

## Pupil Premium Action Plan Financial Year 2019-20

**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
Work with the AFA to Improve the quality of teaching & learning by ensuring PP pupils, particularly those who are LPA & SEN are routinely set appropriately differentiated work.	UIS GFL	Sept 2019 – Sept 2020	£3450	<ul style="list-style-type: none"> <li>• Half termly meetings with AFA coach</li> <li>• Termly reports to BCO</li> </ul>	<ul style="list-style-type: none"> <li>• School achieves AFA standard for pupil premium work</li> <li>• Action plan completed</li> </ul>
Additional Science staffing to allow for the development of a STEM programmes to provide quality support and enrichment that increases pupil participation in school, raise aspirations and progression into FE and HE	DMC	June 2018- July 2019	£48,679 (staffing) £5,300 (resources)	<ul style="list-style-type: none"> <li>• Programme of STEM based enrichment delivered by Science, Maths and Technology faculties</li> <li>• Minutes of meetings</li> <li>• Pupil and parent voice</li> <li>• Termly CAP &amp; PT data</li> </ul>	<ul style="list-style-type: none"> <li>• STEM development plan written and shared</li> <li>• Pupils in STEM subjects are on or above target in PT</li> <li>• Year 11 PP cohort make progress in line with or above national cohort in STEM subjects</li> <li>• 25% more pupils taking STEM subjects Post-16</li> </ul>
Continue to improve the attendance of PP and SEN pupils to bring in line with national.	CTO	On-going	£500	<ul style="list-style-type: none"> <li>• First day call telephone and text logs</li> <li>• Termly attendance report to SLT</li> <li>• PP PA cohort identified and shared with staff</li> <li>• Minutes of meetings</li> <li>• Individualised programmes of intervention for identified pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Whole school attendance 96%</li> <li>• PP cohort attendance in line with non-PP</li> <li>• PA figure of 9%</li> <li>• Year 11 PP students make on or above expected progress</li> </ul>
Full time School counsellor provided for both long and short-term support for vulnerable pupils	IDA	On-going	£24,300	<ul style="list-style-type: none"> <li>• Review of counselling lists</li> <li>• SEN meeting minutes</li> <li>• Attendance and behaviour data of cohorts</li> <li>• PT and CAP data</li> </ul>	<ul style="list-style-type: none"> <li>• Emotional resilience of pupils increases</li> <li>• Improved attendance</li> <li>• Reduction in on-calls and seclusions of counselling cohort</li> <li>• PT data shows improving trend in performance of cohort</li> </ul>

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Learning Mentor Provision for KS4	GDE	On-going	£24,344	<ul style="list-style-type: none"> <li>PT &amp; CAP data</li> <li>Minutes of meetings &amp; actions</li> <li>Defined support cohort timetable and intervention plans</li> </ul>	<ul style="list-style-type: none"> <li>Year 11 PP students make on or above expected progress</li> <li></li> </ul>
Pastoral Manager for Year 7	SHG	On-going	£8518	<ul style="list-style-type: none"> <li>Year 7 meeting minutes</li> <li>Transition data</li> <li>Attendance and Behaviour data</li> <li>PT data</li> </ul>	<ul style="list-style-type: none"> <li>Year 7 PP cohort to make progress in line with peers</li> </ul>
Revision and booster classes for targeted Year 11 PP pupils	UIS GDE	On-going	£8000	<ul style="list-style-type: none"> <li>PT &amp; CAP data</li> <li>Registers of attendance</li> </ul>	<ul style="list-style-type: none"> <li>All pupil groups in Year 11 cohort make on or above progress in GCSEs</li> <li>Positive Progress 8 score</li> </ul>
Duke of Edinburgh Programme to engage and motivate targeted pupils	KVI DMI SHG	On-going	£7000	<ul style="list-style-type: none"> <li>PT data</li> <li>Attendance and behaviour data</li> </ul>	<ul style="list-style-type: none"> <li>Pupils complete the DoE award at bronze or silver level</li> <li>Attendance to programme above 95%</li> </ul>
Homework clubs, breakfast clubs and enrichment & hardship fund	GDE UIS CBR	On-going	£1000	<ul style="list-style-type: none"> <li>Attendance registers</li> <li>Behaviour and attendance data</li> <li>PASS survey</li> </ul>	<ul style="list-style-type: none"> <li>Pupils engagement in homework leads to reinforced learning in lessons</li> <li>Year 11 pupils make expected progress at GCSE</li> <li>KS3 &amp; year 10 pupils meet end of year progress targets</li> </ul>
Provision Map support provided to PP pupils across the curriculum and measure the impact of this across KS3 & 4	GDE	Oct 2017	£2000	<ul style="list-style-type: none"> <li>Minutes of meetings</li> <li>PP provision co-ordinator to attend relevant meetings with AFA and staff</li> <li>Tracking of PP pupils</li> <li>Learning walks and “book looks”</li> <li>Termly reports to and meetings with PP link governor</li> </ul>	<ul style="list-style-type: none"> <li>All PP pupils have provision mapped</li> <li>PP cohort on or above expected targets at PT tracking</li> <li>All PP cohorts in year groups meet or exceed their progress pathway targets</li> </ul>
Embed bidding system for staff to request support and resources to tackle underachievement of pp	GDE	Sept 2017	£60,294	<ul style="list-style-type: none"> <li>Baseline and exit data of the project</li> </ul>	<ul style="list-style-type: none"> <li>PP students make progress in line with or exceeding the non pp cohort</li> </ul>

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cohorts in their classes				<ul style="list-style-type: none"> <li>• Staff to present bids to PP governor</li> <li>• CAP and PT data</li> <li>• Reports to governors</li> </ul>	
Year 7 & 8 PP enrichment programme to be launched	CBR	Sept 2018 onwards	£16,248	<ul style="list-style-type: none"> <li>• All pupils have music lessons on instruments of their choice</li> <li>• Pupil and parent voice</li> <li>• Programme of enrichment</li> </ul>	<ul style="list-style-type: none"> <li>• Emotional resilience of pupils increases</li> <li>• Improved attendance</li> <li>• Reduction in on-calls and seclusions of counselling cohort</li> <li>• PT data shows improving trend in performance of cohort</li> </ul>