

## Pupil Premium. Expected impacts. 2016-2017

### Key aims for our work with Pupil Premium students taken from the SWA policy:

- Raise progress and narrow and close the gap between the achievement of these pupils/students and their peers (measured in gap between PP and non-PP Levels of Progress, particularly in English and Maths)
- Increase social mobility and address any underlying inequalities between children eligible for pupil premium and others, improving engagement with education.
- So that we make a significant impact on students' education and lives.

### How much money we expect to receive:

	No. of Students	% of school	Amount per student	<b>Total Projected Income</b>
Free School Meals	144	8.5%	£935	<b>£134,640</b>
Looked After Children	6	0.36%	£1,500	<b>£9,000</b>
Adopted Children	5	0.3%	£1,900	<b>£9,500</b>
Service Children	50	2.96%	£300	<b>£15,000</b>
Total	205	12.14%		£168,140

### How we plan to spend it, and the expected impact:

We believe that the very best way to improve the outcomes for all of our young people is to provide them with outstanding teachers who can help them to excel in their learning and make excellent progress. That is why we spend the vast majority of the grant (76%) on staff. This is also broadly in line with BEMAT objectives for staffing costs.

We believe that leadership is critical to success in our school too, we have chosen to spend some of the grant so that excellent leaders can develop the skills required in all of our staff to enable our young people to achieve brilliant results.

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OVERALL TARGET: Students in receipt of the Pupil premium will achieve in line with their FFT20 targets, bringing us in line with the top 20% of all schools nationally

Raise progress and close the gap				
Area of work	Activity/Staffing	Cost	Expected impact	Review
Whole School leadership	<p>Leadership and management:</p> <ul style="list-style-type: none"> <li>Assistant Principal to oversee all of the work. Accountable for the outcomes.</li> <li>3 Lead Teachers for Pupil Premium Progress so that we can develop excellent Teaching and Learning, and target interventions appropriately</li> </ul>	£20500	<p>Rapidly narrowing gap of students achieving 3LoP and 5A*-C including English and Maths to be at least less than 20% different in core subjects.</p> <p>We believe all students should benefit from outstanding teaching. We will develop a pedagogy (style of teaching) that is specifically suited to the needs of our Pupil Premium students.</p> <p>We want all underperforming PP students<sup>1</sup> to receive timely and appropriate intervention so that any underperformance is challenged and that progress is made. We want this to start as soon as possible in year 9 and not wait until year 11 to act.</p>	<p>Attainment gap this year remains at 29%, only 3 students did not achieve Maths and English who were expected to do so.</p> <p>Pedagogical developments continue through the use of DLS, however, Big 6 learning walks and work scrutiny showed a dramatic increase in quality of work, which was indistinguishable from NonPP</p>
English	<ul style="list-style-type: none"> <li>Employ 1 full time English teacher to enable us to do focus work on PP students</li> <li>0.5 English tutor for one to one</li> </ul>	£47,700	<p>Ensure that the gap in Progress and standards in English remains lower than 5% and is reducing year on year to 0%.</p>	<p>Progress gap in English grew and attainment dropped in English, however relative to</p>

<sup>1</sup> Underperformance will be tackled within individual subjects led by the Head of Department or Progress Leaders in the department. Where the underperformance for an individual is in 3 or more subjects a whole school approach, using Head of Year and Learning Mentors will be used.

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	<p>tuition</p> <ul style="list-style-type: none"> <li>• TLR in English PP progress leader to coordinate and lead the interventions</li> </ul>		<p>PP students achieve FFT 20 targets</p> <p>Ensure that any students in all year groups receive high quality teaching, and address any gaps in learning with high quality, targeted interventions (See English development plan for more details)</p>	<p>FFT50, only one PP student did not achieve 9-4 of the 21 expected to do so.</p>
Maths	<ul style="list-style-type: none"> <li>• Employ 1 full time Maths teacher to enable us to do focus work on PP students</li> <li>• 0.5 Maths tutor for one to one tuition</li> <li>• TLR in Maths PP progress leader to coordinate and lead the interventions</li> </ul>	£53,300	<p>Ensure that the gap in Progress and standards in Maths remains lower than 10% and is reducing year on year to 0%.</p> <p>PP students achieve FFT 20 targets</p> <p>Ensure that any students in all year groups receive high quality teaching, and address any gaps in learning with high quality, targeted interventions (see Maths Development plan for more details)</p>	<p>Progress gaps in maths narrowed, and just as in English, only one of the 19 expected to get 9-4 (from FFT50) did not achieve that.</p> <p>Attainment for maths increased 10% to 51.4% achieving 9-4</p>
Science	<ul style="list-style-type: none"> <li>• Ensure the excellent practice in Science is shared in other core areas</li> </ul>	£2800	<p>Gap in Science in Y10 mock and end of year predicts shows that PP students are out performing non-PP students</p> <p>PP students achieve FFT 20 targets</p>	<p>A*-C in Triple science achieved FFT20, IN core was above FFT50, and in Applied Science, below FFT50</p>
Learning Support Mentor, mentoring and coaching	<ul style="list-style-type: none"> <li>• Develop the expertise in Learning Support to continue our coaching and mentoring programme to work with most needy students</li> </ul>	£5500	<p>Use FFT20 data to identify students at risk of underachieving</p> <p>Written Provision Plan for each student to be shared with all staff (using best practice from LS dept)</p> <p>Targeted students make age expected progress in all</p>	<p>Mentoring took place attainment did increase for disadvantaged students, however gaps still persist and mentoring next year will need to be developed</p>

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			of their subjects, especially in English, Maths and Science.	further.
Improve Study Skills and provide access to out of hours study support	<ul style="list-style-type: none"> <li>We will continue to run our homework club, but we need to make it more broadly appealing</li> <li>Late buses to include a Wednesday night from January so that we can offer more after school activities.</li> <li>Use Elevate Study Programme to motivate students in GCSE courses.</li> <li>Run Easter schools</li> </ul>	£11,340	<p>Improved attendance at the club</p> <p>More sessions offered and better attendance.</p> <p>Improved outcomes, especially in non-core subjects as this will be the focus for the Wednesday sessions</p>	Attendance for PP was low to the HW club, but those that did come benefitted a great deal from it. Next year we will improve marketing and monitoring of this activity.
Engagement in co-curricular activities	<ul style="list-style-type: none"> <li>House Leader System will be more acutely focussed on engaging PP students in enrichment activities.</li> </ul>	£14000	House activities and co-curricular events will be well attended. (Proportion of attendees who are PP will be the same as the proportion of PP in the House, remembering school average is 13%)	In some houses and some events there was very good attendance, this will be developed further next year to increase the range of activities to appeal to a greater range of student.
Improve access to resources and removing barriers to learning	<ul style="list-style-type: none"> <li>Focus the remaining budget as a nominal amount for each child to support with resources that directly support their goals of achieving top20% grades.</li> <li>Where needed, remove barriers to learning in regards to student welfare. <ul style="list-style-type: none"> <li>Free School Meals - £70</li> <li>Services Children - £25</li> </ul> </li> </ul>	£13000	<p>This will be measured through whole school monitoring of the attainment and progress of students in all subjects. The gap for FSM+CLA should be lower than 10% and narrowing towards 0%. Attendance for FSM+CLA (especially persistent absenteeism) needs to improve and will be in line with the best 20% of schools nationally</p> <p>Exclusion rates will be lower than national average</p>	<p>Progress gaps are as yet not available.</p> <p>Persistent absenteeism for PP students was well above national average, for PP students, and we need ot improve this further to bring it in line with nonPP</p>

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	<ul style="list-style-type: none"><li>○ Adopted Children - £150</li><li>○ Looked After Children on a case by case basis in discussion at PEP meetings with the Virtual Schools.</li></ul>			
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