

3 Year Pupil Premium strategy plan

SUMMARY INFORMATION

Pupil Premium Strategy Plan

CURRENT PUPIL INFORMATION 2019 - 2020

Total number of pupils:	1508	Total pupil premium budget:	£464,695
Number of pupils eligible for pupil premium:	545	Amount of pupil premium received per child:	£935 (standard)

COHORT INFORMATION

CHARACTERISTIC	NUMBER IN GROUP	PERCENTAGE OF GROUP
Boys	271	49.7%
Girls	274	50.3%
SEN support	70	12.8%
EHC plan	6	1.1%
EAL	73	13.4%

Assessment data

END OF KS2						
	Pupils eligible for PP	Pupils not eligible for PP		Data from previous 3 years		
		School average	National average	2015-16	2016-17	2017-18
% achieving expected standard or above in reading, writing and maths	58%	67%	64%	46%	59%	68%

CURRENT ATTAINMENT (SECONDARY SCHOOLS)						
	Pupils eligible for PP	Pupils not eligible for PP		Data from previous 3 years		
		School average	National average	2015-16	2016-17	2017-18
Progress 8 score average	-0.29	-0.12	0	-0.27	-0.38	-0.12
Attainment 8 score average	43.2	48.2	49.9	44.0	40.4	48.2

LONG-TERM PLAN (3 YEAR TIMESCALE):

Improved attainment and progress across all subjects for PP students.
 Improve attendance for PP students.
 Improve levels of Literacy and Numeracy.
 Improve levels of parental engagement.
 Ensure behaviour related consequences for PP students are in line with other students.
 Greater consistency in experience of teaching and learning support across all departments.

PRIORITY 1 QUALITY OF TEACHING FOR ALL £145, 241

Member of staff responsible: DVI

Objectives	Actions to be taken	By whom	By when	Resources needed	Progress indicators	Success criteria
Improved attainment and progress across all subjects for PP students.	<p>Implementation of a PP focused steering group made up of key staff across both academic and pastoral PP responsibilities.</p> <p>Identification of underperformance and barriers that cause this to occur.</p>	DVI	Meetings occur throughout the academic year.	£49,244	Usage of Assessment Point data.	Gap between PP and non PP attainment is reduced Progress score for PP in 2018 to 2019 -0.68 overall -0.40 – gap of -0.28 need to reduce this gap to -0.1

Improved attainment and progress across all subjects for PP students.	Develop the use of support systems (4Matrix and MINT Class) to allow staff to have immediate access to key data, to enable effective monitoring of student progress and to inform planning of lessons	MBS	June 2020	£928 for cost of license for software.	All staff are able to use 4matic and MINT class to analyse data.	Staff usage of 4Matrix and MINT allows improvement in quality of teaching.
Improved attainment and progress across all subjects for PP students.	Purposeful and targeted homework tasks to be provided for all students. Homework to be planned and focused not simply routinely set. Homework club set up for years 7 to 9.	DVI / HofD	Monitoring to occur	SMH license required. £3,042 to staff homework club.	Quality of homework to be regularly reviewed as part of the QA process (Link meetings SLT/HoDs, departmental meetings)	Improving quality of homework set on Show My Homework.
Greater consistency in experience of teaching across all departments, including greater consistency of quality of marking and feedback.	Focus on differentiation of classwork and homework occurred. Evidence of greater consistency in the quality of marking and feedback in many departmental areas.	SLT Link directors and heads of department	Ongoing monitoring	Staff time	Improving quality of differentiation and homework seen in monitoring.	Monitoring identifies that homework and differentiation are improving across departmental areas.

PRIORITY 2 Targeted Support £268,500

Member of staff responsible: DVI

Objectives	Actions to be taken	By whom	By when	Resources needed	Progress indicators	Success criteria
Improved attainment and progress across all subjects for PP students.	Mentoring of Year 11 students – targeted students to be mentored by JMU, SLT and selected middle leaders.	DVI	Meetings with mentor/mentees throughout the academic year.	Staff time.	Reports sent to SLT on a half termly basis.	Improved outcomes. Students are better prepared for the Year 11 academic year.

Improve attendance for PP students	Monitoring of attendance by form tutors plus introduction of an additional pastoral role to oversee PP attendance. Attendance Challenge initiative. Targeted interventions with students in the 90-94% attendance bracket.	CPE / PP group	Weekly monitoring on attendance.	Attendance officer £4,704	Improving attendance levels.	Attendance of PP students to be in line with non PP students. Attendance will be on average 95% for all PP students.
Improve the levels of literacy and numeracy	Expand the use of Lexia to ensure PP students with below chronological reading ages are supported to access the curriculum	AGB	Lexia will be used throughout the academic year.	£0 during 2019 to 2020 license paid for previously.	Improving literacy levels.	PP students perform in assessments at an equivalent level to Non PP students.
Improve the levels of literacy and numeracy	Use of Hegarty Maths online platform to support independent study and revision across all year groups.	SKH	Hegarty will be used throughout the academic year.	£1,200	Improving numeracy levels.	PP students perform in assessments at an equivalent level to Non PP students.
Behaviour related consequences for PP students is in line with other students, reduction in low level consequences, detentions and short term inclusions; targeted students undertake bespoke behaviour support.	Identification of PP students who have received low level consequences, detentions or short term exclusions and involve pastoral staff to modify behaviour.	CWE	Weekly monitoring of behavioural consequences.	Staff time	Reduction in consequences, detentions or short term exclusions.	PP student's consequences, detentions or short term exclusions are in line with non PP students.
Use of summer school to aid transition of Year 6 students in to Year 7.	Identification of Year 6 PP students who are then invited to attend summer school. PP parents are focussed on and invited in for literacy and numeracy sessions.	DOC	Summer holidays	£5000	Smooth transition of students to Year 7. Student voice and parent voice.	Students enter year 7 ready to confidently participate in all activities undertaken.

PRIORITY 3 OTHER APPROACHES £97,568

Member of staff responsible: DVI

Objectives	Actions to be taken	By whom	By when	Resources needed	Progress indicators	Success criteria
Improve levels of parental engagement	Run several Raising Achievement events during and after school. Focus areas to include English, Maths, Science, Literacy and Revision skills.	DVI	Events to take place throughout the year.	Staff time.	Parents attend Raising Achievement events throughout the academic year.	Improving knowledge and understanding of requirements for Year 11 by parents. Feedback from events is analysed.
Improve levels of parental engagement	Face to face sessions for parents of PP students after mock examinations to identify how to improve levels of performance.	DVI / DAW	Arrange meetings with parents after both sets of mocks.	Staff time.	Interviews are arranged and carried out by senior and middle leaders.	Improving rates of performance.
Information, advice and guidance.	All pp students in Year 11 to receive an individual IAG interview.	SBU	May 2020	Meetings with Careers advisor.	All Year 11 receive a careers interview and an interview to identify next steps after year 11.	No NEETs at the end of Year 11. Analysis of destinations from Year 11.
Support and subsidies school trips	Identification of students who are PP on trips and provide 50% cost of trip.	DVI	Ongoing	£9000	PP students are able to attend trips and are not disadvantaged due to the price of trips.	Increase in participation for all trips.

Review of PP 2019 - 2020

2019/20 was an exceptionally challenging year for the school. The challenges presented by COVID-19 and the national lockdown were considerable.

The school worked hard to ensure that disadvantaged families were as well catered for as possible. Regular contact was maintained with the most vulnerable and provision for vulnerable children and the children of key workers was maintained from lockdown until the end of the summer term.

Teaching and learning changed as we entered lockdown. The school opted to teach all lessons as per the normal timetable. Resources were sent to PP students via Show My Homework. Pastoral staff made regular calls to vulnerable and PP students. SEN staff also kept in regular contact with all PP and vulnerable students.

Targeted support was still an area of focus especially in improving the literacy and numeracy skills of all students.

The summer school did not occur and money from this aspect of the PP budget was transferred to providing IT support for PP students who had little or no access to laptops, other electronic devices or internet connections.

All students continued to receive careers advice and guidance. Parental engagement continued to be a priority and weekly contact was made with many PP students to ensure that they were still able to remain engaged with the delivery of the curriculum virtually.

A vast amount of work was carried out to introduce the bubble approach to allow for September 2020 reopening. The school's commitment to reducing the gap between disadvantaged and non-disadvantaged pupils is evident in the additional resources allocated beyond the Pupil Premium allocation.