	<p>SOW – highlighted areas of BOOST Learning Walks Student Survey Work Scrutiny's</p>	<p>NOC&ZEL/ ASM</p>	<p>SIP Reference: 1.2 1.4 2.1 2.3</p>
<p>Reading – Gap between chronological age and reading age is equal in PP and non PP students</p>	<p>Reading Lessons and interventions</p>	<p>EEF Reading Comprehension Strategies +6 ATTACKRead/Spell Catch Up Literacy</p>	<p>Analysis of reading ages Learning walks (reading lesson)</p>	<p>RRE/ ASM</p>	<p>SIP Reference 1.3</p>
<p>100% PP students report that they have experienced a new activity this academic year</p>	<p>Pledge lessons, REAL and DAL Integrated curriculum, industry links. Enrichment</p>	<p>EEF collaborative learning +5 EEF Metacognition +7 As highlighted, the PP gap in cultural capital leads to an attainment gap in some subjects by not being able to access the context of the question.</p>	<p>SOW STEM overview Pledge overview and tracker DAL booking record</p>	<p>RRE, RCL & SEL/ ASM</p>	<p>SIP Reference: 2.2 3.2</p>
<p>Ks4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target</p>	<p>Small class sizes in core Yr 11</p>	<p>EEF Reducing class size +3 PP students receive more directed time with the classroom teacher</p>	<p>Timetable Discussion of sets in year 11 with CORE subject leaders following formal assessments</p>	<p>LEV/JGA</p>	<p>SIP Reference 1.2 2.3</p>
<p>Ks4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target</p>	<p>Personal tutors Yr 7-10 and 11</p>	<p>Use to identify needs or areas where students need support</p>	<p>Review of meetings every 2 weeks at SLT meeting DDA meetings PPM meetings</p>	<p>SEL(7-10) LEV(11)/ JGA</p>	<p>SIP Reference: 4.3 2.3 1.1</p>

ii. Targeted Support					
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	1-2-1 tutoring yr 10/11	EEF 1-2-1 tuition +5 EEF Small group tuition +4 Previously, this has had a positive impact on PP outcomes.	Regular reviews following assessment of students with tutors Ensure use of QLAs to direct tutors to address gaps	LEV/ JGA	SIP reference: 1.2
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	In-class support (TA) Catch-up Literacy Catch-up Numeracy Small group tuition	EEF 1-2-1 tuition +5 EEF Teaching Assistants +1 EEF Small group tuition +4 EEF Catch Up Literacy +2 EEF Catch Up Numeracy +3 Students selected for interventions following baseline assessments.	TA timetable and feedback proforma for staff Progress of interventions monitored through the Provision Map	KGA/ JGA	SIP Reference: 1.2 2.3
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	Student peer tutors prior to exams	EEF Peer tutoring +5 Yrs 7-10 peer tutors run tutor session prior to exam so students feel prepared, EEF shows peer tutoring to have an impact of 5 months if used effectively.	Monitor sessions and results, ensure there is a clear structure to who is paired with which student	LEV/ JGA	SIP Reference: 1.2 2.3
100% of students report that they feel prepared for the next stage of their education career	PD days - specific careers advice for PP student	Ensure that PP students have high aspirations, from discussion in tutor sessions, low aspirations are prevalent	Student Survey	KTH/SEL	SIP Reference: 4.3
>98% attendance for PP students	PA bus Attendance Challenge Attendance Phases	EEF Behaviour interventions +3 PP attendance is below non PP last year at 5.74% Vs 4.3%	PA bus log Regular meetings with MFG/DHA	MFG/ SEL	SIP Reference: 3.1
lii Other approaches					

Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	Equipment and revision guides, trips etc DAL money for trips	EEF Digital technology +4 EEF Outdoor adventure learning +4 (DAL experiences with external providers for year 7 - 10)	All PP students have access to revision guides and have been able to access the trips offered	SLT/ JGA	SIP Reference: 2.3
100% of students report that they feel prepared for the next stage of their education career	University yr 10 cohort Getting into universities trip	Raising ambitions for PP students, UoR run a university cohort longitudinal raising aspirations program for disadvantaged students whose parents did not attend university Ensure students are aware of the opportunities available to them.	Student Questionnaire	KTH/SEL	SIP Reference: 4.3
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	Breakfast club	Maintain Physical and Mental health from start of school day, providing free breakfast for students between 7:45am and 8:20am	Breakfast club register	SEL/JGA	SIP Reference: 2.3 3.5
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	Curriculum Evenings Yr 7/8 and 11	EEF parental engagement +3 Ensure that parents are aware of the aims of the curriculum, and key dates and events for the student's school careers	Widely published Attendance to evening data	LEV&ASM/JGA	SIP Reference: 2.1 2.3
KS4 outcomes PP gap is reduced to <0.3 P8 Yrs 7-10 80% of students are on track to meet end of KS4 target	Mental health sessions	EEF Social and Emotional learning +4 Small group sessions with the counsellor	Inclusion referral system	KGA/ JGA	SIP Reference: 3.3 3.1 3.4 3.5

5. Review of expenditure					
Academic year		2019/20			
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.					
i. Quality of teaching for all					
Desired outcome	Chosen action/approach	Estimated Impact	Lessons Learned	Cost	Continue/Adapt/Discontinue
Improved KS4 P8 score for PP students	Small Class sizes in Core	Contributor to P8 score for disadvantaged of 0.61, 0.49 in English and 0.87 in Maths	P8 gap in English (-0.66), although significantly positive overall, is still too big compared to maths (-0.37) – More careful groupings of students in small group tuitions	£40000	Continue
Improved KS4 outcomes	6-hour days	Longer blocks of learning to allow deeper applied learning and an extra 39 days' worth of teaching	Very successful, no modifications	£1000	Continue
Increased awareness of women in STEM and careers related to STEM	STEM	Improved exposure to real-life applications of skills and knowledge and STEM careers. Increased students' enjoyment of Science, Technology and Maths at RGS	Ensure that fully staffed with Maths and Science staff to ensure that subject specialism supports external providers	£15000	Continue but adapt staff
Students feel prepared for the next stage of their career	PD Days and Personal tutors and external sixth form workshops	0% NEET (at August 2019)	not frequent enough for yr 11 or 7 – adaption to fortnightly for yr 11 in the timetable and initially daily with yr 7 in order to secure routines Quality of delivery from external providers to be monitored	£23000	Continue but adapt Yr 7 and 11. Ensure quality of external providers
ii. Targeted Support					
Desired outcome	Chosen action/approach	Estimated Impact	Lessons Learned	Cost	Continue/Adapt/Discontinue
Improved outcomes for KS4	1-2-1 tutoring yr 10\11	Contributor to P8 score for disadvantaged of 0.61, 0.49 in English and 0.87 in maths	P8 gap in English (-0.66), although significantly positive overall, is still too big compared to maths (-0.37) – More careful groupings of students in small group tuitions Tutoring – focused on Chemistry in	£36000	Continue

			Science, this had a positive impact as is the weakest are		
Improved outcomes for all students	Interventions KGA In-class support (TA) Catch-up Literacy Catch-up Numeracy	Students on literacy interventions made an average of +0.3 progress. Students on numeracy interventions made an average of +0.2 progress.	Sessions need to be more consistent around other planned work for the teaching assistants.	£8000	Adapt as per lessons learnt.
Improved outcomes for KS4	Strive for 5 courses	Improved outcomes for PP Maths 2018 (0.41) 2019(0.87) Improved outcomes for English 2018 (0.22) 2019 (0.49)	V. Successful, students value the learning outside of the normal classroom	£2000	Continue
lii Other approaches					
Desired outcome	Chosen action/approach	Estimated Impact	Lessons Learned	Cost	Continue/Adapt/Discontinue
All PP students have access to the revision resources and equipment they need	Equipment and revision guides.	Contributor to P8 score for disadvantaged of 0.61, 0.49 in English and 0.87 in Maths	Earlier purchasing prior to Christmas holidays for some subjects	£800	Continue
Students feel prepared for the next stage of their career	University yr 10 cohort	Students who attended course all secured places at chosen 6 th form 2 of which went onto do A-Levels instead of original vocational choices	Successful – continue as is	£100	Continue
Improved attendance for PP students	Mental health sessions	Improved Mental Health of PP students, less frequent absences	Was effective but could be more effective if focus is only on RGS students not those of the whole local authority	N/A	Continue – Adapt to focus solely on needs of RGS not whole LA
Improved attendance and attainment for PP students	Breakfast club	Students mentally and physically prepared for school	Very successful – continue as is	£3000	Continue
Improved attendance for PP students	P.A Bus	Increase in attendance for PP students	Send bus out earlier if possible before 10am	£200	Continue

Appendix
YR 7 QLA PP (Y) Vs. Non PP

Reading

Year	(All)						
Reading	Average of 1. Give / explain the meaning of words in context	Average of 2. Retrieve and record information / identify key	Average of 3. Summarise main ideas from more than one	Average of 4. Make inferences from the text / explain and	Average of 5. Average of 5. Make comparisons within the text	Average of 6. Identify / explain how meaning is enhance	
Row Labels							
y	73.05	63.27	65.63	86.67	54.64	55.00	73.90
(blank)	78.25	68.44	71.48	93.90	60.37	53.66	72.36
Grand Total	76.05	66.25	69.01	90.85	57.95	54.23	73.01
	-5.20	-5.17	-5.86	-7.24	-5.73	1.34	1.54

GPS:

GPS									
Row Labels	Average of GP Overall %	Average of 7. Standard English and formalit y	Average of 5. Punctua tion	Average of Spelling Correct respons e %	Average of 6. Vocabul ary	Average of 1. Gramma tical terms / word classes	Average of 4. Verb forms, and consiste ncy	Average of 2. Function s of sentenc es	Average of 3. Combini ng phrases and clauses
y	61.70	78.89	64.51	64.08	71.38	57.56	52.77	74.17	43.75
(blank)	74.63	88.62	75.72	74.88	80.28	71.38	73.77	85.37	57.93
Grand Total	69.17	84.51	70.98	70.32	76.52	65.54	64.90	80.63	51.94
	-12.93	-9.73	-11.21	-10.79	-8.89	-13.82	-21.00	-11.20	-14.18

Maths

Year	(All)																								
Maths																									
Row Labels	Average of 1. Addition	Average of 2. Fraction	Average of 3. Number	Average of 4. Ratio	Average of 5. Multiplication	Average of 6. Division	Average of 7. Area	Average of 8. Volume	Average of 9. Probability	Average of 10. Statistics	Average of 11. Algebra	Average of 12. Geometry	Average of 13. Trigonometry	Average of 14. Calculus	Average of 15. Vectors	Average of 16. Complex Numbers	Average of 17. Matrices	Average of 18. Groups	Average of 19. Rings	Average of 20. Fields	Average of 21. Modules	Average of 22. Topology	Average of 23. Set Theory		
y	72.29	76.26	64.48	95.83	65.00	55.14	70.23	67.78	46.12	78.33	43.89	40.56	73.33	45.00	40.55	59.67	65.00	62.50	67.67	64.17	28.33	52.33	85.00	35.00	73.33
(blank)	84.60	87.86	80.29	95.73	75.91	66.38	76.82	79.67	61.58	85.37	56.91	56.10	83.23	44.51	54.06	68.50	76.22	75.00	76.10	68.90	42.68	61.71	82.53	45.12	75.00
Grand Total	79.40	82.96	73.61	95.77	71.30	61.63	74.03	74.65	55.05	82.39	51.41	49.53	79.05	44.72	48.35	64.77	71.48	69.72	72.54	66.90	36.62	57.75	83.57	40.85	74.30
	-12.31	-11.60	-15.81	0.10	-10.91	-11.24	-6.60	-11.90	-15.47	-7.03	-13.02	-15.54	-9.90	0.49	-13.51	-8.83	-11.22	-12.50	-8.43	-4.74	-14.35	-9.37	2.47	-10.12	-1.67