

Pupil Premium Action Plan Financial Year 2017-18

Target: To eliminates the gaps in performance between disadvantaged and non-disadvantage students

Tasks to Achieve the Target	Staff	Timescale	Costs	Monitoring & Evaluation	Success Criteria
"Achievement for All" Charity to audit PP provision and spend	BCO UIS	May 2017	£3500	<ul style="list-style-type: none"> • Termly Reports to Headteacher and governors • Termly CAP & PT data 	<ul style="list-style-type: none"> • PP review report written and shared with key stakeholders • Action plan devised and actions identified
Improve attendance rates to national average	CTO	On-going	£500	<ul style="list-style-type: none"> • First day call telephone and text logs • Termly attendance report to SLT • PP PA cohorts identified and shared with staff • ITM, PST and GAP minutes 	<ul style="list-style-type: none"> • Whole school attendance 96% • PP cohort attendance in line with non-PP • PA figure of 9% • Year 11 PP students make on or above expected progress
Full time School counsellor provided for both long and short-term support for vulnerable pupils	IDA	On-going	£24,500	<ul style="list-style-type: none"> • Review of counselling lists • SEN meeting minutes • Attendance and behaviour data of cohorts • PT and CAP data 	<ul style="list-style-type: none"> • Emotional resilience of pupils increases • Improved attendance • Reduction in on-calls and seclusions of counselling cohort • PT data shows improving trend in performance of cohort
Learning Mentor Provision for KS3 & 4	GDE SHG	On-going	£49,600	<ul style="list-style-type: none"> • PT & CAP data • PST, ITM & FL minutes • STAR team minutes & actions • Defined support cohort timetable and intervention plans 	<ul style="list-style-type: none"> • Year 11 PP students make on or above expected progress • All PP cohorts in year groups meet or exceed their progress pathway targets
EAL Teaching Assistant in post place to raise standard of literacy in EAL learners	ABA	On-going	£13,950	<ul style="list-style-type: none"> • GL assessment data • PT and CAP data • Accelerated Reader scores • Timetable of support reviewed half termly 	<ul style="list-style-type: none"> • PP learners with EAL needs make rapid progress in literacy • Cohort are meeting or exceeding pathway targets in termly tracking
Year 11 maths small group intervention programmes	JCU GDE	On-going until June 2017	£9,350	<ul style="list-style-type: none"> • Pupils identified and programme in place • Drop-ins and pupil feedback • PT1 & 2 data • Minutes of Maths faculty meetings 	<ul style="list-style-type: none"> • PP cohort - Year 11 make expected or above progress in maths

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One-to-one tutor appointed to support identified Year 11 underachievers in English	NAS GDE	On-going until June 2017	£350	<ul style="list-style-type: none"> • Pupils identified and programme in place • Drop-ins and pupil feedback • PT1 & 2 data • Minutes of English faculty meetings 	<ul style="list-style-type: none"> • PP cohort - Year 11 make expected or above progress in English
Saturday school programme to support Year 11 cohort underachieving in English, Maths & Science	SEL GDE	On-going until June 2017	£3000	<ul style="list-style-type: none"> • Drop-ins and pupil feedback • PT1 & 2 data • GCSE data 	<ul style="list-style-type: none"> • Tutoring cohort make on or above expected progress in GCSE • Positive Progress 8 score for the cohort
Revision and booster classes for Year 11 pupils	UIS GDE	On-going until June 2017	£6000	<ul style="list-style-type: none"> • PT & CAP data • Registers of attendance 	<ul style="list-style-type: none"> • Year 11 cohorts make on or above progress in GCSEs • Positive Progress 8 score
2 week literacy and numeracy based Summer School programme for targeted pupils	GDE	August 2017	£15,000	<ul style="list-style-type: none"> • Summer school teaching programme • Attendance registers • PT assessments • Attendance and behaviour data 	<ul style="list-style-type: none"> • Cohort attendance above 95% • PT and CAP data shows cohort are making good progress towards end of year targets
Alternative curriculum provision for identified pupils	SEL	On-going	£16,000	<ul style="list-style-type: none"> • PT data • Reports from vocational placements 	<ul style="list-style-type: none"> • Pupils achieve positive p8 • All progress onto post-16 education or training
Duke of Edinburgh Programme to engage and motivate targeted pupils	KVI DMI	On-going	£7600	<ul style="list-style-type: none"> • PT data • Attendance and behaviour data 	<ul style="list-style-type: none"> • Pupils complete the DoE award at bronze or silver level • Attendance above 95%
Homework clubs, breakfast clubs and enrichment & hardship fund	GDE UIS CBR	On-going	£3000	<ul style="list-style-type: none"> • Attendance registers • Behaviour and attendance data • PASS survey 	<ul style="list-style-type: none"> • Pupils engagement in homework leads to reinforced learning in lessons • Year 11 pupils make expected progress at GCSE • KS3 & year 10 pupils meet end of year progress targets
Design and deliver a new Citizenship programme to increase pupil participation in school, raise aspirations and provide high quality CIAG	UIS CFS SRO	Sept 2017	£7300	<ul style="list-style-type: none"> • Lesson obs / drop ins • Behaviour and on-call data • Pupil voice / PASS survey 	<ul style="list-style-type: none"> • All Year 11 pupils progress onto post-16 education or training • Reduction in behaviour, on-call and exclusions for pp cohort
Provision map the support provided to PP pupils across the curriculum	GDE	Oct 2017	Time	<ul style="list-style-type: none"> • ITM, PST meetings • Attendance at FL and FT meetings 	<ul style="list-style-type: none"> • All PP pupils have provision mapped • PP cohort on or above expected targets at PT trackings
Purchase textbooks for triple science pupils in KS4	GDE DMC	June 2017	£1650	<ul style="list-style-type: none"> • PT / CAP data 	<ul style="list-style-type: none"> • Triple science cohort achieve or exceed targets

Tasks to Achieve the Target	Staff	Timescale	Costs	Monitoring & Evaluation	Success Criteria
				<ul style="list-style-type: none"> • Mock exam results • Lesson obs / drop ins • Work scrutiny 	<ul style="list-style-type: none"> • Gap between pp and non pp triple science cohort eliminated
Develop bidding system for staff to request support and resources to tackle underachievement of pp cohorts in their classes	GDE (AFA)	Sept 2017	£10,000	<ul style="list-style-type: none"> • Baseline and exit data of the project 	<ul style="list-style-type: none"> • Pp students make progress in line with or exceeding the non pp cohort
Review roles and responsibilities of middle leaders and pastoral team to ensure clear line managements and reporting on the use pupil premium resources and funding	BCO SEL	SEPT 2017	Time	<ul style="list-style-type: none"> • Pt data • Appraisal structures 	<ul style="list-style-type: none"> • All departments show improving trend in the achievement of KS3 and year 10 pp cohorts • Pp cohort in year 11 achieve positive P8 score
Review KS 3 curriculum to provide a stimulating and engaging curriculum that inspires pupils	FLs SEL	Jan 2017	Time	<ul style="list-style-type: none"> • SoL on system • Lesson obs, work scrutiny • GI assessments and PT data 	<ul style="list-style-type: none"> • KS3 pupils make progress and achieve or exceed their progress pathway targets
Audit TA provision across the school against EEF standards	CFS / JMI UIS (ZPE – AFA)	Oct 2017	Time £2000	<ul style="list-style-type: none"> • TA support focussed learning walks • Meetings 	<ul style="list-style-type: none"> • TA appraisal structure in place • All TAs complete EEF training module • Personalised TA CPD programme in place • Performance of SEN pp cohort improves in line with NA
Focus on Quality First Teaching placing the child at the centre of planning to ensure improved rates of progress across the key stages	ZPE – AFA CFS, BCO	Sept 2017	Time £5000	<ul style="list-style-type: none"> • Lesson obs / learning walks • Work scrutiny • PT tracking data 	<ul style="list-style-type: none"> • Teachers trained and confidently using “assess, plan, do, review” cycles to monitor impact of strategies to tackle underachievement • Quality first teaching replaces after school and out of lesson interventions • Higher ability pp cohort makes better than expected progress compared to non pp HPA cohorts.
Introduce PP focused learning walks and “book looks” to quality assure provision and support	SEL FLs	Oct 2017	Time	<ul style="list-style-type: none"> • FLs report to SLT 	<ul style="list-style-type: none"> • Gaps in performance between pp and non pp cohorts across school eliminated
Allocate and train a PP governor	BCO	June 2017		<ul style="list-style-type: none"> • Gov meetings • Reports to Gov body 	<ul style="list-style-type: none"> • Governing body are familiar and confident with the use of pp funding, impact data and evidence • PP progress on agenda of all Governors meetings

Tasks to Achieve the Target	Staff	Timescale	Costs	Monitoring & Evaluation	Success Criteria
Introduce wave 1,2,3 intervention cycle to enable pp cohort to be identified and supported in meeting targets	BCO All staff	Sept 2017		<ul style="list-style-type: none"> • PT / CAP data • Lesson obs / drop ins • Work scrutiny • Minutes of faculty meetings • Completion of intervention documents 	<ul style="list-style-type: none"> • All pp cohorts make progress in line with peers
Review target setting policy to stretch and challenge all pupils	JBA	June 2017		<ul style="list-style-type: none"> • Target setting policy produced • Targets for all pupils in sept • CPD for all staff on target setting 	<ul style="list-style-type: none"> • 9-1 target system that allows progress pathway from KS3-4 for all pupils
Review assessment, marking and feedback policy to reflect new KS3 and GCSE curriculum changes	JBA	June 2017		<ul style="list-style-type: none"> • MAF policy shared • FT meetings 	<ul style="list-style-type: none"> • New assessment framework shared with all stakeholders • High quality marking and feedback reduces gaps in performance between cohorts • PP pupils work marked first by all class teachers
Review the strategy for dealing with low level disruption in class and introduce a rewards system that recognises positive attitudes and behaviour in lessons	UIS GDE	May 2017	£5000	<ul style="list-style-type: none"> • PASS survey • On-call, behaviour data • Exclusion and seclusion data 	<ul style="list-style-type: none"> • On-calls reduced by half in comparison to previous year • 50% reduction in pp cohort exclusions, seclusions and detentions
ITM meetings to have pp cohort focus on every agenda	LGR, GDE IDS, CTO	On-going		<ul style="list-style-type: none"> • Minutes of meetings 	<ul style="list-style-type: none"> • Pp cohorts meet targets for progress and attendance
Use PT data to identify 8 pupils in each year group as a focus for whole school support, based on residual achievement information	GDE DMI	Sept 2017		<ul style="list-style-type: none"> • Report to SLT after every tracking • STAR, FT, FL, PST meetings • Lesson obs / drop-ins / work scrutiny • LM meetings with pupils and parents 	<ul style="list-style-type: none"> • Names shared with all staff and interventions for each subject identified • Identified pupils reduce underperformance and work towards meeting targets by end of year
Use PiXL wave strategy to ensure gaps in learning for year 11 English and maths are plugged prior to GCSE exams	GDE, JBA JMO, JCU DMI	Nov 2017	£500	<ul style="list-style-type: none"> • Report from PiXL • PT papers • FT meetings • STAR meeting 	<ul style="list-style-type: none"> • 2016-17 English and maths paper selection re-called • 2 mocks (Nov and Feb) for English and maths completed • Year 11cohorts on target to meet or exceed English and Maths GCSE targets.
Identify Year 11 “border leapers” and put in place English, Maths and Science support to ensure they exceed targets and move into next grade boundary	GDE	Oct 2017		<ul style="list-style-type: none"> • Lists shared with core staff • PST, FL, STAR meetings • Report to SLT termly 	<ul style="list-style-type: none"> • Year 11 progress 8 score is positive

