

Ferndale Community School



Indicative Spending Plans

Contextual Information

Ferndale Community School is an 11-19 co-educational community set at the top of the Rhondda Fach Valley. Around 36% of students are entitled to free school meals which are well above the national average. The majority of students come from the 20% most deprived areas of Wales. While there are more than 236 students entitled to free school meals, the funding formula is based on January 2014 PLASC statistics

Consequently, real-term numbers of FSM students are not taken into account. In spite of this, the school makes every effort to support all students entitled within the school.

The spending allocation of the three main grants: Pupil Deprivation Grant (PDG); School Effectiveness Grant (SEG); and Welsh in Education (WEG) are in line with the national priorities of literacy, numeracy and reducing the poverty gap in educational attainment. Furthermore, the priority of spending fits into the school improvement plan.

SIP 2014-2015

- Focus on Learning and Teaching to Raise Aspirations
- Focus on reducing the impact of social deprivation
- Focus on improving Attendance
- Focus on Leadership, management and support

Consequently, we aim to prioritise the grants to result in a “joined-up” approach to school improvement to provide the students in our care with a high quality experience. (Targeted students in this document refer to students on FSM and LAC)

Pupil Deprivation Grant Indicative Spending Plan - £188,190

Planning Action	Desired Impact	Anticipated Cost	Anticipated Impact
Appointment of two additional temporary teachers (1x English and 1 Maths)	The Desired impact of this action is reduce class-size to have a positive impact on learning. It will also allow the stringing of subject teachers together, allowing for targeted group support. The teachers will also be used for targeted one-to-one teaching as an additional intervention for students during the school day	The salary of the two teachers is £27,800 and £26,600	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in English and maths at KS4
Appointment of two Learning Coaches to support, mentor target students in KS3/4	The desired impact of this action is to provide intensive 'Catch-up' literacy and numeracy provision in KS3 and intensive English and Maths provision in KS4 along with teaching the students how to best learn and prepare for exams	The salary of the two Learning Coaches is £19,948 and £21,752	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved literacy and numeracy reading ages for targeted students • Improved standards in English and maths at KS4
Appointment of a vocational coach to target potential NEETS students	The desired impact of this action is to provide vocational learning support and mentoring in life skills for students that have been identified as potential NEETS	The salary of the coach is £18,750	<ul style="list-style-type: none"> • Reduction in NEETS • Increased employability

Appointment of FSM Literacy specialists to teach read, write Inc. and KS3 catch-up interventions	The desired impact of this action is to provide targeted support for students with reading ages under 9.6 years and/or 2 years below chronological age using Read, Write Inc. and catch up programmes	The salary of the specialist teacher is £30,000	<ul style="list-style-type: none"> Improved standards at KS3 (Level 5 and 6) Improved literacy ages for targeted students
Appointment of two attendance and wellbeing mentors	The desired impact of this action is to provide targeted support for students in KS3 and KS4 with issues related to attendance (working with RCT AWS service and Achievement Leaders) and wellbeing	The salary of the two support workers is £18,750 and £8,562 (Rest of the post taken up from SEG £10,188)	<ul style="list-style-type: none"> Improved attendance in KS3 and KS4
Further engage with Cluster Primaries, Community and families using Time-Banking	The desired impact of this action is to provide the opportunity for increased student, family, carer and community engagement with school.	£4000 Time Schools SLA	<ul style="list-style-type: none"> Improved attendance in KS3 and KS4 increased family and community engagement in school
Continue to Develop approaches to targeted Students using SEAL	The desired impact of this action is to provide targeted support for students in KS3 and KS4 with issues related to self-Esteem and aspiration issues	£1000 for cover and work with specialist providers	<ul style="list-style-type: none"> Improved attendance in KS3 and KS4 Improved standards in KS3 and KS4
Continue to Work with The Pathfinder Project with University of Wales Equality Unit with Prof David Egan	The desired impact of this action is to provide the opportunity for increased student, family, carer and community engagement with school.	£1500 for cover and work with specialist providers	<ul style="list-style-type: none"> Improved attendance in KS3 and KS4 increased family and community engagement in school

Further engage with kite marks which improve the school engagement with student, family, carer and community	The desired impact of this action is to provide the school with the evaluation and action planning tools to improve engagement with student, family, carer and community.	Investors in Family £120 Inclusion Kite Mark £1000 Healthy Schools Phase 5 £600	<ul style="list-style-type: none"> increased family and community engagement in school
Develop the use of the PASS survey (Pupil Attitudes Survey) with students and teachers	The desired impact of this action is to provide the school with the evaluation tool 'from a student perspective' to improve engagement with all stakeholders	PASS Survey £1200 (GL assessment) PASS Training £600	<ul style="list-style-type: none"> Improve Learner feedback to school evaluation Develop support for targeted students
Research and Development of the best alternative engaging curriculum for targeted students	The desired impact of this action is to provide the school with a new range of vocational Life skills type qualifications	Temp TLR £4000	<ul style="list-style-type: none"> Improved L1 and L2 standards Reduction in NEETS
Develop OOHL sessions to support exam revision and on-line learning	The desired impact of this action is to provide targeted students with on-line and weekend/holiday revision sessions	Holiday Cover £1000 Web Portal £1000	<ul style="list-style-type: none"> Improved L1 and L2 standards
<ul style="list-style-type: none"> Total Expenditure: £188190 			

School Effectiveness Grant (SEG) Indicative Spending Plan - £33,288

Planning Action	Desired Impact	Anticipated Cost	Anticipated Impact
Targeted in-service training for literacy	Training programmes targeted at this national priority throughout the year. These will be provided by a range of	NSP Training/Cover £750 LNF Training/Cover £500	<ul style="list-style-type: none"> Improved standards at KS3 (Level 5 and 6)

	companies including NSP Partners and The Central South Consortium. The desired impact of this action is to increase performance at KS3 and embed the Literacy numeracy Framework (LNF) into schemes of work ready for subjects to track and report against this Framework in 2015.	NSP Leadership Training/Cover £1600 Catch-up Training/Cover £300	<ul style="list-style-type: none"> • Improved standards in English at KS4 • Improved literacy reading ages for all students in KS3
Targeted in-service training for numeracy	Training programmes targeted at this national priority throughout the year. These will be provided by a range of companies including NSP Partners and The Central South Consortium. The desired impact of this action is to increase performance at KS3 and embed the Literacy numeracy Framework (LNF) into schemes of work ready for subjects to track and report against this Framework in 2015.	NSP Training/Cover £750 Other Companies Training/Cover £1650	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in English at KS4 • Improved numeracy ages for all students in KS3
Working with Primary Cluster on developing joint approaches to literacy and numeracy	The desired impact of this action is to increase the common approaches to literacy and numeracy across the cluster. Included in this is work on 'Big Maths' and Big maths Nailed' and 'Success for All' SFA	Numeracy Training/Cover £1200 Literacy Training/Cover £600	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in English/Maths at KS3/4 • Improved literacy and numeracy ages for all students in KS3

<p>Developing Tactical Teaching for Reading & Writing</p>	<p>The desired impact of this action is to increase the use of the 'Tactical Teaching' approaches to learning and teaching. This will be led by the outstanding teacher of literacy</p>	<p>Tactical Teaching Training/Cover £2000 Writing Tactical Teaching Training/Cover £2000 Reading OTL Training/Cover £600 Cover</p>	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in English at KS4 • Improved literacy reading ages for all students in KS3
<p>Updated training for Literacy intervention Programme – Read Write Inc. and share with other schools in SIG group</p>	<p>The desired impact of this action is to increase the knowledge and update the training for new staff and leaders of the Read Write Inc. programme.</p>	<p>Ruth Miskin Training/Cover £1850 Sharing Cover £600</p>	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in English at KS4 • Improved literacy reading ages for all students in KS3
<p>Reading Champion's Programme</p>	<p>The desired impact of this action is to increase student's love of reading. This programme promotes Reading including visits to local library's</p>	<p>Resources/Cover £600</p>	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in English at KS4 • Improved literacy reading ages for all students in KS3
<p>Data training and student profiling</p>	<p>The desired impact of this action is to increase all</p>	<p>Training/Cover £600</p>	

	teachers' ability to accurately profile student for interventions. Training includes a range of data sources including FFT and FSM data	CSC Training £600	Improve the impact of interventions at subject and coaching level
Lead Practitioner Accreditation	The desired impact of this action is to increase the a number of middle leader learning and teaching leadership skills. The package from iNet includes , staff coaching and peer to peer working	iNet Training/Cover/Mentoring £6000	<ul style="list-style-type: none"> • Improve Middle leadership
Work toward accreditation for NACE standard for MAT	Developing the consistency of provision using peer mentoring working with other schools in SIG Group to support MAT learning	NACE £300	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 6/7) • Improve A and A* at GCSE level
Appointment of two attendance and wellbeing mentors	The desired impact of this action is to provide targeted support for students in KS3 and KS4 with issues related to attendance (working with RCT AWS service and Achievement Leaders) and wellbeing	The salary of the two support workers is £18,750 and £8,562 (Rest of the post taken up from SEG £10,188)	<ul style="list-style-type: none"> • Improved attendance in KS3 and KS4
<ul style="list-style-type: none"> • Total Expenditure: £33,288 			

Welsh in Education Grant (WEG) Indicative Spending Plan - £2954

Planning Action	Desired Impact	Anticipated Cost	Anticipated Impact
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Employ specialist advice/support to review curriculum and transition in Welsh	The desired impact of this action is to build upon the Good work in the Primaries	Training/Cover £1000	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in Welsh at KS4
Develop the Welsh Transition Group	The desired impact of this action is to build upon the Good work in the Primaries	Training/Cover £1000	<ul style="list-style-type: none"> • Improved standards at KS3 (Level 5 and 6) • Improved standards in Welsh at KS4
Employ specialist advice/support to review curriculum and qualifications in Welsh	The desired impact of this action is to build upon the Welsh Departments understanding of the curriculum and qualifications changes in Welsh	Training/Cover £954	<ul style="list-style-type: none"> • Improved standards in Welsh at KS4 •
<ul style="list-style-type: none"> • Total Expenditure: £2954 			