**Appendix A**

 **Pupil Equity Fund – Spending Proposal**

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| **Proposal Period : April 2017 – March 2018** | **Local Authority: North Ayrshire Council** | **Link Senior Manager:** |
| **School: Garnock Community Campus - Secondary** | **PEF Total Allocation: £ £110,580** |  |
| **Evidence based Rationale:***Why are you planning to spend your PEF allocation in this way?** Presentation of data in the local context
* Analysis of what this reveals in terms of the attainment gap
* Identification of target populations
* Rationale behind proposals
 | 51.38% of our pupils are living in SIMD 1-3 with a significant percentage out with these deciles being vulnerable and living in rented accommodation. Although as a school our literacy and numeracy levels are very positive, especially compared to our comparator schools, we still have a significant cohort of pupils who attainment is limited due to poor literacy and numeracy skills. This is particular apparent when looking at our SMID 1-3 pupils. Literacy is the key to accessing all other areas of learning as well as pupils having the confidence to develop their own skills for learning as they progress from the BGE to Senior Phase. At present we have the following breakdown of pupils in each year group who live in SIMD 1-3:S1 – 50.83% S2- 49.72% S3 - 57.05% S4 - 58.19% S5 – 46.54% S6 – 43.60%Within these pupils we have 325 who are on STINT levels 1-4 and 38 pupils who are LAC pupils.We wish to develop strategies to not only support these pupils in terms of literacy and numeracy, but also build capacity for these pupils to develop a great resilience for learning, provide leadership opportunities and mentor these pupils to make sure the attain at the highest possible levels.  |
| **Proposed Interventions:***What are you planning to do with your PEF allocation?** Proposals to address identified issues
* Aim and expected impact of proposals
* Initial assessment of funding requirement
* Plans to work in partnership with other schools/local partners/providers, if applicable
* Link to HGIOS 4 quality indicators / NIF
 | * Increase staffing in English and Maths **( 2 x 0.5 FTE £45132)** – additional staffing in English and Maths will allow a great focus on developing Literacy and Numeracy skills. IT is planned that these teachers will work with identified pupils, develop resources, and lead workshops, all of which will add capacity to the development of these key areas.
* Leadership / Mentor Coordinator **( PT 1 Scale £4867 )** – this post will be crucial to develop resilience across the identified cohort of pupils in SIMD 1-3. They will develop strategies including targeted intervention, mentoring and opportunities for pupil leadership.
* Pupil Coaching **( Cani Coaching approx. £4500 )** – Cani coaching ( or similar ) will develop workshops and build capacity throughout the staff to focus on Growth mind-set, goal mapping and leadership.
* Classroom Assistants for SIMD 1-3 **( 2 x £14789 )** - CA along with Pastoral Support would target specific pupils looking at attendance, attainment and achievement.
* Pupil Leadership programme **( £8000 )** – we will be targeting pupils in SIMD 1-3, who are underachieving, and have not experienced a leadership programme. These will focus on raising attainment and building aspirations.
* DHT – Leader of Learning **( £11,000)** – DHT will lead on all aspects of the PEF including measuring impact, reporting and monitoring progress.
* Parental Workshops focusing on Literacy and Numeracy **( £500 )** – these workshops will be targeted at parents to allow the m to support their children to develop literacy and numeracy skills.
* Supported Study workshops **( £1000 )** – targeted at pupils in SIMD 1-3 who are underachieving. Funds will be used to put on additional transport.
* Literacy and Numeracy resources. **( £4000)** – we will be developing a range of resources to build capacity including a skills framework, literacy ladders and materials for parents and pupils to use to strengthen Literacy and Numeracy skills. Included in this will be Accelerated Reader.
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| **Impact Measurement:** | * Initial tracking of SIMD 1-3 pupils
* Review of pupils ambition in S1 🡪 S6
* Parental engagement course for SIMD 1-3
* Use GL assessment / standardise tests to track profile from P6 🡪 S6
* Use of Data Coach to provide analysis
* Collation of all tracking data into one spreadsheet
* Attainment results, particularly in Literacy and Numeracy in SIMD 1-3 pupils
* Leavers destinations to reflect increase ambition and confidence
* Increase in test scores for Accelerated Reader.
* Monitor and report on our skills framework
* Focus groups of parents, pupils and staff
* Attendance data and use of on-going pupil, staff and parent surveys.
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| **Governance:***How will you organise the management and reporting arrangements?** Proposals for how the work will be managed at school level/partnership level (if applicable)
* Plans for reporting on progress

 | * DHT Leader of Learning will take lead with all aspects of the PEF and monitor impact.
* Data coach will provide reports and analyse data.
* Monthly review
* SIP to reflect focus on literacy, numeracy, leadership and mentoring
* Parental feedback
* PTs for Languages and Maths will take lead with developing resources and workshop to increase capacity throughout school. ( 3-18 )
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