

Mission Statement

“Trinity is a Catholic learning community devoted to the Common Good,
which calls all by name to the knowledge of the Father
and love of the Son, enriched by the
gifts of the Holy Spirit”.

Overview of the school

Estimated Number of pupils and Marist grant to be received	
Total number of students on roll	615
Total number of students eligible for Marist funding	118
Amount of Marist funding to be received per student	£935
Estimated Total amount of Marist funding to be received	£110330

Previous performance of Marist students %

	2016 Non Marist	2016 Marist Students	2016 GAP	2017 Non Marist	2017 Marist Students	2017 GAP	2018 Predicted Non Marist	2018 Target Non Marist	2018 Predicted Marist Students	2018 Target Marist Students	TARGET GAP	2018 GAP
Progress 8	0	-0.44	0.44	0.24	-0.9	-1.14		.45		.2		
9 - 4 EM only	73%	36%	37%	67.1	33.3	33.8		88.2		71.4		
Capped VA +EM	1007	987	20	991	907	84		995		975		
Eng 3LOP	81%	78%	3%	49.3	13.3	36		60.6		56.5		
Maths 3LOP	68%	45%	23%	44.7	14.3	30.4		68.1		56.5		

Barriers to Learning/Progress for pupils currently at Trinity Catholic School

Barriers to learning	Focus	Desired outcomes	Success Criteria	Chosen Strategies
Disengagement, social development issues	Improve behaviour of disadvantaged pupils	Reduction in behaviour referrals for disadvantaged pupils in comparison to 2016/17	Phased reduction in behaviour referrals by 10%	Pastoral Intervention and Analysis Inclusion Support CBT Counselling Sessions TS4YP
Disengagement, literacy, numeracy barriers, energy levels	Improve engagement of disadvantaged pupils	Improved engagement scores in comparison to 2016/17	Improved engagement in all year groups	Pastoral Intervention and Analysis Inclusion Support CBT Counselling Sessions TS4YP
Lack of home provision for homework, Organisational issues	Improved homework and punctuality rates for disadvantaged pupils	Reduction in homework and late referrals for disadvantaged pupils	Pattern of reduction of late and homework referrals for disadvantaged students in comparison with 2016/17 year Faculty monitoring and presence for late students. Accumulation of sanctions for lates	Pastoral Intervention and Analysis Inclusion Support Homework to enhance progress

<p>Disengagement, social development issues</p> <p>literacy, numeracy barriers, energy levels</p> <p>Lack of home provision for homework, Organisational issues</p>	<p>Improvement in progress in all subjects</p>	<p>In year improvement in progress in all subjects for all Marist students in comparison with 2015/16</p>	<p>Reduction in P8 Gap</p> <p>Reduction A*-C (EM) threshold</p> <p>Capped VA gap reduction</p> <p>English 3LOP gap reduction</p> <p>Maths 3LOP gap reduction</p>	<p>Enhancing Marking and Feedback for all Marist Students</p> <p>Develop Metacognition practices for all Marist students</p> <p>Marist Intervention Strategies</p>
<p>Numeracy issues</p>	<p>Improve levels of progress in Maths</p>	<p>Improved overall performance in Maths at GCSE</p>	<p>Maths 3LOP gap reduction</p>	<p>Enhancing Marking and Feedback for all Marist Students</p> <p>Develop Metacognition practices for all Marist students</p>
<p>Literacy issues</p>	<p>Improve levels of progress in English</p>	<p>Improved overall performance in English at GCSE</p>	<p>English 3LOP gap reduction</p>	<p>Enhancing Marking and Feedback for all Marist Students</p> <p>Develop Metacognition practices for all Marist students</p>

Pathway support	Improve outreach and access to Further Education pathways	To support PP families to attend additional events at the school. To provide a link between school and home. To assist enrichment opportunities for PP students	Higher number disadvantaged students accessing FE Higher number of disadvantaged student parent attendance at school events	Access to Professions Year 7 Campus Challenge Year 8 Sutton Scholars Year 9 University Taster Day Year 9 Options Workshop Year 10 and Year 9 Student Progression and Mentoring programme Clare College (Cambridge University) visit to Trinity
Learning guidance and mindsets for learning	Pastoral Support	To mentor and monitor targeted PP students in all Y11 subjects to ensure maximum achievement.	Improved average points scores for each student between DC3 – DC1.	Pastoral Intervention and Analysis Inclusion Support CBT Counselling Sessions TS4YP
Lack of financial provision providing a barrier for learning	Financial Support	Overall improved performance of disadvantaged students at all levels	Improved engagement, attendance, progress, behaviour, punctuality, homework, exclusions	Assistance with cost of uniform Assistance with cost of transport Assistance with cost of trips and extra curricular activities, DoE etc

Bringing an effective school infrastructure of people and facilities to the Marist funding is at the heart of how Trinity Catholic School has responded and attempted to gain value for money. Marist funding not only follows each student, but is used to bolster school-wide change and improvements in quality of teaching and learning. Strong and inventive leadership combined with consistent management are needed to make the Marist funding system work. The most significant transformations that are happening at the school are the hardening up of the leadership structure; the construction of a more personalised and flexible curriculum pathway; the use of relevant appraisal; and the recruitment and promotion of outstanding staff to deliver the vision that the Marist funding demands. The school believes that these system shifts are more effective than one-off initiatives.

With all students, a core action in the shift to improve student attainment has been to make literacy a priority; setting high expectations and articulating a clear vision for all pupils to become literate. This is a whole-school project: in every department. The school does not believe that investing in more ICT and technology is the solution; nor is one-off tutoring on its own; nor is flooding the classrooms with TAs or employing them for individual student support justified by any recent research. Trinity has used the Sutton Trust research findings as a basis for its strategy in this area.

The school will use the increase in the Marist funding to stimulate new ideas and new ‘kick-start’ initiatives such as Academic mentoring; a focus on marking and feedback; metacognition, collaborative learning, homework; additional curriculum enrichment opportunities; more home contact and support for families; community support including links with pupil premium students in feeder primary schools; an innovative Maths programme; specialist consultants; possible additional tutors in English and Maths; bespoke CPD; and the usual holiday and after-school revision sessions for student not making expect progress borderline pupils. However, the school believes that the Pupil Premium needs a broader whole budget theme – the vision behind it should pervade all colleagues’ mindsets- teaching and non teaching.

The impetus provided by the Marist funding will also be used to work collaboratively with neighbouring schools and the community at large on initiatives to maximise the value of premium and taking a whole-school approach rather than spending it on individual projects that can often benefit only a small number of students. Raising the bar for all students can transform the lives of those on FSM and narrow the gap.

Details of 2017/18 Pupil Premium allocations

Summary of spending and actions taken:

Wave of Intervention	Item/project – 2016/17	Cost	Objective	Strategy	Tactic	Key Performance Indicator (KPI)
Universal (Wave 1)	Enhancing Marking and Feedback for all Marist Students	£26ph CPD X 5 (£130) £26ph Monitoring	To develop consistency of marking and feedback for all Marist students.	All Marist students to gain feedback in lessons via the Head, Heart, Hands model and to engage in regular Dedicated Improvement and	Implement HHH model through selected CPD sessions. Evaluate use in classrooms through pupil progress drop ins, work trawls, staff voice and pupil voice	Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets

		X 16 (£416)		Reflection Time (DIRT) which shows impact in progress over the academic year		
Universal (Wave 1)	Develop Metacognition practices for all Marist students	£26ph CPD X 5 (£130) £26ph Monitoring X 16 (£416)	To enable pupils to plan, monitor and evaluate their learning and engagement	Educate pupils and staff on importance of planning, monitoring and evaluation of their learning	Implement metacognition model through selected CPD sessions. Evaluate use in classrooms through pupil progress drop ins, work trawls, staff voice and pupil voice	Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Universal (Wave 1)	Collaborative Learning in lessons	No cost as yet	To develop collaborative learning practices in lessons and to enable pupils to work together towards common goals	Educate pupils and staff on importance of collaborative learning practices in lessons	Implement collaborative model through selected CPD sessions. Evaluate use in classrooms through pupil progress drop ins, work trawls, staff voice and pupil voice	Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Universal (Wave 1)	Homework to enhance progress	£26ph CPD X 2 (£52) £26ph Monitoring X 16 (£416)	Homework is set by all departments with the explicit aim to enhance the progress of Marist students.	Develop consistency in homework throughout the school and ensure that all students. Ensure that homework also provides opportunities to	Implement homework model through selected CPD sessions. Evaluate use in classrooms through pupil progress drop ins, work trawls, staff voice	Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets

				enhance literacy and numeracy skills in addition to developing wider reading habits	and pupil voice	
Universal (Wave 1)	Oversight of Marist expenditure and progress in all year groups	40% of DP (Inclusion and Progress Salary) £21,000	Line management of Marist Co-ordinator and oversight of progress, attainment and enrichment of Marist students	Hold strategic oversight of all Marist QA and improvement operations	Coordinate all QA within the QA cycle to include <ul style="list-style-type: none"> - Lesson observations - Work and planning scrutiny - Pupil discussions - Analysis of results and assessment data - Attending planning meetings - Leading staff training 	Gaps close in all Marist priorities and targets
Targeted (Wave 2)	Pastoral Intervention and Analysis	HOY hours at 23% of total HOY salary (equitable to proportion of students with year groups) £26,721	Enhance the performance of Marist students in all inclusion areas	Coordinate the monitoring and evaluation of PP students through Pastoral coordination of attendance, homework, behaviour, punctuality, behaviour, enrichment and rewards	Monitor and intervene in inclusion areas which cause a concern for every student, every week of the year	Gaps close in Inclusion measures within the Marist priorities and targets
Targeted	Maths and	English and	Improve the progress	Ensure that all	Coordinate weekly	Gaps close in Maths

(Wave 2)	English Mentoring	Maths Teacher hours 2 x 30 Weeks (£160 X 30) = £4800	and attainment of Marist students in Maths and English	students not at C grade (5) receive weekly mentoring sessions by Maths/English teachers	mentoring by Maths and English staff on a 6 week programme for those students not at C grade (4/5)	and English at Y11 in line with Marist priorities and targets
Targeted (Wave 2)	Salary of PP Co-ordinator	£14,085	To be responsible for managing the progress, attainment and enrichment of Marist students	Increase Marist student participation in raising achievement events in the school.	Assist all QA within the QA cycle to include <ul style="list-style-type: none"> - Lesson observations - Work and planning scrutiny - Pupil discussions - Analysis of results and assessment data - Attending planning meetings - Leading staff training - Lead the Y11 Marist form group - Lead, manage and develop enrichment opportunities for 	Gaps close in Inclusion measures within the Marist priorities and targets Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Targeted (Wave 2)	Inclusion Support	60% of Inclusion Coordinators salary (£9,411)	Enhance alternative opportunities and in-class support for Marist students	Develop pathways for alternative provision and behaviour support	Co-ordinate Alternative Provision where necessary . Co-ordination of support work to include Emotional literacy, Mentoring, Anger Management sessions.	Gaps close in Inclusion measures within the Marist priorities and targets

					Behaviour support in lessons	
Targeted (Wave 2)	Access to Professions	Within Marist coordinator salary +£500	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	Marist student attend a workshop at Aston University to learn about a profession that they are interested in and the different pathways into a career of their choice	Gaps close in Marist engagement scores in line with Marist priorities and targets
Targeted (Wave 2)	Subject morning catch up/intervention	Teaching hours at £20ph X 14 x 8 (£2240)	Improve progress of Marist students in identified GCSE areas	Enhance intervention and support at Y11	Year 11 students attend specific subject morning intervention classes before school. Subjects rotated on a weekly basis with subject teachers leading sessions	Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Targeted (Wave 2)	Intervention classes (all GCSE classes)	Teaching hours at £20ph X 14 x 8 (£2240)	Improve progress of Marist students in identified KS3/4 areas	Provide additional learning experiences for KS3 and 4 students	Coordinate a structure of academic enrichment through after school and holiday sessions	Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Targeted (Wave 2)	Breakfast club	£2300	Improve progress of Marist students in identified GCSE areas	Ensure that Marist students have the opportunity to access	Provide breakfast for all Y11 Marist students	Gaps close in Inclusion measures within the Marist priorities and

				breakfast each day		targets Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Targeted (Wave 2)	Year 7 Campus Challenge	Within Marist coordinator salary	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	University of Warwick led workshops for Marist students and additional selected	Gaps close in Marist engagement scores in line with Marist priorities and targets
Targeted (Wave 2)	Year 8 Sutton Scholars	Within Marist coordinator salary	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	5 high achieving Y8 Marist students take part in a programme of study with the Sutton Trust	Gaps close in Marist engagement scores in line with Marist priorities and targets
Targeted (Wave 2)	Year 9 University Taster Day	Within Marist coordinator salary	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	University of Warwick visit with Marist students. Tour of campus, workshops and study sessions	Gaps close in Marist engagement scores in line with Marist priorities and targets
Targeted (Wave 2)	Year 9 Options Workshop	Within Marist coordinator salary	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	University of Warwick visit to Trinity to present pathways and progression to HE	Gaps close in Marist engagement scores in line with Marist priorities and targets

Targeted (Wave 2)	Year 10 and Year 9 Student Progression and Mentoring programme	Within Marist coordinator salary +£500	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	University of Warwick PSHCE mentoring programme over 6 weeks. Marist students only. Includes visit to Warwick University in May	Gaps close in Marist engagement scores in line with Marist priorities and targets
Targeted (Wave 2)	Clare College (Cambridge University) visit to Trinity	Within Marist coordinator salary + £500	Enhance career and higher education opportunities	Open pathways to universities and engage with local partners	Various workshops, presentations and events for Marist students	Gaps close in Marist engagement scores in line with Marist priorities and targets
Individual (Wave 3)	Assistance with cost of uniform	£1500	Support Marist students in financial difficulty	Always provide uniform items when families are unable to support	Purchase uniform items where necessary	Gaps close in Inclusion measures within the Marist priorities and targets
Individual (Wave 3)	Assistance with cost of transport	£1000	Support Marist students in financial difficulty	Always provide transport costs when families are unable to support	Purchase passes/fares where necessary	Gaps close in Inclusion measures within the Marist priorities and targets
Individual (Wave 3)	Assistance with cost of trips and extra curricular activities, DoE	£4500	Support Marist students in financial difficulty	Always provide transport/trip costs when families are unable to support	Purchase passes/fares /trips where necessary	Gaps close in Inclusion measures within the Marist priorities and targets

	etc					Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Individual (Wave 3)	Pathway interviews	£20ph X 34 (£680)	Marist students are clear on pathways at KS5	Coordinate early pathway interview sessions	All Marist students involved in a series of pathway/career interviews during year 10/11.	Gaps close in Inclusion measures within the Marist priorities and targets Progress gaps close in all subjects in all year groups in line with Marist Priorities and Targets
Individual (Wave 3)	CBT Counselling Sessions	Marist students £8799	Improve resilience and mental health of Marist students	Enhance opportunities for Marist students to access CBT counselling support	Provide CBT counselling, support and guidance via the on site school counsellor. Sessions are scheduled in accordance with need but will not be less frequent than one every two weeks	Gaps close in Inclusion measures within the Marist priorities and targets

Individual (Wave 3)	TS4YP	£5000	Improve attendance and behaviour of Marist students	Provide weekly mentoring for Marist students with attendance/behaviour concerns	Organise mentoring for all students who are below 95% attendance. Organise mentoring for all students who have increasing numbers of behaviour referrals	Gaps close in Inclusion measures within the Marist priorities and targets
Individual (Wave 3)	Safeline	£3000	Improve social competency and staying safe awareness of female Marist students	Coordinate Safeline sessions for identified Marist students	Initiate and review Safeline sessions	Gaps close in Inclusion measures within the Marist priorities and targets

Total Allocation = £110,330