

Strategic Plan for use of Catch Up Funding 2020/2021

Decision	Rationale
How to spend the money? People or resources or experiences?	We strongly believe that pupils are more likely to benefit from accessing high-quality learning from adults, which is supported by our proportionately high spending on staffing.
Should we appoint an LSA or teacher?	The Education Endowment Toolkit rates <i>Feedback</i> as the most-effective and impactful option. Consequently we are clear that wish for the money to be spent on a member of staff from whom we can expect to deliver high quality planning, delivery and feedback. We also need to be mindful of the existing workload of staff and avoid placing an additional onus on staff to manage the delivery of interventions in addition to their current workload. We are also keen for the class teacher to deliver a proportion of the interventions and therefore will be asking the appointed member of staff to plan, deliver and mark whole class learning. As a result, we decided the money will be invested in a teacher.
How to appoint the teacher?	We took advice from EPS about the ways in which we could appoint a teacher. After discussion it became clear that the most cost-effective way for the school to appoint a long-term supply teacher on a fixed term contract. This also ensures that the school can arrange for the supply teacher to start at a mutually agreed time rather than be delayed through the process of externally appointment for a fixed term contract.
What will the working arrangement of the teacher be?	SLT have determined that the way to have the most impact in a short term is for the teacher to work full-time at least 3 days each week. This allows for the children to receive smaller guided group teaching in reading, writing and maths in the morning sessions as well as additional 1:1 or small group interventions in the afternoon sessions.
Do we need to advertise the role internally?	No. The current staff contains no teacher with sufficient capacity in their working week to deliver the arrangements outlined above.
Who will monitor it?	The Inclusion Team with one member of the Governing Body.