



# Pupil Premium Action Plan

2018-2019

## Allocation and Budget

Key Priorities	Expected Outcomes
<ul style="list-style-type: none"> <li>To improve outcomes for pupil premium pupils, and narrow the gap between pupil premium and non-pupil premium pupils</li> <li>To ensure teaching enables all pupils to make good progress over time in all year groups.</li> <li>To implement and monitor intervention strategies for underperforming pupil premium pupils.</li> <li>To raise aspirations of pupil premium pupils inviting parents to celebrate success of pupils.</li> </ul>	<ul style="list-style-type: none"> <li>Close the gap between pupil premium and non-pupil premium pupils</li> <li>Progress 8 scores of pupil premium pupils are greater than or equal to zero.</li> <li>PP attendance above national and the gap between PP and non PP is narrowed.</li> <li>Successfully remove/ reduce barriers to learning for PP pupils and improve their engagement in education and aspirations for future wellbeing.</li> </ul>

Allocation 2016-17	£290,000
Allocation 2017-18	£312,890
Allocation 2018-19	£336,600

## Pupil Premium Student Profile\*

2017-2018			2018-2019		
Year Group	FSM	LAC	Year Group	Disadvantaged	LAC/ex-LAC
7	56%	0	7	56%	0
8	57%	1	8	53%	0
9	56%	0	9	58%	1
10	42%	0	10	52%	0
11	50%	1	11	44%	0
Total	52.5%	2	Total	53%	0
National Average	28%				

\*Students who have been on FSM during the year and any point during the previous 6 years.

## Monitoring and Evaluation Strategies

Process	Lead Person
Monitoring and tracking of PP cohorts progress	ZSI, FLS
Regular monitoring of attendance and behaviour of PP cohort	ZSI, WRN, BGE, RHN, AI
Monitoring and analysis of targeted intervention for PP cohort	ZSI, FLS, WRN, BGE, RHN
Analysis of behaviour for learning needs and targeted intervention for PP cohort	ZSI, AI, WRN, RHN, BGE
Regular consultation and monitoring via student voice	ZSI, AI, WRN
Annual evaluation and areas for development	ZSI, AI, WRN
Annual report to governors	ZSI, AI, WRN

## Actions, Strategies and Interventions 2018-19

Description	Cost
<b>Teachers</b> Additional staff member in core subjects and humanities, to teach specific pupil premium pupils that are underachieving. These specific targeted intervention groups will consist of fewer pupils in order to accelerate their progress. Appropriate intervention will be implemented by the subject teacher in consultation with the faculty leader in order to meet the needs of the pupils and ensure they achieve at least expected grade if not beyond.	
<b>Prevalent Barriers:</b> - Limited access to language - Low literacy levels - Low numeracy levels - Low expectations	£67,388
<b>Action:</b> - Faculty Leaders in English, Maths and Science to analyse data and identify underperforming pupil premium pupils in	

<p>each year group.</p> <ul style="list-style-type: none"> <li>- Faculty Leaders to lead and direct subject teachers to implement an intervention plan for under achieving PP pupils.</li> <li>- Progress of intervention groups identified by each faculty to be communicated to KSI. Faculty leaders must track and monitor this.</li> <li>- New cohort of underperforming pupil premium pupils to begin differentiated intervention at the beginning of each half term (including Lead Practitioner intervention)</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	
<p><b>Teaching and learning responsibilities</b></p> <p>Continuing TLR posts have been created for extra curricular enrichment (£5,518), reading (2 x £3,473), numeracy (£3,473) and pupil premium (£3,473).</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Limited access to language</li> <li>- Low literacy levels</li> <li>- Low numeracy levels</li> <li>- Low expectations</li> <li>- Financial deprivation at home</li> <li>- Limited access to resources</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- To raise aspirations of PP pupils through a rich extra curricular offer which compliments the curriculum</li> <li>- To design and implement a whole school form time reading programme to ensure the reading ages of PP pupils increases and also serves to promote extra curricular reading and interest</li> <li>- To design and implement a whole school numeracy form time programme to ensure the basic mathematical principles are revisited by PP pupils constantly in order to close the gap</li> <li>- PP TLR holder will coordinate PP projects and will be assist the assistant head teacher accountable for attainment and progress of PP pupils.</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£19,410
<p><b>Assistant Head teacher accountable for attainment and progress of pupil premium students, including narrowing the gap</b></p> <p>A senior leader carries responsibility and ownership for monitoring up to date progress 8 scores for pupil premium pupils. This person is to take appropriate action, improve attainment and progress of all underachieving PP pupils in all years, ensuring there is a focus on narrowing the gap.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Limited access to language</li> <li>- Low literacy levels</li> <li>- Low expectations</li> <li>- Poor attendance</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- KSI to oversee elements of Year 10 and 11 form time structure and design a form intervention timetable with Lead Practitioners that will accelerate PP pupil progress</li> <li>- Lead senior leaders to hold their faculty leaders to account for raising the attainment of pupil premium pupils in their faculty</li> <li>- Regularly monitor and track the progress of pupil premium pupils in lessons through walkabouts and book trawls and adjust leadership and strategy accordingly.</li> <li>- Process and advertise the PP bidding pot process with faculty leaders and heads of houses</li> <li>- Identify areas of good practice and hence where rapid progress is made with PP pupils and implement a CPD package for faculty leaders and teachers accordingly.</li> <li>- Make links with higher education institutions in order to establish and embed a volunteer tutoring scheme for core subjects including STEM for PP pupils</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£65,912
<p><b>Use the individual fund to ensure pupil premium pupils have access to the same opportunities as the whole school community (including extra curricular)</b></p> <p>The individual fund will be used to allow a number of PP students to attend a variety of educational visits and</p>	£20,000

<p>experiences. Furthermore, pupils will be provided with equipment for any subjects they require in order to successfully remove potential barriers to learning.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Financial deprivation at home</li> <li>- Limited access to resources</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- KSI to work alongside finance department within school to make funds available to pupils whenever it is needed</li> <li>- KSI to develop, implement and advertise a process for PP bids, detailing the impact the funds will have on PP pupils.</li> <li>- HoH will initiate and monitor impact on overall education as well as progress measures</li> </ul> <p><b>Expected impact:</b></p> <ul style="list-style-type: none"> <li>Increase in attendance</li> <li>Increase in progress</li> <li>Narrowing of the gap</li> <li>Positive pupil voice</li> </ul>	
<p><b>Sixth Form Bursary</b></p> <p>To provide financial support to student in the Sixth Form to reduce barriers to learning for all pupils. Finances can be used for purposes such as books, equipment, examination resit fees, university applications fees, university visits, uniform, educational visits and transport costs for school trips.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Financial deprivation at home</li> <li>- Limited access to resources</li> <li>- Narrow experience of life outside of school</li> <li>- Low expectations</li> </ul>	£5 000
<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- Assign the leadership and management of this bursary to the Heads of Sixth Form AWM/OHN and LSN (ST).</li> <li>- Regular monitoring of impact to be conducted by KSI</li> </ul> <p><b>Expected impact:</b></p> <ul style="list-style-type: none"> <li>Increase in attendance</li> <li>Increase in progress</li> <li>Narrowing of the gap</li> <li>Positive pupil voice</li> </ul>	
<p><b>Attendance Manager</b></p> <p>To work alongside Pastoral school staff to promote excellent attendance, reduce levels of absence and work with children and families to promote high levels of attendance across the school.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Poor attendance</li> <li>- Low aspirations</li> <li>- Low expectations</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- To undertake casework regarding students with attendance and punctuality issues, liaising with students, parents/ carers and school staff to identify individual problems and possible solutions.</li> <li>- To contribute to raising achievement by improving individual student's attendance and punctuality.</li> <li>- To support the care and well-being of those with attendance and punctuality issues.</li> <li>- To seek to identify the underlying causes of poor attendance and punctuality and to advise staff on agreed plans to facilitate students' return to school, improved attendance and access to education.</li> <li>- Participate in Early Help assessments and THINK family referrals</li> </ul>	£32,352
<p><b>Expected impact:</b></p> <ul style="list-style-type: none"> <li>Increase in attendance</li> <li>Increase in progress</li> <li>Narrowing of the gap</li> <li>Positive pupil voice</li> </ul>	
<p><b>Social worker</b></p> <p>To work alongside Pastoral school staff to enable pupils experiencing hardship/difficulties to integrate into school life and assist the DSL and Deputy DSL with casework.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Poor attendance</li> <li>- Difficult family circumstances</li> <li>- Safeguarding/CP issues</li> <li>- Low aspirations</li> <li>- Low expectations</li> </ul> <p><b>Action:</b></p>	£33,186

<ul style="list-style-type: none"> <li>- To undertake casework regarding students experiencing difficulties at home which are severely affecting education, liaising with students, parents/ carers and school staff to identify individual problems and possible solutions.</li> <li>- To contribute to raising achievement by seeking solutions which improve individual student's attendance and punctuality.</li> <li>- To support the care and well-being of those with complex emotional issues.</li> <li>- To seek to identify the underlying causes of poor attendance and punctuality and to advise staff on agreed plans to facilitate students' return to school, improved attendance and access to education.</li> <li>- Participate in Early Help assessment and THINK family referrals</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	
<p><b>Duke of Edinburgh</b></p> <p>To provide financial support for trip leaders to gain the necessary qualifications to facilitate the experience for PP pupils and provide pupils with necessary equipment.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Financial deprivation at home</li> <li>- Low aspirations</li> <li>- Low expectations</li> </ul>	£8,000
<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- To raise aspirations of Year 9, 10 and 11 pupils and parents through assemblies and parental events</li> <li>- Ensure transport to and from DofE locations allows PP pupils to participate.</li> <li>- Assess staff training needs are met</li> </ul> <p><b>Expected impact:</b></p>	
<p><b>Increase parent engagement to facilitate support for Pupil Premium Students</b></p> <p>Improve parental engagement by making additional contact with targeted parents / carers to ensure they engage with activities the school provides to support them in supporting their child's learning.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Low aspirations</li> <li>- Narrow experience of life outside of school</li> <li>- Low expectations</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- KSI and HOHs to invite parents into after school meetings to discuss their child's progress and ways to improve their child's attainment.</li> <li>- KSI to create a parental engagement calendar in line with the whole school calendar.</li> <li>- Improve parental engagement with their child's attainment and break down any barriers parents have towards school for themselves and their child</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£8,000
<p><b>Curriculum Bidding Pot</b></p> <p>To make funds available to support faculties with purchasing curriculum resources that will positively impact the attainment of PP pupils</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Limited access to language</li> <li>- Low expectations</li> <li>- Low literacy levels</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- KSI to develop, implement and advertise a process for PP bids by faculty leaders and heads of houses, detailing the impact the funds will have on PP pupils.</li> <li>- KSI to update line management meeting agendas via SLT to allow faculty leaders an opportunity to use the bidding pot</li> <li>- SLT to monitor the strategy faculty leaders are using with materials brought and the impact this is having on narrowing the gap in their faculty.</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress</p>	£18,000

Narrowing of the gap Positive pupil voice	
<p><b>Careers Guidance</b></p> <p>Invite colleges and universities as well as external agencies into school to advertise opportunities for PP pupils once they leave DEC.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Limited access to resources</li> <li>- Low expectations</li> <li>- Limited knowledge of higher education within family</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- To arrange a suitable date and time for such events to take place</li> <li>- Ensure engagement of parents of PP pupils with such events</li> <li>- Follow up meeting with PP pupils after the event to gather pupil voice impact data.</li> <li>- Invite successful business people/professionals with success stories to embed a positive culture around future careers</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£6,574
<p><b>Tutoring of core subjects</b></p> <p>To provide opportunities for pupils in school to have tutoring for English, Maths and Science GCSE to raise attainment of all.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Low literacy and numeracy levels</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- FLs to identify which groups require intervention and source tutors with assistance of SL</li> <li>- Coordination of timetabling to be completed by FLs in consultation with SL and communication to KSI</li> <li>- Bids must be made to KSI and impact must be monitored by FLs and SL. KSI to be updated by FLs once every half term.</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£4,000
<p><b>Mentoring of vulnerable pupils</b></p> <p>To provide opportunities for vulnerable pupils to participate in a programme which enables them to engage with positive role models, improve engagement with their own education and manage their own physical/mental health.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Low self-esteem/confidence</li> <li>- Negative body image</li> <li>- Gang affiliations</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- HOH/Believe Centre staff to identify which pupils will benefit from the mentoring programme, based on pastoral knowledge and relationships developed with the pupils families</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£21,778
<p><b>Alternative Provision</b></p> <p>Providing placements for students where an alternative curriculum provision is required to ensure successful completion of education in the right setting.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Low aspirations</li> <li>- Low expectations</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- Alternative provision placements sourced where appropriate and monitored by WRN/MDN.</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress</p>	£8,000

Narrowing of the gap Positive pupil voice	
<p><b>Rewards and Incentives</b></p> <p>To celebrate the success of pupils achievements through various rewards and incentives throughout the academic year. This will include rewards trips for making outstanding progress in lessons as well as the annual DEC Oscars.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Narrow experience of life outside of school</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- To plan the DEC Oscars ensuring as many PP pupils are rewarded on the evening</li> <li>- WAI/IWT to create a rewards trip calendar in line with the whole school calendar</li> <li>- Liaise with HoH and FLs to actively seek opportunities where pupils can be rewarded for making good academic progress.</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£4,000
<p><b>Summer School</b></p> <p>Targeted to students in Year 6 who will be joining the school in the new academic year. This allows opportunity for PP pupils to develop confidence within the new school setting, become familiarised with their new teachers and make friends before school begins. In addition, it is an opportunity to allow students and their parents to become more familiar with the schools ethos and beliefs.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Low aspirations</li> <li>- Low expectations</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- Liaise with WRN and DBK regarding the promotion of summer school and targeting pupils who are entitled to the pupil premium fund.</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£6,000
<p><b>LAC</b></p> <p>The fund will be used to ensure a variety of educational visits and experiences are accessible for LAC pupils. Furthermore, pupils will be provided with equipment for any subjects they require in order to successfully remove potential barriers to learning.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Financial deprivation at home as a result of being a Looked After Child</li> <li>- Limited access to resources</li> <li>- Narrow experience of life outside of school</li> <li>- Low aspirations</li> <li>- Low expectations</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- KSI to work alongside finance department within school to make funds available to LAC pupils whenever it is needed</li> <li>- HoH/CWN will initiate and monitor impact on overall education as well as progress measures</li> </ul> <p><b>Expected impact:</b></p> <p>Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice</p>	£8,000
<p><b>Music Lessons</b></p> <p>Targeted to pupils who study GCSE Music and any other pupil who wishes to learn or continue to learn to play an instrument.</p> <p><b>Prevalent Barriers:</b></p> <ul style="list-style-type: none"> <li>- Narrow experience of life outside of school</li> <li>- Low aspirations</li> <li>- Low expectations</li> <li>- Limited access to resources</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>- Liaise with JAN regarding the promotion of music lessons and targeting pupils who are entitled to the pupil premium fund.</li> </ul>	£6,000

<b>Expected impact:</b> Increase in attendance Increase in progress Narrowing of the gap Positive pupil voice	
<b>TOTAL</b>	£336,600