

## Pupil Premium Action Plan 2018-19

**Key Priority:** To improve progress and raise attainment of those students from disadvantaged circumstances throughout the school by addressing any identified areas of inequality.

**Executive Leader:** Director of Progress & Standards

### What do we expect to see:

Targeted additional support strategies that result in all students being able to:

- Make progress at KS3 and KS4 in line or above national average for non-disadvantaged students.
- Have full access to our broad school curriculum.
- Access all aspects of our extra-curricular provision, including residential visits.
- Receive appropriate care, support & guidance to ensure good attendance, welfare & progression.

### Pupil Premium Allocation and Spending 2018-9

The Department for Education allocated a specific pupil premium grant to every school to enhance the educational opportunities of students that are entitled to Free School Meals (FSM) or have been at any point in the last 6 years (Ever 6FSM), Looked After Children (LAC) and children of service families (Ever 5 Service). This amounts to £935 per FSM or Ever 6FSM student, £1900 per LAC student & £300 per Ever Service student, Qualifying students in January 2018 resulted in a grant of £226,740.00. Expenditure plan as follows:

| Item  | Cost: Budget<br>(actual)   | Desired Impact   | Actual impact   |
|---|--|--|---|
| 1. Staffing salaries including KS3 progress leader, two pupil premium mentors (KS3 and KS4), English and Maths intervention teachers, pastoral support staff, learning support staff, career and guidance staff | £186,000<br>(£186,000)   | Improved outcomes for PP students as measured by external exam results, attendance and sustained destination | There were 44 PP students (41 if exclude students who did not sit exams - these are considered outliers) From the 41 students they achieved a P8 score of +0.09 with an A8 score of 48.76 which are strong outcomes.85% of the 41 achieved 4+ in both English and Maths with 72.5% of PP students achieving 5+ in English and maths (Group performance analysis 2019)<br><b>destination data is not due into school from Youth Directions until Nov - however our internal tracking indicates all apart from 7 confirmed on courses.(2018-2019 YEAR 11 16+ SPREADSHEET)</b><br>Attendance data - ( <a href="#">Copy of y11 PP students targeted for attendance</a> . Strategies to improve attendance were effective for 12 of the 15 students identified as poor attenders and they improved their attendance from March 2018 to July 2019 from an average of 83.6% to 92.5% (without 3 outliers). All including school refusers sat GCSE examinations.<br>Summary table of impact for KS3 and 4 <a href="#">PP impact 2018 19</a> |
| 2. iPad leasing scheme for disadvantaged students   | £15,000<br>(£19,568.01 in total breakdown: Insurance: £2,518.27, leases: £16,221.30 and software: £828.44) | No child disadvantaged by a lack of key equipment  | All students were provided with an iPad so to not disadvantage any student. Cost of repairs were greater than anticipated   |
| 3. Funding for school transport for families in difficult financial circumstances and to support attendance to sessions before and after school   | £10,000<br>(£9,364.91)   | Improved attendance  | 14 Yr11 pp students who were identified as persistently absent (below 90%) in March 2018 - a range of strategies implemented resulted in 10 improving their attendance, of which 8 had above 90% by July 2019. All 14 students sat their KS4 examinations. ( <a href="#">Y11 PP students targeted for attendance</a> )  |
| 4. Placement funding for altered curriculum to support progression from KS4 to post 16  | £10,000  | Appropriate curriculum that leads to sustained post 16 destination   | <b>Did PP funding support the placements of any students?</b><br>5 PP students received support from MIND counselling service - although it is difficult to monitor impact of this we compared data on attendance, AtL scores and behaviour points to indicate engagement in school. Impact shows slight improvements for some students in attendance and AtL but a significant drop for two boys in their behaviour points. <a href="#">MIND services impact 2018 19</a>   |

|    |   |  |  |  |
|----|---|--|--|--|
| 5. | Numeracy and literacy interventions e.g. ARROW Reading Programme                          | £9,500   | Improved reading age and faster progress in M&E              | <a href="#">ARROW and Inference progress report 2018 19</a>  |
| 6. | Funding for enrichment opportunities (music, drama, sport, trips and visits) and uniforms | £16,000<br><br>(£22,090.50<br>Go music - £16,118.50<br>trips and visits - £5,972.00)         | Equality of opportunity for potentially life changing visits | <a href="#">Music extra curricular supporting PP students</a> - provides 35 PP students with instrument tuition of which many have performed in the carol service, school show, summer concert and are also in the choir, string group, one of the school bands or tour of EuroDisney. All PP students have secured a grade in the musical instrument of choice many in two or more bar one, 7 PPstudents hold a grade 6+ and a further 6 PP students hold a grade 5. (Grade 6+ counts towards P8)<br><br><b>Trips</b> - all y8 and y9 students were offered the chance to go onto a residential visit- we emailed out separately the PP students as we would like all children to have experienced a residential trip.<br>- <a href="#">Trips and visits 20181 19</a> |
| 7. | Funding to provide equal access to learning resources and external mentoring services     | (£4724.75 - breakdown:<br>DT and HE contributions £1,666.00<br>Mentoring services £3,058.75) | Equality of opportunity                                      | DT and HE contributions allow disadvantaged students to participate alongside non disadvantaged in lessons using resources and ingredients for practical subjects that are provided by the school. Mentoring services includes one to one sessions that advise disadvantaged students on how to prepare best for their exams, how to revise and aspirational conversations about their future choices.   |
|    |   | <b>£241,748.17</b><br><b>(£15,008.17 overspend)</b>  |  |  |

| Monitoring Strategies   | Evidence used for evaluation  |
|---|---|
| <ul style="list-style-type: none"> <li>Subject Team Leaders to monitor progress of PP students at termly data collection points &amp; plan subject based intervention with subject teachers.</li> <li>Y11 progress data analysed by Executive team at fortnightly Monitoring meeting.</li> <li>Weekly planning &amp; evaluation meetings between Pupil Premium Mentor &amp; Executive link.</li> <li>Half termly KS3 Progress Leaders meetings with Director of Progress.</li> <li>Attendance data monitored by Year Managers</li> <li>Half termly meetings with PP Trustee.</li> <li>Half termly update report to Trustees.</li> </ul> | <ul style="list-style-type: none"> <li>Closing of attainment gaps &amp; intervention strategies recorded at termly data collection points.</li> <li>Updated provision arrangements for Y11 students &amp; closing of attainment gap at GCSE.</li> <li>Record of intervention strategies used with Y11 PP students &amp; progress data.</li> <li>Analysis of progress data &amp; subject interventions to indicate closing of attainment gaps.</li> <li>Year Manager record of intervention strategies to improve attendance of PP students causing concern.</li> <li>Meetings with PP governor. Report to Trustees demonstrating impact of PP intervention strategies.</li> </ul> |

**Evaluated by:** Local Governing Body Curriculum and Standards Committee.  
(Trustee with responsibility for Pupil Premium review – Mrs J Coleman)