

Pupil Premium Action Plan 2015 -16

Target	Action	Resources
<p>Close the gap in expected level of progress in English between disadvantaged students and national average. <i>(2015 70% disadvantaged pupils achieved expected progress in comparison to 74% of students nationally)</i></p>	<ul style="list-style-type: none"> • Two LoP meetings calendared for each year group annually- repositioned on school calendar to better suit student progress.. Students not making expected progress targeted and curriculum / pastoral interventions planned including increased mentoring and positive support from form tutors for students who are able but not exceeding expectations. Action minutes circulated. <p>Interventions funded through PP:</p> <ul style="list-style-type: none"> • 1:2 tuition in KS3 • Peer Tuition KS3 • After school group sessions KS4 • 1:1 / 1:2 EAL tuition • Joint Faculty Progress Club – Maths / Science / English • KS3 Literacy Initiative – My own Book Program • Y7 Kobo Programme W/Library VLE 	<ul style="list-style-type: none"> • PP Progress Leader • Student Progress Postcards from Go4Schools • Data spreadsheets populated after each data drop by data team • English, maths, science & Accessing the Curriculum faculty time • Pastoral staff time • English tutor • English Faculty staff • Coordination of additional support by English Faculty TA • Coordination of Peer Tuition by Jane Haymer • English/Maths/Science Faculty time p6 • MLP Time – Book Club and incentives • JXS Time and Book Club w/Library Staff
<p>Close the gap in expected level of progress in Maths between disadvantaged students and national average. <i>(2015 52% disadvantaged pupils achieved expected progress in comparison to 68% of students nationally)</i></p>	<ul style="list-style-type: none"> • Two LoP meetings calendared for each year group annually- repositioned on school calendar to better suit student progress.. Students not making expected progress targeted and curriculum / pastoral interventions planned including increased mentoring and positive support from form tutors for students who are able but not exceeding expectations. Action minutes circulated. <p>Interventions funded through PP:</p> <ul style="list-style-type: none"> • 1:2 tuition in KS3 	<ul style="list-style-type: none"> • PP Progress Leader • Data spreadsheets populated after each data drop by data team • English, maths, science & Accessing the Curriculum faculty time • Pastoral staff time • Maths tutor • Maths Faculty staff • Coordination of additional support by Maths Faculty TA • Coordination of Peer Tuition by AST & PP administrator

	<ul style="list-style-type: none"> • Peer Tuition KS3 • After school group sessions KS4 • Joint Faculty Progress Club – Maths / Science / English • Staff trained to enable better support for low ability students to catch up on KS2 skills in Maths. Sessions take place weekly. 	<ul style="list-style-type: none"> • English/Maths/Science Faculty time p6 • PJM, KDN & MOR participating in further training.
<p>To close the gap between the overall value added score (top 8 including English and maths) for disadvantaged students and other students. <i>(2015 930.1 for disadvantaged students in comparison to 1036.6 for others – national non FSM was 977.8)</i></p>	<ul style="list-style-type: none"> • Staff training on growth mindset & resilience • Raising aspiration events for Y7, 8 & 9 • Assemblies on Resilience & growth mindset-supported by tutor time resources as established in y7. • Efficient spreadsheet to track disadvantaged group linked to spending • Academic/Pastoral meeting with all PP students held including attitudes towards school, etc. • Faculty Specific PP Progress Concern Postcards – to be distributed to <i>all</i> faculties x3 times a year to identify concerns in option subjects. • Shift of focus to in-class teacher led interventions for PP students as suggested by Babcock studies. • Ensure well chosen and suited subjects to ensure greater outcomes. Accomplished through Y9/Y8 Options Interviews. • Study Skills Worship with Steve Coppin to follow up on Mock Exams experience. 	<ul style="list-style-type: none"> • INSET & Staff Meeting time • Staff time & funding for trips • Assembly time • Newly appointed Pupil Premium Progress lead to track progress and ensure accountability of Pupil Premium expenditure. • AT time collating GO4Schools Data • SXS CPD time • Faculty Rep Time, Faculty/Department meeting time • Staff Interviewing Time
<p>Reduce disengagement with school environment seen PP students in PASS surveys. <i>Particularly focusing on attitudes towards attendance and relationships with teachers)</i></p>	<ul style="list-style-type: none"> • Close monitoring of attendance by attendance officer with data circulated half termly • Attendance Challenge set up with rewards for improvement. • Termly House competition for attendance • E-certificates and rewards for 100% and 97%+ attendance each term • Praise postcards sent for improved performance • SDP target to improve resilience & happiness • Student voice activity 	<ul style="list-style-type: none"> • Attendance officer tracking attendance • Project led by SPM

	<ul style="list-style-type: none"> • Increased analysis of PASS data and training to staff on how to use it to provide appropriate support. • Focus on role of Form tutor • Behaviour systems tightened – Back to Basics / School Values • Increased Input on Form Tutors to positively monitor and reward students for positive progress. • Partnership with mental health mentors • PP PASS Survey Breakfast Club • Y11 PP Post 16 Interviews to encourage best outcomes and planning. • Provide further individualised pastoral support and positive incentive via PP Progress Lead (Y11/Y10 Focus) 	<ul style="list-style-type: none"> • School counsellor increased to 3 days per week • HSLW targeting PA students & running positive parenting courses and attended Optimus training on Mental Health in London to cascaded. • Staff INSET / meeting time • QA of form tutor role- Appointment of Lead Practitioner Form Tutor roles, AW and Kat Oconner • CPD / Assembly time Provided by SXS • Josh Clayman / Matt Pinkett • Rob Giles • PE Department Initiative • SXS time
Exploratory Initiatives	Partnership with University - Work Experience for Subject Specialists Creating Peer Mentors from the Young Carers/PP cohort Organisation / Time Management Courses Secured TA time in PP heavy sets	
2015 – 16 Allocated Funding £141,185		