



# Evidencing the Impact of the Primary PE and Sport Premium

Website Reporting Tool

Revised October 2017

**2019/20**

Commissioned by  
**Department for Education**

Created by



**YOUTH  
SPORT  
TRUST**



Schools must use the funding to make **additional and sustainable** improvements to the quality of PE and sport they offer. This means that you should use the Primary PE and Sport Premium to:

- develop or add to the PE and sport activities that your school already offers
- build capacity and capability within the school to ensure that improvements made now will benefit pupils joining the school in future years

Please visit [gov.uk](https://www.gov.uk) for the revised DfE guidance including the 5 key indicators across which schools should demonstrate an improvement. This document will help you to review your provision and to report your spend. DfE encourages schools to use this template as an effective way of meeting the reporting requirements of the Primary PE and Sport Premium.

We recommend you start by reflecting on the impact of current provision and reviewing the previous spend. Under the [Ofsted Schools Inspection Framework](#), inspectors will assess how effectively leaders use the Primary PE and Sport Premium and measure its impact on outcomes for pupils, and how effectively [governors](#) hold them to account for this.

Schools are required to [publish details](#) of how they spend this funding as well as on the impact it has on pupils' PE and sport participation and attainment. We recommend regularly updating the table and publishing it on your website as evidence of your ongoing review into how you are using the money to secure maximum, sustainable impact. To see an example of how to complete the table please click [HERE](#).



## COVID19: Conditions of Grant (2019/20) – DfE Update (July 6<sup>th</sup> 2020)

The current PE & Sport Premium Conditions of Grant have been updated to include an **in-year variation regarding the funding**. Due to COVID-19 any underspend can be carried forward into the next academic year (2020 to 2021) as long as specific criteria are met as follows:

- *Schools should set out any amount being carried forward in their published on-line report and give brief reasons for this under-spend.*
- *Any under-spend needs to be **spent in full by 31 March 2021** and schools should factor this into spending plans for their 2020 to 2021 PE and sport premium allocation.*

Please, now see our Budget Summary below which identifies the Underspend due to COVID19 that we will carry forward. Some brief reasons for this underspend are then also identified. This is then followed by our reviewed and updated 2019/20 Action Plan that provides additional reasons for this under-spend in relation to specific actions that we have been unable to complete this year due to COVID19.

### Budget Summary as of 20/7/20

Total Funding Allocated - £18,650

Total Funds Spent - £17,811

Underspend

Figure to carry forward - £2,471

Percentage to carry forward - 14%

### Impact of COVID19: Brief Reasons for our Underspend

- Academy closed for many months for the vast majority of children and many staff
- Significant number of staff having to work remotely for periods of time
- External Providers not allowed on-site (negative impact on CPD / physical activity opportunities and competition for children)
- No access for CPD providers resulting in reduced spend on training and support
- Social distancing measures / no physical contact between children / competitive opportunities ceased leading to reduced spend on travel and supply cover
- Less opportunity to purchase equipment and resources

Support for review and reflection - considering the 5 key indicators from DfE, what development needs are a priority for your setting and your students now and why? Use the space below to reflect on previous spend, identify current need and priorities for the future.

Key achievements to date:	Areas for further improvement and baseline evidence of need:
<ol style="list-style-type: none"> <li>1. Sustainable Professional Development opportunities and resources developed for staff to ensure the highest quality outcomes for our children – Staff Confidence greatly enhanced</li> <li>2. Additional, sustainable opportunities for children to participate in a wider range of healthy, physical activity opportunities – Significantly increased participation</li> <li>3. Increased competitive opportunities for children of all abilities to engage with and increased numbers of children engaging</li> </ol>	<ol style="list-style-type: none"> <li>1. Ensure all children have the opportunity to engage in 30 minutes a day healthy, physical activity in school</li> <li>2. Extend the inter-house competition programme so all children, of all abilities, have the opportunity to experience healthy competition</li> <li>3. Further develop the successful CPD programme to include a sustainable partnership CPD element as part of the OWN Trust and Lunchtime supervisors</li> <li>4. Develop exciting OWN Trust opportunities to enhance the outcomes for children across the three academies through joint sports competition and leadership activity</li> </ol>

Please note that whilst we have achieved much of our planned programme below, certain aspects of the plan have understandably had to be postponed due to COVID19. Where appropriate these will now be carried over to next year. This includes the further development of high quality Physical Education, the range of healthy physical activity opportunities available for our children, competition, swimming & water-safety, well-being, staff professional development, the enhancement of PESSPA resources and equipment and initiatives to support whole-school improvement. Our 2020/21 Plan will be developed in line with appropriate national COVID19 guidance and requirements and any Trust and Academy Policy.

Meeting national curriculum requirements for swimming and water safety Our planned Year 6 'Top- Up' swimming and water-safety programme was postponed due to COVID19. Our figures are for our Year 6 'Core Programme' without the Top-Up element.	Please complete all of the below:
What percentage of your Year 6 pupils could swim competently, confidently and proficiently over a distance of at least 25 metres when they left your primary school at the end of last academic year?	44.8% (results based only on one class swimming assessment)
What percentage of your Year 6 pupils could use a range of strokes effectively [for example, front crawl, backstroke and breaststroke] when they left your primary school at the end of last academic year?	44.8%
What percentage of your Year 6 pupils could perform safe self-rescue in different water-based situations when they left your primary school at the end of last academic year?	Do not have this data due to COVID19
Schools can choose to use the Primary PE and Sport Premium to provide additional provision for swimming but this must be for activity <b>over and above</b> the national curriculum requirements. Have you used it in this way?	No. We planned to but the programme was postponed due to COVID19.

## PE, School Sport & Physical Activity (PESSPA): COVID19 - Safe Practice

**In reviewing the current plan below and developing the plan for next year we will ensure that we follow all national and local COVID19 guidance in relation to each of the PE & Sport Premium Outcome Indicators**

This will include the following:

- Consulting all appropriate DfE, Youth Sport Trust and the Association for PE (afPE) published information to support children and colleagues in schools with regards to COVID19 and PE, Sport and Physical Activity.
- Ensuring that future actions support any whole school requirements / recommendations contained in the Department for Education Guidance for full opening: schools (2/7/20), in particular to pupil well-being
- Ensuring future actions support Physical Activity requirements / recommendations for children and staff contained in the Department for Education Guidance for full opening: schools (2/7/20).
- Ensuring future actions support the implementation and delivery of the new, whole-school Relationships and health education (RHE) for primary aged pupils which becomes compulsory from September 2020, and which schools are expected to start teaching by at least the start of the summer term 2021.
- Ensuring that we follow all latest national guidance in relation to our plans for next year, with a particular focus on engaging external providers to work alongside children and staff in a range of roles including CPD, activity provision, competition and leadership training.
- Supporting staff who will need essential guidance and support in delivering purposeful PESSPA within the COVID19 framework
- Working with Allison Consultancy who have developed COVID19 Safe-Practice in PESSPA training to support PE Leads and staff across the academy.
- Ensuring that any competitive opportunities we provide, in line with current national guidelines, will be non-contact in nature.



Capture your intended annual spend against the 5 key indicators. Clarify the success criteria and evidence of impact that you intend to measure to evaluate for students today and for the future.



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More active  
More nations

	<p><b>5. Orienteering</b></p> <ul style="list-style-type: none"> <li>Integrate Orienteering into PE Curriculum and extra-curricular programme</li> </ul> <p><b>6. Balanceability / Bikeability</b></p> <ul style="list-style-type: none"> <li>Work with Bedford County Council to develop Balanceability (Reception) and Bikeability (Years 5 and 6)</li> <li>6 x Sessions each</li> </ul> <p><b>7. Math's of the Day</b></p> <ul style="list-style-type: none"> <li>Introduce Maths of the Day to develop active learning in Maths</li> </ul> <p><b>8. Craze of the Week</b></p> <ul style="list-style-type: none"> <li>Maintain existing opportunities and extend to involve additional children</li> <li>Purchase additional support / resources</li> </ul> <p><b>9. Further develop the Good Food Friends programme (CO)</b></p> <ul style="list-style-type: none"> <li>Identify staffing</li> <li>Link to 5 A Day Programme</li> </ul> <p><b>10. Identify staffing to support delivery of Activity Programmes (CO)</b></p> <ul style="list-style-type: none"> <li>Liaise with all staff</li> <li>Kelly (PE TA) – to support activities including developing Active Literacy</li> <li>Young Leader to support delivery of some activities</li> </ul>	<p>Internal Budget</p> <p>£1,750 £0</p> <p>£656 £0</p> <p>£65 £0</p> <p>Internal Budget</p> <p>Internal Budget</p>	<p>school clubs</p> <ul style="list-style-type: none"> <li>Increased number of children enjoying taking part in school clubs</li> <li>Children more engaged with and developing Orienteering skills</li> <li>Participation across the school has increased</li> <li>Children that didn't engaged now more active</li> <li>Balanceability and Bikeability are enabling children to ride bikes confidently</li> <li>Children are accessing structured, active games during lunchtimes.</li> <li>Golden Mile is embedded and ALL key stages are accessing this.</li> <li>Children are confident when discussing a healthy lifestyle and take responsibility for theirs.</li> </ul> <p>(See Impact and Outcomes for Children above)</p> <p>(See Impact and Outcomes for Children above)</p>	<p>programmes to further develop 30 minutes a day across the academy in line with the national School Sport and Activity Action Plan</p> <ul style="list-style-type: none"> <li>Re-audit 30 Minutes a Day provision using e-Tracker from Allison Consultancy and compare to baseline so can identify and evidence progress</li> <li>Continue to sustain and develop the successful programmes and activities delivered this year and also those that were cancelled due to COVID19 and that will still meet the needs of our children</li> <li>Look to further develop our non-traditional sports programme</li> <li>Engage Key Sport to deliver a range of activities to enhance the opportunities for our children</li> <li>Identify staffing to support delivery of Activity Programmes including engaging external providers</li> <li>Identify any new activities that have a particular focus on outdoor learning which also supports the national COVID19 guidance..</li> <li>Continue to use and re-stock Playground equipment to support engagement for children in their 'Bubbles' at lunch-times</li> <li>Use pupil voice to identify children's interests and any barriers to participation</li> </ul>
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	<p><b>11. Review the 'Go Noodle' Movement Programme</b></p> <ul style="list-style-type: none"> <li>Look at school resource</li> </ul> <p><b>12. Targeting non-engagement (CO)</b></p> <ul style="list-style-type: none"> <li>Review participation registers to identify non-participants</li> <li>Pupil voice to identify reasons for non-participation</li> <li>Offer some extra opportunities</li> </ul>	<p>No cost for introductory level</p> <p>Internal Budget</p>	<p>(See Impact and Outcomes for Children above)</p>	<ul style="list-style-type: none"> <li>Using participation registers, identify and target non-engagement</li> <li>Our Swimming Programme has been significantly impacted by COVID19 so we are keen to provide additional Top Up Swimming opportunities for as many Year 6 children as possible</li> </ul>
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<b>Key indicator 2:</b> The profile of PE and sport being raised across the school as a tool for whole school improvement				% spent of total allocation 0%
School focus with clarity on intended <b>impact on pupils:</b> <b>Intent</b>	Actions to achieve: <b>Implementation</b>	Funding <b>SPENT:</b>	Evidence and impact: <b>Impact</b>	Sustainability and suggested next steps:
1. Support the development of the whole child through the achievement of whole school outcomes as a result of a focus on PE, School Sport and Physical Activity	<p><b>1. Additional Competitive, Leadership and Team-Building Opportunities</b></p> <p><b>(1) Within School</b></p> <p><b>PE Curriculum and Extra-Curricular Inter-House Competition Programme (CO)</b></p> <ul style="list-style-type: none"> <li>Maintain and further develop competitive opportunities for children of all abilities</li> <li>Extend inclusive, in-school, Inter-House Competitive Sports and Physical Activity Programme</li> <li>Extend competitive opportunities from within the PE Curriculum itself so competitive opportunities become more inclusive are increased and available to all</li> <li>Develop new programme to include new, non-traditional activities e.g. Boccia, New Age Kurling, Dance, Cheerleading</li> <li>Resources and programmes introduced last year can be used again with new children as the staff expertise and resources now remain in the school</li> </ul> <p><b>Young Leader Led – Inter-House Sports Competition Programme (CO)</b></p> <ul style="list-style-type: none"> <li>Different children to those involved in the OWN Programme below</li> <li>Include successful Cross-Country event again</li> <li>Allison Consultancy and PE TA to support this programme</li> <li>1 x Day of Training and 2 x Days of Activity</li> </ul> <p><b>Active Playground Training</b></p> <ul style="list-style-type: none"> <li>For Young Leaders and Lunch-time Supervisors</li> </ul>	(See Costs in Section 3 below)	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>New Competition Programme in place (within-school and OWN Trust)</li> <li>Increased Inter-House competition opportunities</li> <li>Participation Registers</li> <li>In-school training taken place</li> <li>Active Playground Programme</li> <li>Discussions with staff and children</li> </ul> <p><b>Impact / Outcomes for staff :</b></p> <ul style="list-style-type: none"> <li>Improved confidence in teaching good and outstanding PE lessons</li> <li>Clear understanding of how to plan and deliver PE lessons that develop children's thinking skills whilst they are moving</li> <li>Greater understanding of how PE &amp; Sport Premium can support achievement of whole-school priorities and outcomes for children</li> <li>Greater understanding of role competition can play in development of whole child</li> <li>Sustainability - PE Lead (s) upskilled to lead on and deliver competition programme</li> <li>Sustainability – Teaching Staff able to deliver competitive sport / physical activity with their children in lessons</li> </ul> <p><b>Leading to the following outcomes accessible by all children. Increased pupil:</b></p> <ul style="list-style-type: none"> <li>Experience of competition against self and others</li> <li>Experience and understanding of rules and scoring systems</li> <li>Experience and understanding of how to work as a team and how to handle winning and losing and the importance of good sportsmanship</li> <li>Confidence</li> </ul>	<p><b>COVID19: Safe Practice</b></p> <p><b>Whole-School / Well-Being:</b> Ensure future actions support any whole school requirements / recommendations contained in the Department for Education Guidance for full opening: of schools (2/7/20), in particular to pupil well-being</p> <p>Ensure future actions support the implementation and delivery of the new, whole-school Relationships and health education (RHE) for primary aged pupils which becomes compulsory from September 2020, and which schools are expected to start teaching by at least the start of the summer term 2021.</p> <ul style="list-style-type: none"> <li>Ensure 2020-21 plans continue to support and drive forward the achievement of whole-school priorities</li> <li>Develop links with and support whole-school</li> </ul>

	<ul style="list-style-type: none"> <li>• (See Section 3 below)</li> </ul> <p><b>(2) Between Academies (OWN Trust Programme)</b></p> <p><b>Young Leader (YL) led 'OWN Inter-Academy Competition Days'</b></p> <ul style="list-style-type: none"> <li>• This includes 3 inter-academy sports competition events (1 x at each academy)</li> <li>• Each academy will host and deliver a different sport / activity</li> <li>• It also includes 4 days of YL training and event preparation</li> <li>• This is a total of 7 'joint' days</li> <li>• The YL's from each academy to be involved in all 7 days so they can plan and deliver all 3 competitions</li> <li>• YL's can then use the training and resources to help run an inter-house activity in their own academy</li> </ul> <p><b>2. PE CPD that impacts on whole-school outcomes</b></p> <ul style="list-style-type: none"> <li>• Ensure that CPD that has taken place last year is cascaded to any new staff</li> <li>• E.g. cascade MOT Training for staff – link to personal development and positive impact on behaviour</li> <li>• Further develop programmes/ CPD and resources to support active learning across whole school as part of 30 minutes a day e.g. Maths of the Day</li> </ul> <p><b>3. Links with other whole-school initiatives (CO)</b></p> <ul style="list-style-type: none"> <li>• Further develop links with whole-school focus on healthy eating (Good Food Friends)</li> <li>• Develop link in children's understanding between engagement in healthy physical activity programmes and the importance of healthy eating (Link to Good Food Friends programme)</li> <li>• Develop links to PHSE programme around developing a healthy lifestyle (Focus on different year groups)</li> </ul>	<p>(See Costs in Section 3 below)</p> <p>Internal Budget</p> <p>Internal Budget</p>	<ul style="list-style-type: none"> <li>• Enjoyment of sport and games across the school</li> <li>• Opportunities to participate in a wider variety of activities</li> <li>• Awareness of the importance of physical activity and health</li> <li>• Socialisation with other children from other schools / backgrounds</li> <li>• Experience sense of well-being and the feeling of achieving their best</li> <li>• Experience of gaining awards and certificates and the feelings of achievement</li> <li>• Increased engagement in teamwork and exercise</li> <li>• Increased confidence</li> <li>• Improved concentration in lessons</li> <li>• Increased sense of belonging and engagement in whole school life</li> <li>• House Captains developing communication and leadership skills</li> <li>• Young Leaders develop communication and team-building skills</li> <li>• Children having more opportunities to think, discuss, evaluate and plan whilst they are moving</li> <li>• Development of the whole- child (personal and social skills)</li> <li>• Reduced behavioural problems</li> <li>• Increased confidence</li> <li>• Improved concentration in lessons</li> </ul>	<p>priorities e.g. leadership, healthy eating and children's understanding between engagement in healthy physical activity programmes and the importance of healthy eating</p> <ul style="list-style-type: none"> <li>• Implement Active Playground training to support healthy activity and well-being</li> <li>• Look to develop COVID19 safe competition opportunities against self and others to develop range of personal and social skills (within and between OWN Trust academies when it is safe to do so – this might involve 'virtual' competition)</li> <li>• This would involve developing leadership and competitive <b>non-contact</b> opportunities for children of all abilities</li> <li>• Where possible this would include leadership training and young leader led competition within the academy as well as across the OWN Trust (Only if COVID19 safe and appropriate)</li> <li>• Develop links to and support PHSE programme around health</li> <li>• Ensure any CPD taken place and future CPD that has whole-school impact is cascaded to all staff where appropriate</li> </ul>
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Key indicator 3: Increased confidence, knowledge and skills of all staff in teaching PE and sport				26% spent of total allocation
School focus with clarity on intended <b>impact on pupils:</b> <b>Intent</b>	Actions to achieve: <b>Implementation</b>	Funding <b>SPENT:</b>	Evidence and impact: <b>Impact</b>	Sustainability and suggested next steps:
1. Improve the progress and achievement of all children by increasing staff knowledge, skills, understanding and confidence to deliver outstanding PE, School Sport and Physical Activity	<p><b>Staff Professional Learning Programme</b></p> <p>1. Allison Consultancy to plan and deliver strategic Professional Learning Sessions and provide Resources for PE &amp; School Sport</p> <p><b>Element 1: Strategic, Shared Partnership Support as part of OWN Trust</b></p> <p><b>(1) PE Co-ordinator Central Development and Networking Days (Had 2/3 central days)</b></p> <ul style="list-style-type: none"> <li>3 x 5 Hour Central Days (2 out of the 3 days took place)</li> <li>1 day to be held at each of the three academies</li> </ul> <p><b>(2) Young Leader (YL) led 'OWN Inter-Academy Competition Days'</b></p> <ul style="list-style-type: none"> <li>This includes 3 inter-academy sports competition events (1 x at each academy)</li> <li>Each academy will host and deliver a different sport / activity</li> <li>It also includes 4 days of YL training and event preparation</li> <li>This is a total of 7 'joint' days</li> <li>The YL's from each academy to be involved in all 7 days so they can plan and deliver all 3 competitions</li> <li>YL's can then use the training and resources to help run an inter-house activity in their own academy</li> <li>Completed only 2 inter – academy competitions</li> </ul> <p><b>2. Staff voice to identify staff training needs in PE</b></p>	<p><b>Total Cost = £6,500*</b></p> <p><b>(Spent £3,900)</b></p> <p>(*This Element is £2,000 of the total cost above, per academy, based on 3 academies)</p>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>Central Development Days attended</li> <li>Young Leader Training delivered</li> <li>Sports Competitions taken place</li> <li>New Competition Programme in place (across the OWN Trust)</li> <li>Increased Inter-House competition opportunities</li> <li>Participation Registers</li> <li>In-school training taken place</li> </ul> <p><b>Impact / Outcomes for staff:</b></p> <ul style="list-style-type: none"> <li>Enhanced subject leadership</li> <li>Increased understanding of PE Lead role in relation to the PE and Sport Premium</li> <li>Sharing of best practice across the OWN Trust</li> <li>Networking opportunities created</li> <li>PE Leads will have the templates to run future sports competitions with Young Leaders</li> <li>Sustainability - PE Lead (s) upskilled to lead on and deliver competition programme</li> </ul> <p><b>Impact / Outcomes for children:</b></p> <ul style="list-style-type: none"> <li>Effective use of the funding leading to enhanced PESSPA provision and opportunities for children</li> <li>Key Strategic Actions Identified ensuring the greatest, most sustainable outcomes for the staff and children</li> </ul> <p><b>Also, increased pupil:</b></p> <ul style="list-style-type: none"> <li>Experience of competition against self and others</li> </ul>	<p><b>COVID19: Safe Practice</b></p> <p><b>CPD - School staff / External Providers:</b> DfE, Youth Sport Trust and the national Association for PE (afPE), have published information to support colleagues in schools with regards to COVID19 and PE, Sport and Physical Activity.</p> <p>We will ensure that we follow all latest national guidance in relation to our plans for next year, with a particular focus on engaging external providers for CPD.</p> <p>Allison Consultancy have also developed related COVID19 Safe-Practice in PESSPA training to support PE Leads and staff across the academy.</p> <p>Staff will need essential guidance and support in delivering purposeful PESSPA within the COVID19 framework</p> <p>Ensure future actions support Physical Activity requirements / recommendations contained in the Department for Education Guidance for full opening: schools (2/7/20).</p> <p>Reference should also be made to additional, related DfE and Sport England Guidance.</p>

			<ul style="list-style-type: none"> <li>• Experience and understanding of rules and scoring systems</li> <li>• Experience and understanding of how to work as a team and how to handle winning and losing and the importance of good sportsmanship</li> <li>• Confidence</li> <li>• Enjoyment of sport and games across the Trust</li> <li>• Opportunities to participate in a wider variety of activities</li> <li>• Awareness of the importance of physical activity and health</li> <li>• Socialisation with children from other schools / backgrounds</li> <li>• Experience sense of well-being and the feeling of achieving their best</li> <li>• Experience of gaining awards and certificates and the feelings of achievement</li> <li>• Increased engagement in teamwork and exercise</li> <li>• Increased confidence</li> <li>• Young Leaders develop communication and team-building skills</li> <li>• Development of the whole- child (personal and social skills)</li> </ul>	<ul style="list-style-type: none"> <li>• PE Lead to share any COVID19 updates that impact on PESSPA provision on an on-going basis with all appropriate staff</li> <li>• The academy will ensure that all national COVID19 guidance and local policy is followed with regards to engaging external providers to work alongside staff and children in relation to CPD provision</li> <li>• Re-book any CPD that has been missed due to COVID19 and is still required including training for Young Leaders</li> <li>• OWN Trust PE Lead networking opportunities and sharing of CPD ideas and resources has proved valuable. These to be included again next year. These meeting may be done remotely moving forward but will still be attended and allow good practise to be shared.</li> <li>• CPD with PE specific consultancy will be rebooked to upskill and develop the work of the PE Lead, including QA of teaching and learning in PE and the development of the PE Curriculum</li> <li>• Ensure that CPD that has taken place this year is cascaded to any new staff next year</li> <li>• Ensure that as many staff across the academy are engaged in future CPD so</li> </ul>
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	<p><b>Element 2: Bespoke, In-school Support</b></p> <p>(9 x 5 Hour Days of Support – not in date order)</p> <p><b>Days 1, 2 and 3 (09.09.19, 14.01.20, 07.05.20) - (3 x in-school days)</b></p> <p><b>Support for Kelly King (new PE Lead)</b></p> <ul style="list-style-type: none"> <li>Bespoke, <b>one-to-one support for Kelly King the PE Subject Lead</b> – developing and supporting them in their role with a particular focus on the PE and Sport Premium</li> <li>Depending upon need, support to include: <ul style="list-style-type: none"> <li>✓ PE &amp; Sport Premium: Meeting all DfE Conditions of the Grant / Ofsted requirements</li> <li>✓ PE and Sport Premium: Delivering the Action Plan – Prioritising actions, tracking and monitoring progress, evidencing impact, identifying sustainable next steps, ensuring website compliance</li> <li>✓ Preparing and co-delivering 30 Minutes a Day staff training and use of new e-tracker</li> <li>✓ Quality Assurance – Preparing and implementing the PE Staff Handbook</li> <li>✓ Quality Assurance / support for teaching and learning – paired PE Learning Walks / Lesson Observations</li> <li>✓ Accessing and evidencing pupil and staff voice</li> <li>✓ Developing the PE Curriculum to include competitive opportunities for all (CO)</li> <li>✓ Training to work with Young Leaders on an inter-house competition programme (Upskilled to provide the YL training and organise competition on own in future)</li> <li>✓ Review and development of PE and Sport Premium Plans</li> </ul> </li> </ul>	<p>(*This Element is £4,500 of the total cost above)</p> <p>Times and Dates TBC to suit the academy</p>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>In-school training taken place</li> <li>Records of learning walks</li> <li>Records of Quality Assurance of planning, teaching, learning and assessment</li> <li>Discussion with staff</li> <li>QA checks by PE Lead</li> <li>Evidence Pack</li> <li>(Plus see further evidence below)</li> </ul> <p><b>Impact / Outcomes for staff :</b></p> <ul style="list-style-type: none"> <li>More effective subject leadership</li> <li>PE Lead and staff upskilled and has greater understanding of 'Non-negotiables' for PE lessons</li> <li>PE Lead has greater knowledge of the quality of provision for PE across the staff</li> <li>PE lead has greater knowledge and understanding and enhanced capacity to support staff across the school</li> <li>Standardisation of, and consistency in, best, safe-practice across all staff - All staff employing best, safe practice and procedures for with their children</li> <li>Staff across the school supported to self-review and develop own practice</li> <li>Staff across the school planning and delivering higher quality PE lessons</li> <li>(Plus see further staff impact below)</li> </ul> <p><b>Leading to the following impact / outcomes for children :</b></p> <ul style="list-style-type: none"> <li>Consistency in high standards of provision for PE that the children experience across the school</li> <li>Highest quality of PESSPA provision and practice made available for all children</li> <li>Enhanced quality of teaching, learning and assessment for children in PE</li> <li>Leads to greater pupil progress and attainment in PE against national, age-related expectations</li> <li>(Plus see further outcomes for children below)</li> </ul>	<p>that skills, knowledge, understanding and resources remain in the academy even if key staff leave</p> <ul style="list-style-type: none"> <li>Staff to complete audit to identify further CPD needs</li> <li>Engage CPD providers to meet identified needs</li> <li>PE Lead to monitor impact of the CPD – Observations / Pupil and Staff Voice.</li> <li>PE TA and Young Leaders to continue use a new questionnaire to obtain a 'snapshot' of pupils' perspective of their PE lessons</li> <li>Purchase new resources to support staff learning and delivery that can be used year on year (e.g. equipment / any additional schemes or units of work)</li> <li>Renew appropriate subscriptions to Governing Bodies including the Youth Sport trust</li> </ul>
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	<p><b>Day 4 (25.06.20) - (1 x in-school day)</b></p> <p><b>30 Minutes a Day</b></p> <p><b>Support to include:</b></p> <ul style="list-style-type: none"> <li>• <b>One to One session</b> with Kelly King</li> <li>• Work with Allison Consultancy to audit and review the present whole school timetable and curriculum to include opportunities for further physical activity to support and meet the 30 Minutes a Day requirements</li> <li>• Use new 30 minutes a day resource from Allison Consultancy to audit current provision, establish a base-line and identify areas of need / gaps in provision</li> <li>• Produce strategic Map of 30 Minutes a Day provision and identify additional strategies, resources and programmes to develop 30 Minutes a Day across the school</li> <li>• Identify opportunities and resources to support classroom based, healthy, physical, active learning opportunities to help meet 30 Minutes a Day requirements for every class</li> <li>• Identify class of the week</li> <li>• Encourage teachers to share ideas</li> </ul>	<p><b>£250</b> (Supply)</p>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>• 30 Minute a Day audit complete</li> <li>• 30 minutes a Day activity timetabled in for every class</li> <li>• All programmes in place and children engaging on a regular basis</li> <li>• Extended Extra-Curricular Sport and Physical Activity Programme</li> <li>• Pupil voice surveys</li> <li>• Staff voice</li> </ul> <p><b>Impact / Outcomes for Children:</b></p> <ul style="list-style-type: none"> <li>• Increased awareness of the wide range of different types of healthy activity available</li> <li>• Increased opportunities for healthy activity available</li> <li>• Increased engagement in exercise</li> <li>• Increased understanding of the benefits of exercise for health</li> <li>• Improvement in sense of health and well-being</li> <li>• Increased participation by children who normally don't engage with sporting / physical activity opportunities</li> <li>• Increased number of children participating in school clubs</li> <li>• Children are accessing structured, healthy physical activity at lunchtimes.</li> <li>• Children engaging in healthy, physical activity within other curriculum subjects e.g. Science</li> <li>• Fitness levels for all, but with a particular focus on the less active children, will increase.</li> <li>• The 30 minutes a day will mean children get a change in activity and their focus and concentration will increase during lesson times.</li> </ul>	
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	<p><b>Day 5 (14.10.19) – (1 x in-school day)</b></p> <p><b>Active Playground Training</b></p> <p><b>Support to include:</b></p> <ul style="list-style-type: none"> <li>• Young Leaders and Lunch-time Supervisors</li> <li>• Practical leadership and team-building session</li> <li>• Leading on active playground games</li> <li>• Training for Midday Supervisors including safe-practice on the playground</li> <li>• Training for Sports Apprentice</li> <li>• Active Playground Co-ordinator</li> </ul> <p><b>Days 6, 7 and 8 (29.06.20, 30.06.20, 01.07.20) – (3 x in-school days)</b></p> <p><b>Young Leader Led – Inter-House Sports Competition Programme</b></p> <p><b>Support to include:</b></p> <ul style="list-style-type: none"> <li>• Training for PE TA to support this programme</li> <li>• 1 x Day of Training and 2 x Days of Activity with Young leaders</li> <li>• Young Leaders to work with Allison Consultancy to organise and delivering an inter-house, whole school sports event</li> </ul>		<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>• In-school training taken place</li> <li>• Active Playground programme in place</li> <li>• Competition events taken place</li> </ul> <p><b>Impact / Outcomes for Staff and children:</b></p> <ul style="list-style-type: none"> <li>• Midday Supervisors and Sports TA aware of benefits of Active Playground and safety requirements</li> <li>• Sports TA trained to lead programme across the school</li> <li>• Children upskilled and using new Leadership and communication skills</li> <li>• Young Leaders trained and additional lunch-time healthy activities introduced</li> <li>• Increased awareness of the wide range of different types of healthy activity available</li> <li>• Increased opportunities for healthy activity available</li> <li>• Identification and development of transferable leadership and team-building skills with the children</li> <li>• Children develop increased confidence and self-esteem</li> <li>• Greater awareness of safety when taking part / leading on physical activities / competitions</li> <li>• Greater healthy, active opportunities for children at lunchtime</li> <li>• Sports TA able to lead on this programme in future</li> </ul>	
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	<p><b>Day 9 (28.06.20) – (1 x remote write up day)</b></p> <p><b>PE and Sport Premium Plans</b></p> <p><b>Support to include:</b></p> <ul style="list-style-type: none"> <li>Annual Review and Development of PE &amp; Sport Premium Plans (1 x Remote Write-Up Day)</li> </ul>		<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>Review of progress complete in relation to DfE / Ofsted requirements for PE &amp; Sport Premium and stated actions / outcomes</li> <li>Plan updated to include any next steps / additional sustainability actions</li> <li>Needs identified and new actions developed</li> </ul> <p><b>Impact / Outcomes for staff:</b></p> <ul style="list-style-type: none"> <li>More effective subject leadership</li> <li>Challenge and support to ensure on track and meeting national requirements</li> <li>Challenge and support to identify progress made and next steps / sustainability actions</li> <li>Updated on and increased understanding of latest health and safety requirements in relation to PESSPA</li> </ul> <p><b>Leading to the following impact / outcomes for children :</b></p> <ul style="list-style-type: none"> <li>Enhanced provision and opportunities to engage in high quality PESSPA</li> </ul>	
	<p><b>Additional Day of Support for Active Science (19.09.19)</b></p> <p><b>(1 x in-school day)</b></p> <p><b>Support to include:</b></p> <ul style="list-style-type: none"> <li>4 x Hours of in-school support in lessons for staff and children</li> <li>1 x Session with PE Lead</li> </ul>	£500	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>In-school training taken place</li> <li>Lesson Plans</li> <li>Lesson Observation</li> <li>Learning walks</li> <li>Discussions with staff / Staff Voice</li> <li>Discussions with children</li> </ul> <p><b>Impact on staff:</b></p> <ul style="list-style-type: none"> <li>Improved confidence in planning and teaching good and outstanding OAA lessons</li> <li>New Units of Work introduced for OAA to support the development of the new PE Curriculum Map (See Sessions below)</li> </ul> <p><b>Leading to the following Impact / Outcomes for children:</b></p> <ul style="list-style-type: none"> <li>Improved quality in teaching and learning in OAA</li> <li>Enhanced progress and attainment within this Area of Activity and across PE</li> </ul>	



	<p><b>3. Balanceability</b></p> <p>PE TA and Young Leaders to develop and use a new questionnaire</p>	(Part of costs in Section1 above)	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>In-school training taken place</li> <li>Additional Balanceability Clubs introduced</li> </ul> <p><b>Impact on staff:</b></p> <ul style="list-style-type: none"> <li>Teachers able to teach Balanceability at Key Stage 1</li> </ul> <p><b>Leading to the following Impact / Outcomes for children:</b></p> <ul style="list-style-type: none"> <li>Additional healthy, physical activity opportunities</li> <li>Improved quality in teaching and learning in Balanceability</li> </ul>	
	<p><b>4. Pupil PE Voice Survey (KS1) (CO)</b></p> <ul style="list-style-type: none"> <li>PE TA and Young Leaders to develop and use a new questionnaire to obtain a 'snapshot' of pupils' perspective of their PE lessons</li> </ul>		<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>Pupil Voice Survey complete</li> <li>Results analysed</li> </ul> <p><b>Impact on staff:</b></p> <ul style="list-style-type: none"> <li>PE Lead has greater understanding of children's perceptions on their PE Lessons</li> <li>Greater awareness of what engages and disengages children within their PE provision</li> <li>In informed position to further develop the PE provision to meet children's needs</li> </ul> <p><b>Impact / Outcomes for children:</b></p> <ul style="list-style-type: none"> <li>Sense of being involved in discussions about their PE provision</li> <li>PE provision developed to engage them further and meet their needs more specifically</li> <li>Enhanced engagement, progress and attainment within National Curriculum PE</li> <li>Enhanced participation</li> </ul>	
	<p><b>5. Subscriptions</b></p> <ul style="list-style-type: none"> <li>Renew subscription to YST</li> </ul>	£200		

Key indicator 4: Broader experience of a range of sports and activities offered to all pupils				% spent of total allocation 43%
School focus with clarity on intended <b>impact on pupils:</b> <b>Intent</b>	Actions to achieve: <b>Implementation</b>	Funding <b>SPENT:</b>	Evidence and impact: <b>Impact</b>	Sustainability and suggested next steps:
1. Increase the range of health, physical activity opportunities outside of the curriculum in order to engage more children.	<p>(See Details in Section 1 above)</p> <p><b>1. Further develop Key Sport programme to extend additional physical activity opportunities</b></p> <ul style="list-style-type: none"> <li>Provide additional healthy, physical activity opportunities outside of curriculum time</li> <li>Lunch-times activities for EYFS / KS1 and KS2</li> <li>Table-Tennis / <b>Tri-Golf</b> / Basketball</li> </ul> <p><b>2. Appoint a Sports TA</b></p> <ul style="list-style-type: none"> <li>To work within both the PE Curriculum and Extra-Curricular School Sport and Physical Activity Programmes to extend opportunities available</li> <li>Mornings mainly</li> <li>Further develop Active Breakfast Clubs</li> <li>Identify key member of staff to act as mentor</li> </ul> <p><b>3. Pupil Voice - Targeting Non-Engagement</b></p> <ul style="list-style-type: none"> <li>Complete student voice to identify interests and barriers to participation</li> <li><b>Complete pupil voice with KS1</b> and KS2</li> <li>Identify and target children not engaging with interventions to meet their needs e.g. individual activities, non-traditional activities</li> <li>PE TA to co-ordinate this</li> </ul> <p><b>4. Non- Traditional Activities</b></p> <ul style="list-style-type: none"> <li>Look at less traditional activities that could build upon the new programme now in place in both the curriculum and extra-curricular programme New Age Kurling / Tri-Golf / Boccia?</li> </ul>	<p>(Part of cost included in Section 1 above)</p> <p><b>£7,500</b></p> <p>Internal Budget</p>	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>All programmes in place and children engaging on a regular basis</li> <li>Activity opportunities shared with key stakeholders</li> <li>Sports TA engaged</li> <li>Extended Extra-Curricular Sport and Physical Activity Programme</li> <li>More non-traditional activities in place</li> <li>Active Playground Programme in place</li> <li>Participation Registers</li> <li>Increased number of children participating in school clubs</li> <li>Golden Mile is embedded and ALL key stages are accessing this.</li> <li>New equipment purchased and used</li> <li>Widened range of healthy activities developed</li> <li>PE, School Sport and Physical Activity (PESSPA) noticeboard updated</li> <li>Pupil voice surveys</li> <li>Staff voice</li> <li>Suggestion Box in place</li> <li>Children's ideas collected and collated by Young Leaders</li> <li>Some new ideas introduced</li> </ul> <p><b>Impact / Outcomes for Children:</b></p> <ul style="list-style-type: none"> <li>Increased awareness of the wide range of different types of healthy activity available</li> <li>Increased opportunities for healthy activity available</li> <li>Additional activity opportunities available</li> <li>Increased engagement in exercise</li> <li>Increased understanding of the benefits of exercise for health</li> <li>Improvement in sense of health and well-being</li> <li>Increased participation by children who normally don't engage with sporting / physical activity opportunities</li> </ul>	<p><b>COVID19: Safe Practice</b></p> <p><b>Extra-Curricular Provision:</b> DfE, Youth Sport Trust and the national Association for PE (afPE), have published information to support colleagues in schools with regards to COVID19 and PE, Sport and Physical Activity.</p> <p>We will ensure that we follow all latest national guidance in relation to our plans for next year.</p> <p>Allison Consultancy have also developed related training to support PE Leads and staff across the academy.</p> <ul style="list-style-type: none"> <li>Identify and develop healthy, physical activity opportunities that meet COVID19 safe-practice requirements and can be safely provided</li> <li>Within COVID19 safe-practice identify opportunities and resources to support classroom based healthy, physical activity opportunities that help to meet the 30 Minutes a Day requirements for every class</li> <li>Complete KS1 student voice</li> </ul>

	<p><b>5. Golden Mile</b></p> <ul style="list-style-type: none"> <li>Maintain and develop Golden Mile throughout the whole school.</li> </ul> <p><b>6. Craze of the Week</b></p> <ul style="list-style-type: none"> <li>Maintain existing opportunities and extend to involve more children</li> <li>Purchase additional support / resources</li> </ul> <p><b>7. Purchase additional sports equipment to support new activities and promote health and support learning in other subjects with provision of data (e.g. Boccia and New Age Kurling)</b></p> <p><b>8. 30 Minutes a Day</b></p> <ul style="list-style-type: none"> <li>Audit and review the present whole school timetable and curriculum to include opportunities for further physical activity to support and meet the 30 Minutes a Day requirements</li> <li>Identify opportunities and resources to support classroom based healthy, physical activity, active learning opportunities that help to meet the 30 Minutes a Day requirements for every class</li> <li>Strategically link new opportunities to the 30 minute a day programme</li> </ul> <p><b>9. Sharing opportunities with key stakeholders</b></p> <ul style="list-style-type: none"> <li>Ensure new Sports Clubs timetable disseminated to pupils and parents and uploaded to website</li> </ul>	<p>(See section 1 above)</p> <p><b>£65</b></p> <p><b>£400</b></p> <p>Internal Budget</p>	<ul style="list-style-type: none"> <li>Increased number of children enjoying taking part in school clubs</li> <li>Children are accessing structured, active games during lunchtimes.</li> <li>Children develop greater understanding of the health benefits of exercise</li> <li>Children are confident when discussing a healthy lifestyle and take responsibility for theirs</li> <li>Increased engagement and confidence levels of those children submitting ideas</li> </ul>	<p>to identify interests and barriers to participation in activities</p> <ul style="list-style-type: none"> <li>Target children not engaging</li> <li>Strategically link new opportunities to the 30 minute a day programme</li> <li>Engage additional internal and external expertise including Key Sport to extend opportunities</li> <li>Continue to implement non-traditional activity options to engage as many children as possible</li> <li>Ensure new Sports Clubs timetable disseminated to pupils, staff and parents and uploaded to website</li> <li>Identify COVID safe-practice activity ideas from colleagues at OWN Network Group.</li> <li>Purchase sports equipment to support new activities and promote healthy lifestyles.</li> <li>Continue to engage Kelly King to work on this programme</li> </ul>
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Key indicator 5: Increased participation in competitive sport				% spent of total allocation 1%
School focus with clarity on intended <b>impact on pupils:</b> <b>Intent</b>	Actions to achieve: <b>Implementation</b>	Funding <b>SPENT:</b>	Evidence and impact: <b>Impact</b>	Sustainability and suggested next steps:
1. Introduce additional, inclusive competitive sports opportunities providing the opportunity for all children to participate	<p><b>1. Additional Competitive Opportunities</b></p> <p><b>(1) Within School</b></p> <p><b>PE Curriculum and Extra-Curricular Inter-House Competition Programme</b></p> <ul style="list-style-type: none"> <li>Maintain and further develop competitive opportunities for children of all abilities</li> <li>Extend inclusive, in-school, Inter-House Competitive Sports and Physical Activity Programme</li> <li>Extend competitive opportunities from within the PE Curriculum itself so competitive opportunities become more inclusive are increased and available to all</li> <li>Develop new programme to include new, non-traditional activities e.g. Boccia, New Age Kurling, Dance, Cheerleading</li> <li>Resources and programmes introduced last year can be used again with new children as the staff expertise and resources now remain in the school</li> </ul> <p><b>Young Leader Led – Inter-House Sports Competition Programme</b></p> <ul style="list-style-type: none"> <li>Different children to those involved in the OWN Programme below</li> <li>Include successful Cross-Country event again</li> <li>Include Sports Day</li> <li>Allison Consultancy and PE TA to support this programme</li> <li>1 x Day of Training and 2 x Days of Activity (CO)</li> </ul>	(See Costs in Section 3 above)	<p><b>Evidence</b></p> <ul style="list-style-type: none"> <li>New Competition Programme in place (within-school and OWN Trust)</li> <li>Increased Inter-House competition opportunities</li> <li>Participation Registers</li> <li>In-school training taken place</li> <li>Resources to plan and deliver programme</li> <li>Children on Peterborough Academy Programme</li> </ul> <p><b>Impact / Outcomes for staff :</b></p> <ul style="list-style-type: none"> <li>Greater understanding of how PE &amp; Sport Premium can support achievement of whole-school priorities and outcomes for children</li> <li>Greater understanding of role competition can play in development of whole child</li> <li>Sustainability - PE Lead (s) upskilled to lead on and deliver competition programme</li> <li>Sustainability – Teaching Staff able to deliver competitive sport / physical activity with their children in lessons</li> </ul> <p><b>Leading to the following outcomes accessible by all children. Increased pupil:</b></p> <ul style="list-style-type: none"> <li>Experience of competition against self and others</li> <li>Experience and understanding of rules and scoring systems</li> <li>Experience and understanding of how to work as a team and how to handle winning and losing and the importance of good sportsmanship</li> <li>Confidence</li> <li>Enjoyment of sport and games across the school</li> <li>Opportunities to participate in a wider variety of activities</li> </ul>	<p><b>COVID19: Safe Practice</b></p> <p><b>Competition:</b> DfE, Youth Sport Trust and the national Association for PE (afPE), have published information to support colleagues in schools with regards to COVID19 and PE, Sport and Physical Activity.</p> <p>Any competitive opportunities we provide, in line with current national guidelines, will be non-contact in nature.</p> <p>We will ensure that we follow all latest national guidance in relation to our plans for next year.</p> <p>Allison Consultancy have also developed related training to support PE Leads and staff across the academy.</p> <ul style="list-style-type: none"> <li>It is understood that Inter school competition will be limited, following Covid19.As such, whilst still looking to develop this aspect of competition, we focus initially on intra-school opportunities.</li> <li>Continue to include intra-school competition where possible to ensure experience</li> </ul>



	<p><b>(2) Between Academies (OWN Trust Programme)</b></p> <p><b>Young Leader (YL) led 'OWN Inter-Academy Competition Days'</b></p> <ul style="list-style-type: none"> <li>This includes 3 inter-academy sports competition events (1 x at each academy)</li> <li>Each academy will host and deliver a different sport / activity</li> <li>It also includes 4 days of YL training and event preparation</li> <li>This is a total of 7 'joint' days</li> <li>The YL's from each academy to be involved in all 7 days so they can plan and deliver all 3 competitions</li> <li>YL's can then use the training and resources to help run an inter-house activity in their own academy</li> </ul> <p><b>(3) Local Inter-School Competitions</b></p> <ul style="list-style-type: none"> <li>Engage in Partnership competitions programmes again next year</li> </ul> <p><b>2. Peterborough Football Club</b></p> <ul style="list-style-type: none"> <li>Support talented children to gain additional competitive experience with Peterborough United</li> <li>Liaise with Club regarding children in their Academy Programme</li> <li>In-school Mentor (PE Lead)</li> <li>Ensures academic and personal, social development is part of the whole programme alongside Football</li> </ul> <p><b>3. Transport for Competitions</b></p> <ul style="list-style-type: none"> <li>Taxi hire</li> <li>Coach Hire</li> </ul>	<p>(See Costs in Section 3 above)</p> <p><b>£200</b></p>	<ul style="list-style-type: none"> <li>Awareness of the importance of physical activity and health</li> <li>Socialisation with other children from other schools / backgrounds</li> <li>Experience sense of well-being and the feeling of achieving their best</li> <li>Experience of gaining awards and certificates and the feelings of achievement</li> <li>Increased engagement in teamwork and exercise</li> <li>Increased confidence</li> <li>Improved concentration in lessons</li> <li>Increased sense of belonging and engagement in whole school life</li> <li>House Captains developing communication and leadership skills</li> <li>Young Leaders develop communication and team-building skills</li> <li>Children having more opportunities to think, discuss, evaluate and plan whilst they are moving</li> <li>Development of the whole- child (personal and social skills)</li> </ul>	<p>of competition and inherent values.</p> <ul style="list-style-type: none"> <li>This will include our Young Leader led internal House competition programme as part of the PE Curriculum itself and the extra-curricular programme</li> <li>Plan to run our cross country event and a Sports Day within COVID19 guidelines but only if it is possible</li> <li>Extend competitive opportunities from within the PE Curriculum itself so competitive opportunities become more inclusive are increased and available to all</li> <li>When and where possible we will engage in Partnership competition programmes again next year – these may be 'virtual competitions'</li> <li>Continue to develop links and exits routes to Peterborough Football Club for our talented footballers</li> <li>Ensure COVID19 safe-practice guidance is followed.</li> </ul>
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Additional Outcomes and benefits of the funding				% spent of total allocation 0%
School focus with clarity on intended <b>impact on pupils:</b> <b>Intent</b>	Actions to achieve: <b>Implementation</b>	Funding <b>SPENT:</b>	Evidence and impact: <b>Impact</b>	Sustainability and suggested next steps:
1. Raise awareness of the benefits of the PE & Sports Premium funding and increased opportunities for children	<b>1. Sharing plans and successes with key Stakeholders</b> <ul style="list-style-type: none"> <li>Review and regularly update the Sports section on the School website to share our Vision, achievements, participation, events and photographs.</li> <li>Maintain the regular update of website</li> <li>Share successes with OWN Trust SLT to raise awareness</li> </ul>	Internal Budget	<ul style="list-style-type: none"> <li>Audit of website complete</li> <li>All DfE requirements met</li> <li>Awareness raised with children, staff, OWN Trust, parents and carers</li> <li>Greater awareness by all stakeholders about our plans, actions and achievements as a result of our funding</li> <li>Develops a sense of achievement across the school</li> <li>Resources purchased</li> </ul>	<ul style="list-style-type: none"> <li>Continue to keep the website updated.</li> <li>Ensure all requirements continue to be met</li> </ul>