

Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2022 to 2023 academic year) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	St Paul's Catholic High School
Number of pupils in school	965
Proportion (%) of pupil premium eligible pupils	535/965 (55%)
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2024 – 2027 (3 years)
Date this statement was published	28 th October 2024
Date on which it will be reviewed	28 th October 2025
Statement authorised by	Local Governing Body
Pupil premium lead	Mrs J Mawn
Governor / Trustee lead	Tony Davison

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£575,400
Recovery premium funding allocation this academic year	£0
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£575,400 (£13650 LAC funding)

Part A: Pupil premium strategy plan

Statement of intent

Our Pupil Premium (PP) allocation will be used to raise the standards of disadvantaged pupils across the school by:

- Continuing to improve individual reading ages across all year groups.
- Continuing to improve attendance and punctuality in all year groups.
- Increasing the participation of disadvantaged pupils in all aspects of the school's wider curriculum.
- Developing more quality first teaching through CPD to improve engagement and progress of SEND students with PP.
- Continuing to close the gap in attainment through quality first teaching.

Over the last three years, the attainment gap between disadvantaged and none disadvantaged pupils still exists. More work is still required in order to reduce this gap.

White British boys in particular is a core group of students where we see a significant gap in achievement and progress. The attainment gap between this group and their counterparts is still widening, and is still being seen within this year's data. SEND students are also underperforming in comparison to their peers, which is a further area of focus for development.

	Overall	Pupils eligible for PP	Pupils not eligible for PP
Year 11 leavers 2023/24	175	116	59
% achieving 5 standard passes inc English / Maths (from 2023/24)	30.9	26.7	39
% achieving Grade 9 -4 in English / Maths (from 2023/24)	43.4	38.8	52.5
Progress 8 score average	-0.82	-1.1	-0.2
Attainment 8 score average	31.59	28.74	37.21

Some vulnerable pupils struggle to engage in school life and it is vital that these pupils are supported in developing their social, emotional and mental health (SEMH) needs so that they can access a full curriculum in the future.

A range of interventions will be used to target specific disadvantaged pupils. Each intervention that will take place is described in this plan.

The impact of each intervention will be measured continually and fed back to SLT and subsequently Governors. Each intervention will have differing outcomes and so the assessment of each will be bespoke to that intervention. However, if it is deemed that the intervention is ineffective over time then other interventions will be implemented to replace these. It is important to note that this plan is a working document and therefore all aspects are subject to change at any point if the SLT or Governors feel a change in the plan will improve the outcomes for the disadvantaged pupils.

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge number	Detail of challenge
1	A significant number of our pupils enter school with low reading ages. Many pupils do not read regularly at home and do not have access to a wide range of literary materials.
2	Some of our families face many social and economic challenges especially given the current cost of living crisis, and do not always see regular school attendance and punctuality as a high priority.
3	Many pupils need wider opportunities through school to raise self-esteem, develop social skills and to raise their aspirations.
4	Data is suggesting that disadvantaged white British boys are our key cohort who are performing below targets compared to their peers. Re-engaging them in their studies will be a priority.
5	Although there has been more opportunities over the past year for CPD, there is still a lot more work to be done for quality first teaching (QFT) training and the implementation of this across the school.

Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria
Continuing to improve the achievement of disadvantaged pupils in reading.	<ul style="list-style-type: none"> All students to show at least expected progress in reading (1 academic year) by July 2025 Some students to show more than expected progress by July 2025
Continuing to improve attendance and punctuality of disadvantaged / vulnerable pupils in all year groups.	<ul style="list-style-type: none"> The attendance gap between disadvantaged pupils and none disadvantaged pupils is reduced over the academic year from Sept 2024 to July 2025 The punctuality rates of disadvantaged pupils improve each term by July 2025
Continue to increase the participation of disadvantaged pupils in all aspects of the school's wider curriculum.	<ul style="list-style-type: none"> All disadvantaged pupils participate in all curriculum-based trips and visits The % of disadvantaged pupils participating in extra-curricular activities is in proportion with the % of PP whole school Disadvantaged pupils access rewards trips in proportion with the % of PP whole school
All teachers to participate in multiple SEND and quality first teacher CPD throughout the year.	<ul style="list-style-type: none"> All teachers to participate in carousel teacher training on SEND and QFT

Continuing to close the gap in attainment through quality first teaching.	<ul style="list-style-type: none"> • All teachers to take part in whole school and bespoke CPD • All teachers to continue to work on improving feedback to all learners and monitoring the impact that this has • All HoDs to work closely with the teaching and learning team to identify opportunities for further intervention and support for students where possible
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Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year** to address the challenges listed above.

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £21,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Teaching & Learning CPD (£21,000)	<p>Rationale: CPD designed to embed quality first teaching across the school in all subjects. This CPD will be on an all school level for all staff, as well as bespoke training for teachers at different stages in their teaching career, based on areas of need and or gaps in training.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • All teachers to participate in bespoke carousel of SEND CPD, reflecting staff voice. External visitors as needed. • L Fannon to sign up teachers based on needs and in line with HoD discussions to a variety of CPD and qualifications by Nov 2024 • CPD calendar to be agreed by SLT and published for all staff by Sept 2024 <p>Impact:</p> <ul style="list-style-type: none"> • Students to receive quality first teaching across all subjects • Staff to be confident in dealing with the needs of students from all backgrounds and abilities <p>EEF Impact = +5</p>	5

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £62,100

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Literacy Co-ordinator + Resources (£12,000)</p> <p>Numeracy Co-ordinator + Resources (£12,000)</p> <p>Literacy intervention: Dyslexia (£3,000)</p> <p>Lexia Licences (£1,300)</p> <p>Maths & English internal intervention (£8,800)</p>	<p>Rationale: The development of good literacy skills is a whole school focus. Students with low literacy levels are provided with additional support so that basic skills can be developed properly in order to remove this barrier to learning.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Analysis of data and reading ages and numeracy ages – tracking groups/interventions formed • Reading and numeracy intervention planned and in place for the weakest students – action plan for each group • Catch up group established in KS3 for students underachieving significantly in KS3 (Raw Score) • Through Reading Time – implement Accelerated Reader with all KS3 students reading accurately staged texts and testing regularly • Timetabled library lessons for all KS3 students in English • Raising literacy levels agreed as one of school's priorities • Y7 Literacy Catch Up cohort identified – intervention established • Literacy/Numeracy policy to be reviewed • During tutor time students will take part in reading time and numeracy sessions • TAs will be trained to run after school intervention aimed at increasing the overall reading and numeracy ages of learners <p>Impact:</p> <ul style="list-style-type: none"> • Staff supporting independent reading and performing numeracy challenges with confidence providing positive role models for all students • Reduction in the number of students showing as a concern in reading retests and numeracy levels • Year 7 intervention group successfully complete online tests to measure progress 	1

	<ul style="list-style-type: none"> Reading and numeracy awards are high profile in all KS3 assemblies to celebrate student success <p>EEF Impact = +6</p>	
<p>Revision support sessions – before & after school & half term (£15,000)</p> <p>GCSE Revision Package (Year 10) (£10,000)</p>	<p>Rationale:</p> <p>Provided before and after school to enable supported self-study. Computer equipment, tuition & teaching support, along with refreshments available</p> <p>Timetabled different subject specialist staff available to support after school on identified days</p> <p>Two intensive revision schools operate (April & May) to support students in the lead up to summer exam season</p> <p>Booster classes. Provision of refreshments prior to an exam</p> <p>Students to be provided with revision materials from core + selected subjects to use alongside teacher guidance to work towards GCSE revision</p> <p>Milestones:</p> <ul style="list-style-type: none"> Students identified by teaching staff to take part in specialised revision sessions after school Analysis of progress being made by HoD using PiXL tracking pro forma and predicted grades Specialised lessons created when a gap in learning has been identified by teaching staff Students to attend full or half day workshops during Easter and May half term holiday Students provided with relevant revision materials identified by individual subjects Teachers to tailor revision specifically targeting the materials provided <p>Impact:</p> <ul style="list-style-type: none"> Pupil Premium students have the relevant resources available in order to support exam revision Increased attendance to revision sessions Students to improve current and predicted grades Students to participate in teacher led targeted sessions to improve understanding of specific subject modules <p>EEF Impact = +3</p>	<p>1</p> <p>4</p>

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £634,193

Activity	Evidence that supports this approach	Challenge number(s) addressed
PSHE/Careers Co-ordinator (£10,000) PSHE Curriculum Materials (£1,000) CEIAG (£13,000)	<p>Rationale:</p> <p>Careers and PSHE strategies led by a TLR holder at the school and co-ordinated across all department areas.</p> <p>Curriculum materials for PSHE topics to help broaden the academic knowledge of learners in such important aspects of the wider world.</p> <p>Careers education, information and advice is mapped out and recorded. Students receive a wide range of preparation activities for future life, access to vocational courses, one to one interview, mock interviews, work experience fairs, careers fairs and post 16 information sessions. Ensuring that pupil premium students have the relevant CEIAG</p> <ul style="list-style-type: none"> • Students awareness raised to consider University as a natural progression from sixth form • Awareness raising of employment routes post 16 • University visits • Guest Speakers • Motivational speakers – i.e. young local entrepreneurs <p>Milestones:</p> <ul style="list-style-type: none"> • Termly updates to SLT regarding post 16 plans for year 11 – PP highlighted as priority • SLT to explore extended work placements for PP students struggling to access post 16 plans and at risk of FTE/P Ex by Spring term <p>Impact:</p> <ul style="list-style-type: none"> • Reduction of NEETs, increase in students entering into further education, employment and training <p>EEF Impact = insufficient evidence</p>	3
External Agencies Provision – Work Exp (£6,000)	<p>Rationale:</p>	3

	<p>Providing off site work/placements for some KS4 students. Supporting them with achieving both academic and vocational qualifications</p> <p>Milestones:</p> <ul style="list-style-type: none"> Place all year 10 students on a one-week work experience placement Encourage students to identify own placements in industries that interest them Overall successful placements for all students involved Good industry links for the school and future students <p>Impact:</p> <ul style="list-style-type: none"> Students to participate in work-based placements with a view to apprenticeship and/or further education opportunities <p>EEF Impact = insufficient evidence</p>	
<p>Music Tuition (£20,000)</p> <p>Year 7 Pantomime Trip (£4,000)</p>	<p>Rationale:</p> <p>Students from all backgrounds should have the opportunity to learn a musical instrument; to make music with others; to learn to sing; and to have the opportunity to progress to the next level of excellence if they wish to:</p> <ul style="list-style-type: none"> Voice coaching Guitar Violin Piano & Keyboard <p>In addition, a cultural capital pantomime trip for year 7s linked specifically to the KS3 drama curriculum.</p> <p>Milestones:</p> <ul style="list-style-type: none"> Increase participation in school choir Provision of instruments for students to loan Improved environment for students to become involved in music and performance Increased confidence in students' performance <p>Impact:</p> <p>Increase in the number of pupil premium students learning to play an instrument to support extra-curricular activity</p> <p>EEF Impact = +3</p>	<p>3</p>
<p>Pupil Premium Projects, targeting</p>	<p>Rationale:</p> <p>Two members of staff working on a TLR3 (project work) identifying projects targeting specific groups</p>	<p>3</p>

<p>identified groups (£6,000)</p>	<p>including HAP students to look at aspirations and increasing overall progress</p> <p>Year 11 mentoring project targeting PP learners – paired up with staff member, having fortnightly meetings to look at progress and maintaining focus towards exams and future aspirations</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Increase overall pupil progress • Embed greater aspirations and student focus towards future ambitions • Expose pupils to more diverse cultural experiences including further & higher education (dependent on projects) <p>Impact:</p> <ul style="list-style-type: none"> • Target areas of specific concern within the pupil premium groups such as HAPs year 11 leavers, SEN with PP, Girls vs Boys etc. and aim to increase progress and or improve future aspirations <p>EEF Impact = +5</p>	<p>4</p>
<p>School Uniform for Year 7 s on entry (20,000)</p> <p>School Uniform/Trip (Hardship fund) (£10,000)</p> <p>Providing breakfast for students to start the day healthily (£1,500)</p> <p>Trips Hardship Fund (£8,000)</p>	<p>Rationale:</p> <p>Incentive for all new students entering St Paul's which encourages an equal beginning to high school life. Hardship fund to help to increase the opportunities and engagement of students with low attendance or social and emotional needs, which may be due to the lack of school uniform. Having a breakfast club for students to attend prior to the start of the school day, ensuring all students have a chance for a healthy and nourished start to the day</p> <p>Milestones:</p> <ul style="list-style-type: none"> • £100 voucher distributed to all new year 7 learners • Uniform will not be a barrier to learning, spare uniform available and access to clean uniform provided • Hardship fund available for students to ensure uniform standards are maintained and trips are accessible <p>Impact:</p> <ul style="list-style-type: none"> • Establishes the philosophy of equality from day 1 • Improved attendance • Increased participation in activities to promote health and wellbeing <p>EEF Impact = +3</p>	<p>3</p>

2 x Attendance Workers (£68,000) + Attendance Rewards (£1,000)	<p>Rationale:</p> <p>Support to improve attendance, attendance levels are checked and acted upon. Systems are in place to make early identification of potential issues. Attendance has improved for those whom it was an issue. Lots of work takes place with parent/carers and students to solve various issues that potentially prevent them from attending or may make it difficult to return to school full time after a long absence or erratic absence</p> <ul style="list-style-type: none"> • Communicate using social media and texting • Home visits • Vulnerable students identified • Support for parents and students to engage with school and learning • Incentives to each year group towards improving overall attendance <p>Milestones:</p> <ul style="list-style-type: none"> • Attendance groups identified and weekly sessions held for at risk students • Attendance rewards for continued and improved attendance • Raise the profile of attendance matters • Accuracy of registers monitored and staff held to account • Attendance and punctuality monitored and reported to all staff daily • Early identification of students at risk of PA • Targeted rewards for good attendance, focused individually or overall weekly class attendance <p>Impact:</p> <ul style="list-style-type: none"> • % increase in student attendance • % reduction in PA • Reduction in the number of students attending Attendance Clinic • Increase in the number of students receiving 100% attendance rewards • Increased awareness of attendance matters and the links between attendance and attainment <p>EEF Impact = +4</p>	2
2 x Safeguarding Officers (£104,546)	<p>Rationale:</p> <p>With the high levels of demand on the Safeguarding team due to social and emotional problems for learners, parents from highly</p>	4

<p>1 x Community Support Officer (£39,000) 1 x Medical & SEMH Lead (£52,941)</p>	<p>disadvantaged backgrounds, high levels of poverty, and families under the social care system, it is essential for us as a school to have a team dedicated to dealing with the issues that arise.</p> <p>In addition the high number of social and emotional needs that have arisen over the past few years has made it essential to have a more dedicated team on hand to help students deal with these concerns.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Monitor CPOMS daily • Track and carry out Peps for LAC students • Communicate with external agencies • Communicate with parents • Conduct home visits and meeting as necessary • Work with the staff towards CPD in safeguarding • Complete CAMHS referrals and work collaboratively with CAMHS • Risk assess all medical concerns as they arise <p>Impact:</p> <ul style="list-style-type: none"> • Students feeling safe in school • Outlet for students who need it • Reduced FTEs • Increased attendance <p>EEF Impact = +4</p>	
<p>Rewards (£4,000 split: Behaviour Rewards £2,500; Raising Achievement £1,000; Gifts & Prizes £500)</p>	<p>Rationale:</p> <p>Incentives to each year group around improved attendance towards the end of year trip with students being placed in a draw to receive a reduction in ticket price</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Half termly rewards assemblies <p>Impact:</p> <ul style="list-style-type: none"> • Improved behaviour and attendance • Reduction in FTE <p>EEF Impact = +4</p>	<p>3 4</p>
<p>Pastoral Team (£218,016)</p> <p>Lunch Time Support (£16,540)</p>	<p>Rationale:</p> <p>Pastoral Support in KS3 and KS4 (LD & Team) working alongside the Progress Leaders and Designated Safeguarding lead.</p> <p>University taster days ran by Progress leaders and CEIAG</p>	<p>3 4</p>

	<p>Milestones:</p> <ul style="list-style-type: none"> • All safeguarding incidents recorded on CPOMS • Students and parents have access to consistent pastoral support • Students able to participate in school trips, University taster days etc. – aspiration • Students have access to SEMH support groups led by team linked to TAC • Students supported/safeguarded at lunch and break times <p>Impact:</p> <ul style="list-style-type: none"> • Increase in student engagement and attendance • Raising student aspirations • Increase in parental engagement <p>EEF Impact = +4</p>	
School Counsellor (£15,000)	<p>Rationale: To have an onsite counsellor available to work with the more complex SEMH students on a one-to-one basis to identify and support their needs</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Students have access to school counsellor linked to SEMH & safeguarding teams identified needs <p>Impact:</p> <ul style="list-style-type: none"> • Identifying SEMH triggers • Implementing strategies to overcome anxieties and other SEMH related triggers <p>EEF Impact = +4</p>	<p>3 4</p>
Duke of Edinburgh Award (D of E) (£2,000)	<p>Rationale: To give opportunities to students to explore wider aspects of the community and achieve a qualification that fits with the Catholic Ethos of the school, focused on service (one of our core values) and embeds cultural capital which they may not have access to outside of the school.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Students have access to the D of E qualifications through our P.E. department working with an external agency. <p>Impact:</p> <ul style="list-style-type: none"> • Wider cultural capital for learners • Increase in student engagement and attendance 	<p>3 4</p>

	<ul style="list-style-type: none"> Raising student aspirations <p>EEF Impact = insufficient evidence</p>	
LAC Funding (£13,650)	Allocated by Safeguarding Lead & Team as per student needs	

Total budgeted cost: £717,293

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils.

Continue to improve individual reading ages across all year groups.

See literacy report by literacy lead.

To improve attendance and punctuality in all year groups

The following is the breakdown of pupil attendance across all year groups with a split of PP & None PP. A comparative column has been given for the previous academic years.

		04/09/2023 AM to 19/07/2024 PM		01/09/2022 AM to 28/07/2023 PM		01/09/2021 AM to 29/07/2022 PM	
		Attendances		Attendances		Attendances	
Year Group 7	Pupil Premium	91.69	Pupil Premium	91.05	Pupil Premium	90.76	
Year Group 7	Not Pupil Premium	95.9	Not Pupil Premium	94.97	Not Pupil Premium	93.58	
Year Group 8	Pupil Premium	87.15	Pupil Premium	88.74	Pupil Premium	87.81	
Year Group 8	Not Pupil Premium	94.14	Not Pupil Premium	94.45	Not Pupil Premium	93.92	
Year Group 9	Pupil Premium	87.64	Pupil Premium	86.45	Pupil Premium	88.04	
Year Group 9	Not Pupil Premium	95.17	Not Pupil Premium	94.58	Not Pupil Premium	93.67	
Year Group 10	Pupil Premium	86.07	Pupil Premium	84.95	Pupil Premium	86.49	
Year Group 10	Not Pupil Premium	94.81	Not Pupil Premium	93.53	Not Pupil Premium	93.91	
Year Group 11	Pupil Premium	75.76	Pupil Premium	79.89	Pupil Premium	85.19	
Year Group 11	Not Pupil Premium	87.03	Not Pupil Premium	87.99	Not Pupil Premium	90.07	

The data shows that across all of the year groups, the gap between PP and none PP learners is approximately 8% with the year 7s the only year group that drops below this, possibly due to the change in work carried out with transition to secondary and the implementation of the key worker system within the SEND team commencing with students and families of vulnerable students before they arrived at school in September. When we compare to the data from the year before, the gap is quite consistent across most of the year groups from 7-10. The data for the Year 11 cohort shows that the gap between PP and none PP has widened, with PP attendance

data showing a significant drop. This highlights the work that still needs to be done within Year 11/ Key Stage 4 in order to close this gap long term.

For whole school:

04/09/2023 AM to 19/07/2024 PM

	Pupils in group	Attendances	Authorised Absences	Unauthorised Absences	Late Before	Late After
Pupil Premium	590	85.92	5.42	8.67	5.31	0.92
Not Pupil Premium	399	93.9	3.63	2.46	1.84	0.16

01/09/2022 AM to 28/07/2023 PM

	Pupils in group	Attendances	Authorised Absences	Unauthorised Absences	Late Before	Late After
Pupil Premium	599	86.39	5.06	8.56	4.56	1.03
Not Pupil Premium	371	93.2	3.86	2.94	1.66	0.22

01/09/2021 AM to 29/07/2022 PM

	Pupils in group	Attendances	Authorised Absences	Unauthorised Absences	Late Before	Late After
Pupil Premium	584	87.76	5.4	6.84	4.18	0.74
Not Pupil Premium	362	92.92	4.77	2.31	1.78	0.15

01/09/2020 AM to 23/07/2021 PM

	Pupils in group	Attendances	Authorised Absences	Unauthorised Absences	Late Before	Late After
Pupil Premium	577	86.93	7.47	5.6	4.02	0.62
Not Pupil Premium	312	91.81	6.18	2.01	2.32	0.28

The data above highlights quite a consistent attendance figure for PP students however the trend is showing None PP attendance increasing and therefore widening the gap between PP and None PP. Again, punctuality for PP remains an area to address.

To increase the participation of disadvantaged pupils in all aspects of the school's wider curriculum

The school's wider curriculum is growing in both variety and numbers. A barcode system was introduced in PE in order to track pupil engagement in the extra-curricular. All pupils are able to participate in clubs before school, during lunchtime and after school. Whole school barcode system for registration, tracking and analysis is now being implemented in order to complete further analysis of participation and key groups.

The wider curriculum embraces and builds in knowledge-rich experiences in the truest sense. Experiences that help them to develop into fully rounded adults that goes beyond the formal and academic. Trips to the local pantomime, geography field trips, participating in the stock

market challenge against other Manchester schools, were just a few examples of the success of these over this past year, as well as sport, drama, careers and so on.

All year 10 pupil premium learners were provided with a GCSE revision pack, which included revision guides, revision cards and other resources to help them work towards their GCSE courses. All students were given an SEMH pack in the post to help with any mental health issues related to isolation.

All year 11 students received careers appointments and telephone appointments in order to help prepare them for further education.

School provided free school meal vouchers for all students who were entitled to this in accordance with national expectations.

A pupil voice was conducted weekly by Progress Leaders in regards to all aspects of school life, in line with OFSTED guidelines. Each sample included as least 50% of PP students.

An ongoing task carried forward from last year will be to draw up a whole school provision map of all activities that students have been involved in whether this be careers, educational visits, mentoring etc. so that there can be quick and precise tracking and analysis of all activities taking place within the school.

To develop more quality first teaching through CPD to improve engagement and progress of SEND students with PP

There were many CPD sessions for staff to participate in last year. The training focused on SEND due to our growing numbers of SEND students who were also PP and Quality First Teaching. A selection of training for all staff included:

- ADHD training
- Safeguarding
- Lexia and IXL Maths for NH staff
- NPQs for behaviour and teaching and learning
- Catholic Leadership training
- MANCEP meetings for departmental CPD
- AQA examiner training and marking
- IDL training for literacy and maths
- Trauma Informed Diploma

In addition to these sessions, there were also bespoke sessions for staff in terms of individual needs and support sessions where necessary to help with improved teaching and learning. Many staff also requested funding for and undertook online training through organisations such as the National Schools Partnerships and the National College etc.

All whole school staff sessions were compulsory and registers were taken to track participation ensuring that all staff had equal training and fulfilled all legal requirements in areas such as Safeguarding.

As part of our teaching strategy, all teachers are trained and encouraged to upskill in the area of quality feedback and communication with learners. This has been identified as a very effective approach to improving the understanding and therefore attainment of all learners and is something that as a school we are working on continuously and be looking at even more over the next few years. In addition, teachers have training and understanding of the various needs including SEND and trauma and how their individual interactions need to be adaptive to each individuals' unique circumstances. Again, this is an area that we will be developing further over the coming years in line with the Trust.

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider
Lexia Power-up	Lexia
Myon	Accelerated Reader
Seneca	Seneca
Sparx Maths	Sparx Maths
PiXI	PiXI
Kerboodle	Kerboodle
Educake	Educake