Pupil premium strategy statement

This statement details our school's use of pupil premium funding for 2023 to 2024, to help improve the attainment of our disadvantaged pupils.

This is an update to our 3-year strategy, first published in 2021.

It outlines 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	Yavneh College
Number of pupils in school	1073
Proportion (%) of pupil premium eligible pupils	4.9
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021-22 2022-23
	2023-24 – Updated Strategy November 2023
Date this statement was published	November 2023
Date on which it will be reviewed	November 2024
Statement authorised by	Mr S Lewis
Pupil premium lead	Rabbi A Davis
Governor / Trustee lead	Mrs S Stone

Funding overview 2023-2024

Detail	Amount
Pupil premium funding allocation this academic year	£75,000
NTP 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	£75,000

Part A: Pupil premium strategy plan

Statement of intent

What are your ultimate objectives for your disadvantaged pupils?

For all PP pupils to play a full and successful part in the academic and wider school community. To achieve this we aim:

- 1. To ensure that all PP pupils **participate** in the academic and wider curriculum to the same extent as their peers
- 2. To ensure that PP pupils on average make **increasingly good progress** year on year (i.e. Achieve on average a value added Progress 8 Score within 5 years (2026) to the same extent as their peers)
- 3. To increasingly address and **remove the barriers** faced by our PP pupils e.g. poor attendance, lack of social capital, etc.

How does our current pupil premium strategy plan work towards achieving these objectives?

To achieve these objectives the school is adopting the tiered approach recommended by the EEF, which places the greatest focus on promoting high quality teaching, supported by academic interventions and wider non-teaching strategies. Therefore, underpinning this three-year plan is the development of high-quality teaching CPD aided by the recruitment/retention of high-quality teaching staff, especially in the core subjects.

There is also internal data and academic literature that highlights the need for high quality pastoral support and attendance interventions to meet the needs of our PP pupils. As such, funding is directed to ensuring that high quality pastoral care is available to all pupils and within this team we ensure that disadvantaged pupils are provided with appropriate support.

What are the key principles of our strategy plan?

The strategy plan is based on the following principles:

- That we promote an ethos that promotes the school's motto of "Olam Chessed
 Yibaneh A World Built on Kindness" for all, regardless of disadvantage or need.
- That we are an evidence based school and that decisions and interventions should be based on research and data.
- That the most effective method of addressing disadvantage is through a strong focus on improving teaching and learning, as advocated by the EEF.
- That providing high quality pastoral and CIAG support is essential to meet the wider needs of all pupils.
- That the use of a robust monitoring system, focused on outcomes, that can identify barriers and effectively inform and evaluate interventions is essential to maximise the impact of PP funding.
- That specific interventions should be based on **identified need**.
- That PP funding is leveraged to benefit as many pupils as possible, including non-PP pupils.

Challenges

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

Challenge number	Detail of challenge
1	The small number of PP pupils on roll have lower levels of achievement than their peers on entry to the school and this gap continues to grow in certain areas of the curriculum during KS3 & 4.
2	PP pupils' attendance is lower than their peers.
3	PP pupils' Home Learning Environment and social capital is on average lower than their peers. Home life financial situations results in many PP pupils being unable to access social capital to the same extent as their peers.
4	Many PP pupils' require additional pastoral support as a result of ACEs (adverse childhood experiences) that they may have suffered.

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	
Improve pupil outcomes at GCSE	To have closed the gap in KS4 P8 and A8 scores for our school so that they are inline or better than the non PP scores at our school by 2024.	
Improve quality of teaching and learning with "quality first teaching" in all classrooms	QA observations, learning walks, work scrutiny, drop-ins and CPD to ensure that all pupils experience lessons that enable at least good progress to be made.	
	To have closed the gap in KS4 P8 and A8 scores for our school so that they are inline or better than the non PP scores at our school by 2024.	
Improve attendance of PP pupils	Attendance for PP in line with peers by 2024.	
Ensure that all pupils experience a positive learning environment where all pupils feel challenged and confident to contribute and to ask questions.	Learning walks and PARS data show effective use of behaviour for learning strategies and routines in line with whole school policy.	
PP pupils to engage in a wide range of enrichment activities to the same level as their Non-PP Peers	An effective system of tracking of participation is put in place	
	Levels of engagement for PP pupils is in line with Non-PP pupils by 2024.	
Provide high quality CIAG provision to all PP pupils i.e.: • Improve access to further/higher education pathways information to post 16 & 18 education.	Apprenticeship information event offered to all Year 11 pupils, with attendance of PP pupils in line with Non-PP pupils.	
	Careers advisor sessions to have taken place for PP pupils in KS4 & 5.	

 Ensure all PP pupils offered at least two meaningful encounters with a careers adviser. 	HoYs / Head of Sixth Form to have provided appropriate guidance on subject pathways for KS4/5.
 Ensure additional guidance given to pupils when choosing KS4 & 5 pathways/subjects. 	
Increase PP parents' engagement with school	Attendance at parents evening for PP is in line with their peers by 2024

Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year (2023-2024)** to address the challenges listed above.

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 30,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Recruitment and retention of key specialist teachers - Making sure pupils have teachers who are specialists	Research reported by the DFE (2016) suggests that pupil attainment in core subjects such as maths is greater when delivered by a specialist teacher	1
Teaching and Learning focus on evidence-based strategies to support Quality First Teaching.	Supporting the Attainment of Disadvantaged Pupils (DFE, 2015) suggests high quality teaching as a key aspect of successful schools. Wider educational literature e.g. Lemov (2010) & Sherrington, (2019) suggests that selected methodologies are most effective at improving pupil outcomes. This is further supported by the EEF Tool Kit (2021) which claims significant improvement in learning e.g. Interleaving and questioning +7 Months Assessment for learning / feedback + 6 Months	1
CPD implemented to develop consistent high quality teaching and behaviour for learning techniques in all lesson centred around Growth Mindset.	CPD to be based on the methodologies that are highlighted as most effective in wider literature e.g. Rodgers (2015), Dweck (2006). This is further supported by the EEF Tool Kit (2021) which claims that effective behavioural management strategies have a benefit of significant improvement in learning i.e. +4 Months to learning	1
Embedding a robust diagnostic assessment programme to	Robust diagnostic procedures and practice is a vital investment in order to ensure we maximise the impact of the time and resources we invest into intervention strategies. Diagnostic assessments allow us to rule out potential issues	1

assess literacy needs	and then prioritise our efforts so that we can continually focus upon the best next step in learning for each pupil. Closing the Literacy gap is one of the most effective ways to ensure all learners can access the full curriculum.	
CPD and training to ensure teachers can both accurately assess areas of Literacy need, and can deliver appropriate interventions based upon the diagnostic results.	Accurate identification of need (phonics/fluency/comprehension/or other) and training for key stakeholders in using DIBELS and Rasinki's multidimensional fluency scale, will ensure pupils are then matched to the most effective targeted interventions. This approach is supported by the DFE's Reading Framework Update 2023.	1
Embedded regular summative assessments to identify underperforming pupils and to signpost interventions.	Wider educational literature e.g. Lemov (2010) & Sherrington, (2019) highlights importance of effective assessment improving pupil outcomes. This is further supported by the EEF Tool Kit (2021) which claims effective assessment has a significant improvement in learning i.e+7 months impact	1
QA led by WSLT to provide developmental feedback, identify training needs and to share best practice.	DFE guidance on Teacher Standards states that 'Systems of appraisal and monitoring of teaching are necessary and can help to determine starting points for professional development'. Collected teacher efficacy is highlighted by Hattie (2016) as the most effective influence on pupil achievement (+1.57) and therefore supports strategy of sharing good practice.	1

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

Budgeted cost: £ 15,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Providing subject specific and targeted revision and intervention sessions. E.g. in school sessions during Form Times, lunchtimes and after school. Providing subject specific interventions	Data tracking scores for PP pupils during lockdown showed progress as lower than that of their peers, suggesting larger gaps in knowledge. Assessment data suggests that targeted academic intervention of pupils with negative progress scores has had a significant impact in mocks in previous years. This is supported by the EEF Toolkit (2021) which reports that extending school day has an effect of + 3 Months.	1, 2, & 3

and revision sessions.		
Provide high quality subject specific revision material e.g. revision guides.		
Increased 1:1 career adviser interviews and implementation of KS4 work experience programme.	CEC report (2020): highlights importance of careers guidance. Effect sizes reported by Hattie (2016) show that Careers interventions have an effect size of +0.38 and are likely to have positive effect on pupil achievement.	1, 3 & 4

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

Budgeted cost: £ 25,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Provide high quality pastoral care including mentoring and support of vulnerable pupils by Pastoral Team	EEF Toolkit (2021) reports that mentoring has a +2 months benefit to pupils Effect sizes reported by Hattie (2016) show that behavioural intervention programmes have an effect size of 0.62 and specific interventions linked to needs has an effect size of 0.77.	2 & 4
Targeted attendance activities, including: Regular Attendance Reviews of year groups by Pastoral Team & with AIO Attendance Clinics with Attendance Officer, Pastoral Team & AIO Work with PP parents and pupils to identify specific barriers to attendance Targeted support based on specific barriers	Research presented by organisations such as Welsh Assembly Government (2011) & Durrington Research School (2018) suggest that the identified activities all have a significant impact on attendance outcomes for PP pupil	1, 2 & 4
Work with partners (DFE, etc) to provide laptops and ICT access for all pupils	Wider literature e.g. Colman (2021) shows that PP pupils significantly affected by digital divide.	1 & 3
To continue to promote positive behaviour and use the Ladder of Rewards to celebrate the success of all pupils	Effect sizes reported by Hattie (2016) show that reducing disruptive behaviour has an effect size of +0.32 and is likely to have a positive outcome on pupil outcomes.	1, 2 & 4
Peer Mentoring Programme in place with Sixth Form students trained to provide mentoring to targeted pupils in KS3/4	Research by the Armies families Federation (Noret, Mayor, Al-Afaleq, lingard, & Mair, 2014) highlights the need to "Increase the number of activities to support children and young people's integration into schools". Buddying is suggested by the SCip alliance as an effective way of achichiving this.	1 & 4
Ensure that pupils can access full taught and extra curriculum	EEF's tool kit reports +2 months benefit from both arts and sports participation	1 & 3

Provide leadership capacity within WSLT to lead in developing support for PP pupils.	The EEF's guide "Putting Evidence to Work, A Guide for Implementation" (Sharples, Albers, & Fraser, 2018) – highlights the importance of building leadership capacity to deliver school improvement.	1, 2, 3 & 4
Terri papiler	deliver school improvement	

Total budgeted cost: £ 70,000

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 in the 2022 to 2023 academic year.

Pupil Premium Strategy Statement and expenditure for Yavneh College for 2022 - 2023

Key Stage	Number of pupils	Amount per pupil	Total
KS3 (year 7-8)		£955	
KS4 (years 9-11)		£955	
LAC pupils	0	£1900	£O
TOTAL			

Commitment	Process for monitoring	Expected Impact	REVIEW (completed in Term 1 2023 for Academic Year 22-23)
Continue to run lunchtime revision/catch up sessions for year 11 students.	Pupils under target to be encouraged to attend, parents to be emailed, registers taken to	Underachieving pupils have extra support for each subject in Year 11 across the year.	A number of departments held tiered/targeted revision sessions.
	monitor attendance of students.		PP pupils were encouraged to attend.
	Monitored by HoYs, HoDs, subject		
	teachers		Approximate cost: £1000
To organize and run targeted	Pupils Reading Ages tracked from	Pupils Reading Ages will increase	This intervention dovetailed with
and intensive 'Rapid Reader'	Term 1 to Term 2, using STAR	– this will be identified using a 3 rd	the Lexia intervention plan (see
support for KS3 pupils, whose	Reading Test Data. Pupils	STAR Reading assessment at the	below) and together, were
Reading Ages are identified as	identified in Term 2 for intensive	end of the program.	extremely successful
being significantly below	support in Term 3 to ensure more	Pupils will feel more confident.	interventions. Post Mortem
chronological age.	rapid improvement towards	Pupils will be better able to	assessment revealed most pupils
	meeting age related	access the curriculum across all	identified and included in the
	expectations for reading.	subjects.	groups, made significant progress
		Greater progress across all	in their reading ages, following
		subjects for pupils.	the program.

	LIOD From /LIOD CENID to liging and		
	HOD Eng/HOD SEND to liaise and		
	assess need.		HOD For the election of the end of
	Teachers to run extra sessions as		HOD Eng tracked and monitored
	overtime (paid) contact time,		the impact and findings.
	using findings from the University		
	of Sussex to drive improvement.		Approximate Cost £1800
To organise targeted KS3	Pupils Reading Ages tracked from		This intervention dovetailed with
intervention using Lexia run by	Term 1 to Term 2, using STAR		the Rapid Reader intervention
English teachers and HLTA's, for	Reading Test Data. Pupils		plan (see above) and together,
pupils whose Reading ages fall	identified in Term 2 for intensive		were extremely successful
well below chronological age.	support in Term 3 to ensure more		interventions.
	rapid improvement towards		
	meeting age related		
	expectations for reading.		HOD Eng. tracked and monitored
			the impact and findings.
	HOD Eng./HOD SEND to liaise and		
	assess need.		
			Approximate Cost £1000
	Teachers/HLTAs to run extra		
	sessions.		
To organise and run small group	Internal Tracking Data monitored	Pupils' misconceptions can be	703 tutoring hours were delivered
tutoring sessions in a wide range	and PP/SEND pupils (whose	identified in the small group	over the course of the academic
of subjects where gaps in	progress in core subjects is below	settings and addressed. Pupils will	year, to 70 students, across 8
attainment versus targets were	expectations), offered a place in	be supported in a low-stakes	curriculum areas. These were
identified for PP pupils.	the extra tuition hubs.	environment and confidence in	rolled out as 1-hour weekly
lacininea for it popils.	THE CARG TOMOTTHOOS.	the security of knowledge and	sessions, for groups of a maximum
	SLT to monitor attendance/liaise	understanding will increase.	of 6 pupils, and were held after
	with parents and tutors	Teachers will see impact in class	school. They were led by
	wiiii parenis ana iolois	=	
		settings, with pupils engaging	experienced practitioners and
		more and producing work that is	subject specialist teachers who knew both the students and their
		of a higher standard. Gaps	
		between attainment of pupils in	needs. Parent of Year 11 student:
		this group and peers will begin to	'My son did so well in his English.
		close. Pupils' results in Y10 end of	He achieved a grade 7 in
		year exams will be more in line	Literature. This is a boy who
		with their targets.	struggles to empathise because

Continue to utilise mentors for	HoY to allocate pupils and	Ensuring struggling pupils are	of his SEN needs. I can't thank you enough for putting on the extra sessions and giving him a place. It made all the difference'. Initial Fischer Family Trust data following the results from the GCSE Examinations shows that: Overall, pupils in receipt of FSM had a value-added result of +0.6 (meaning they scored on average half a grade above target grade in all subjects.) Non-FSM pupils achieved an overall of +0.9. This is an improvement on our internal tracking data for our FSM/PP pupils and narrows the attainment gap. Overall, our SEN pupils with an EHCP achieved a value-added score of +1.7. SEN pupils in receipt of support achieved +1.4. Non-SEN pupils achieved an overall value-added of +0.8. Hence, our SEN pupils outperformed our non-SEN pupils and made significantly above average progress. Approximate Cost £13,000 This ran successfully throughout
KS4 pupils struggling to meet target grade in a range of subjects	mentors (staff or Sixth Form). Pupil Premium pupils to be given priority in terms of available/suitable staff Monitored by HOY 11	given more support in school and made more aware and more accountable for their progress	the year.

Provide 1:1 catch-up support for pupils in KS4 via Gateway/ JW3. Approximate cost: £5,400	Ensuring that Pupil Premium pupils who have struggled to catch-up academically as a result of Lockdown are supported with 1:1 tuition. SENDCO to liaise with Gateway about support. SENDCO & HoY to monitor.	Close the gap for disadvantaged pupils who have fallen behind academically as a result of Lockdown.	Gateway provided online 1:1 support and tuition for 3 pupils Approximate cost: £1,500
Continue to provide resources/equipment/support towards the cost of extra curricular trips and reward days, provided to Pupil Premium pupils where appropriate. This might include textbooks, revision guides, specialist materials for Art and Design students, MathsWatch (DVD), PE kit and school uniform.	Ensure HoDs and HoYs are aware of PP pupils who may need support and request this. Monitored by HoDs, PE department, Art department, HoYs, Business Manager	Reduce instances of "no equipment" from Pupil Premium pupils. Ensuring all pupils have access to full range of resources needed in every subject and are able to participate fully in class.	Equipment/Resources/school trip funding, given to PP students where necessary (largely on an ad-hoc basis) Approximate cost: £2000
HoY 11 to arrange 1:1 Parent Intervention Meetings.	HoY 11 to invite parents of any pupils <i>under target</i> in five or more subjects in Year 11 for a 1:1 meeting. Monitored by HoY 11, Data Manager	To (further) engage and support parents of pupils in Year 11 who are struggling in a range of subjects. Meetings to focus on pupils with revision and providing information about resources.	A number of meetings were held with parents, the HoY 11, PM Yr 11 and, in some cases, Deputy Headteacher to support under performing pupils. As a result, further interventions put into place. Approximate Cost £500
Continue to utilise progress and behaviour reports for selected pupils. Approximate cost: n/a	HoYs to supervise implementation of pastoral academic reports where pupils are given three targets (relating to behaviour, effort, equipment, homework etc) where they need to	To improve pupils' behavior and/or progress. This process will ensure greater individual scrutiny of the selected pupils and identify areas for future interventions where necessary.	All HoYs utilised these reports throughout the year and provided 1:1 mentoring of PP pupils to ensure their needs were being addressed.

	demonstrate progress over a designated period in order to successfully complete the report process. Monitored by HoYs		Approximate Cost - £200
Continue to provide additional pastoral support for vulnerable pupils including external agencies where necessary. Approximate cost: A proportional cost of the appointment of two additional wellbeing and mentoring practitioners.	Range of support/tracking provided through the role of the Pastoral Managers at KS3 and KS4 . Monitored by Deputy Headteacher, Pastoral Managers and HoYs.	To improve overall wellbeing of all pupils.	A range of interventions and support put in place for vulnerable pupils throughout the year. Deputy Headteacher regularly liaised with PMs and HoYs about concerns and together with Wellbeing Practitioner, put interventions in place to support, including parental engagement.
			Approximate annual Cost £ 35,000
Provide attendance admin and pastoral support as well as utilising Attendance Improvement Officer from Hertfordshire.	Daily attendance report sent to Attendance Officer and weekly automated attendance reports to be sent to HoYs, PMs and Deputy Headteacher. Monitored by Attendance Officer Half termly Assessment Data Collection including a section on attendance flagging up any pupil falling below 95% over the course of the half term be sent to HoYs, PMs & Deputy Headteacher Monitored by Data Manager	To ensure a gap does not open between Pupil Premium attendance and "All" pupils.	Regular data collections informed HoYs and Deputy Headteacher attendance interventions and concerns. Deputy Headteacher regular meetings and telephone catchups with Attendance Improvement Officer and parents and pupils where attendance was a concern. Approximate cost: n/a

Provide one on one support and mentoring for any Pupil Premium pupil whose attendance falls below 90%.	HoY/PM to meet every fortnight with any Pupil Premium pupil whose attendance falls below 90%. Attendance to be monitored with each pupils and follow up with any issues raised with Deputy Headteacher. MK to track attendance of all Pupil Premium students through half termly data collection.	To increase Pupil Premium attendance and to lower the "percentage gap" with from "All" pupils.	Mentoring provided by HoYs or PMs and liaison with parents on at least termly basis. Approximate cost: n/a
Provisions for additional rewards and incentives for improved and consistently high attendance. For example, this will involve a greater focus on attendance certificates/prizes during termly achievement assemblies as well as further embedding attendance into the Yavneh House system. It includes the provision of breakfast or 'pizza lunch rewards'.	As above. Monitored by HoYs, PMs, Data Manager	As above	More rewards (certificates and prizes) incorporated into Celebration Assemblies and House system. Approximate Cost £1000
Continue to provide Literacy Support and Numeracy Support run by the SEND department for Years 7-11. This constitutes a 25 minute session (run one day per week per year group)	SEND department select 12-14 pupils from each year group based on KS2 data (Year 7) and KS3/KS4 report windows as well as referral by HoY/subject teachers. Progress of pupils tracked through half termly assessment report window. Monitored by LT, HLTAs, LSAs	To increase achievement (and confidence) in English and Maths of selected pupils with a view to further "close the gap" between predicted target levels and minimum target grades.	HLTAs and SENDCO ran these interventions successfully over the year. Approximate Cost: £7000

Continue to provide Behaviour	Pupils given specific targets to	To reduce recurring poor	HLTAs and SENDCO ran these
Support Programme run by the	manage/improve behaviour.	behaviour incidents of selected	interventions successfully over the
SEND department. This constitutes	Fortnightly meetings with	pupils and provide them with	year.
a six week programme focusing	LT/PMs/HoY to discuss progress of	better understanding of	
on a range of different aspects of	students.	behaviour issues and strategies to	
behaviour e.g. volume control,		improve. Close monitoring of	Approximate cost: £3,000
anger management.	Monitored by LT, HLTAs, LSAs	progress of pupils will allow for	
		further sanctions/interventions to	
		take place where necessary.	

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
Gateway Tuition	JW3 Gateway

Service pupil premium funding

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium allocation last academic year?	N/A
What was the impact of that spending on service pupil premium eligible pupils?	N/A

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