

Pupil Premium. Expected impacts 2014-2015

Key aims for our work with PP students taken from the BEMAT 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 LoP, 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.

Total amount = £175,000

Of which approx. £125,000 is spent on staffing, £25,000 on planned events and the remaining £25,000 divided between the remaining 222 PP students in a personal budget.

Raise progress and close the gap				
Area of work	Activity/Staffing	Cost	Expected outcome	Review
Whole School leadership	Leadership and management (AP and PP Progress leader)	£4545 £2800	Planned, strategic approach to improving provision. Monitored and reviewed effectively	Focus has been maintained for staff, creating a shift in mindset regarding the importance of this. Gap is narrowing, all staff are expecting to report on progress. In all dept DPs, highlight of ALS/DLS and performance management.
English	Employ 1 full time English teacher 0.5 English tutor TLR in English PP progress leader English Easter School	£36500 £8400 £2800 £2000	Improve outcomes in English. Progress Gap closing	Gap in English narrowing rapidly. 29% gap in 2014, 19% in 2015 results. (although total number of PP progress rose from 44% to 47%) (Pred) 6.7% pred in Y10. A very strategic approach to target groups. Planned in detail. Getting the right students with the right staff working on the right work. Behaviour reports now in English to improve low level behaviour. Using existing staff to work with targeted key groups (key worker role). Relentless work in this area.

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Maths	Employ 1 full time Maths teacher 0.5 Maths tutor TLR in Maths PP progress leader Maths Easter School	£36500 £8400 £2800 £2000	Improve outcomes in Maths. Progress Gap closing	Gap in Maths narrowing. 23.9% in 2014 to 17% in 2015 (although 43.9% 3LoP in 2014 and 41.5% in 2015) A more strategic plan has emerged over the year, and key worker role has come on board. Started from Christmas in more earnest with appointment of new Head of Maths	
Science	TLR in Science PP progress leader	£2800	Improve outcomes in Science. Progress Gap closing	Plans to do morning mentoring during tutor time to which students did not show up. Staff were not chasing up as much, so progress not so rapid in science. Progress in triple sciences was excellent (Gap= P 9.8%, C 7.6%, B 12%, and largely 75% 3LoP) Progress in single (Core) science not as strong with 23.7% gap and 40% 3LoP, which is broadly in line with Maths and English.	
Improve broad study skills	Homework club Revision guides and resources Other curriculum support (food ingredients, art packs etc.)	£2000 £2000 £2000	Improve outcomes in other subjects	D&T very positive about engagement in the activities. HW club not well attended in LS, but students working after school in lots of areas. A*-C including E*M was only 26.4 for disadvantaged students compared to 54% for others. The gap in 2014 was 32.1%, in 2015 is now 27.6%, so there has been a narrowing of the gap. PP students were not affected by the reduction in Cs in Maths and English.	
Improve access to IT	Chrome books and mobile dongles	£2500	Allow access to homework and study facilities at home. Removing Barriers		

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Improve engagement of boys	Research project – engagement and motivation of boys through fitness and exercise	£2500	Engage boys, improve health and wellbeing, discipline and improve attitudes to school	Good impact with individuals, working with Steve. Need to move the impact beyond the gym.	
Learning Support Mentor	A role to support and mentor underperforming students, in lessons and with withdrawal interventions	£8500	Improve outcomes in lessons, and attendance	Now working with the most underperforming in each year group. Referral form ongoing. Criteria for working with established. Attendance now monitored and improvements in persistent absenteeism (22% w/s in 2104 down to 8%Y9 14%Y10)	
Other student requests	222 students personal budgets	£21000		Whole school gap is closing. Particularly for pencil cases, calculators etc.	
Address underlying inequalities					
Area of work	Activity/Staffing	Cost	Expected outcome	Review	
Engagement in extra curricular activities	5 house leaders	£14000	Equal representation of PP kids to non PP	This has been patchy across houses and activities. There has been some improvement (eg Rugby and Gym very strong) Need to have a more coordinated approach to recording the information.	
Improve access to school	Late buses on a Wednesday in Spring term	£5000		Well used, very busy.	
Improve CEIAG	CEIAG leadership and management	£4000		Ongoing workshops for PP and SEND students with careers advisor in Y10	
Trips and visit support		£1000		This money came from personal budget and increased access to activities for some. How do we make this available to more, and link to progress? Need to make sure that this is all well linked to progress.	

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Uniform support		£500		In personal budget	
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