

PUPIL PREMIUM PLANNED EXPENDITURE 2016 – 17 (£209,000)

QUALITY OF TEACHING FOR ALL					
Desired outcome/ Impact measure	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well? Quality assurance	Staff lead	When will you review implementation?
Active engagement amongst all students in all lessons, in order to narrow the gap in achievement between PP and non-PP 80% PP students across the College Y7-11 progressing in line with College targets.	Quality First Teaching First wave interventions	EEF – learning styles – low impact for very low cost Development Plan 1.1-1.3 2.1 EEF – Individualised instruction – low impact for very low cost	All staff ‘Teach Meets’ for sharing good practice, Teaching and Learning Bulletin. Provide data for teachers so that they can use it effectively to plan for PP students. All staff to deliver first wave intervention strategies to increase academic achievement and close the attainment gap.	RSp/SHa/Lead Practitioners KJN JBr/Curriculum Leads/Senior Tutors	Measure PP student progress during and following each assessment period – TP1-3 £10,000 – proportion for staff salaries
Improved T & L evidenced through grades during observation cycles, 100% teachers achieving good to outstanding.	CPD	EEF – learning styles – low impact for very low cost Development Plan 2.1-2.3	Explicit teaching and learning strategies are to be shared, via CPD programme to guide staff in best practices available. Ensuring that each students’ education needs are met and understood.	SHa/RSp	Review and monitor effective feedback through regular learning walks, observations and scrutinies £6,000
Effective feedback between teachers and pupils.	Feedback	EEF – Feedback – high impact for very low cost	Introduction of academic mentoring meetings/discussions between tutors and tutees. Development of an evaluative process that enables teacher, student (PP and all groups) to feedback with respect to their understanding and are able to articulate or evidence the progress being made.	JBr/Curriculum Leads/Senior Tutors	Review mentoring with tutors following each assessment period. Review and monitor effective feedback £12,000
All lessons to be differentiated, to maximise opportunities in understanding for all students.	Differentiation	Ofsted – The Pupil Premium	Identify gaps between PP and non-PP students in the classroom. Implement appropriate differentiation that enables rapid rates of progress for PP students. Teachers understand the importance of meeting the needs of individual students and identify progress of PP students through planning/seating plans. Explicit and regular communication by Achievement team. Challenge directed to middle leaders to ensure that the gap is being addressed.	JBr/Curriculum Leads/Senior Tutors	Review and monitor effective differentiation through regular learning walks, observations and scrutinies. £2,000
Students attending Additional Studies will improve performance and achieve in line with national average as a minimum.	Additional Studies Staffing	EEF – Arts participation – low impact for low cost EEF – Extending school time – low impact for moderate cost EEF – Summer schools – low impact for moderate cost	Extending student opportunities for learning. The development of “drop ins”, help clinics, holiday clinics, diagnostic testing to identify and help reduce the attainment gap via strategic planning. Study sessions, including Session 6, will be planned and led within curriculum areas and centrally coordinated to ensure that the identified need is met. Specific subjects are to be identified to ensure that the achievement agenda is being addressed and areas of concern are to be directed to work within this programme. PP students to have personalised additional study programmes, directing them to areas of priority.	JBr/Curriculum Leads/Senior Tutors	Measure PP student progress during and following each assessment period – TP1-3 Termly review to be conducted to ascertain success of additional studies, student progress, attendance, attitude to learning. £15,000
Total budgeted cost					£45,000

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TARGETED SUPPORT					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Increased aspirations	The Brilliant Club for Y8 students	EEF – small group tuition – moderate impact for moderate cost EEF – Arts participation – low impact for low cost	Programme to facilitate small group tutorials delivered by PHD students to our high performing students.	SKa/Curriculum Lead	Review student progress during and following completion of the Course. £3,000
Ensure that PP students are closing the achievement gap with other students nationally in maths and English.	Tutoring/Booster classes x 10 Staffing	EEF – small group tuition – moderate impact for moderate cost. Ofsted – Pupil Premium: an update Ofsted – Pupil Premium: an update Development Plan 1.2, 1.4	Students receive small group tutoring from a specialist teacher to accelerate the progress for those falling behind. KS4 students who have not made progress in line with national expectations in maths and English language are targeted for additional lessons. Booster tuition to provide intensive coaching and guidance in small groups.	JBr/Curriculum Leads in maths, English & SENCo	Review student progress during and at the reporting stage following Booster class. £25,000 – proportion for staff salaries, resource costs
Accelerate progress in literacy and numeracy across the whole school. Improved numeracy and literacy skills from baseline.	Literacy & numeracy development Staffing Success Ambassadors	EEF – Collaborative learning – moderate impact for very low cost EEF – Reading comprehension strategies – moderate impact for very low cost EEF – Peer tutoring – moderate impact for very low cost	Identify a suitable programme to improve numeracy levels at KS3. Small groups identified in Y7 for numeracy interventions. KS3 students removed from lesson for short intensive periods – Reading Programme, Toe by Toe and Buddy Reading. National Literacy Trust ‘Premier League Reading Stars’ scheme to KS3 students who are reluctant readers. Additional teaching assistants based in curriculum areas. A team of role models who mentor targeted students and provide intervention support for students to improve their reading.	JBr/Curriculum Leads in maths and English SENCO	Measure PP student progress during and following each assessment period – TP1-3 £30,000 – proportion for staff salaries, licenses/subscriptions
Total budgeted cost					£58,000

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Other approaches					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
<p>Improved behaviour and attendance including PA figures of targeted group, to at least match the national average.</p> <p>To reduce the number of fixed term exclusions and keep permanent exclusions to 0%</p>	<p>Behaviour mentors and Attendance support</p> <p>Alternative Provision</p>	<p>EEF – Behaviour interventions - moderate impact for moderate cost</p> <p>Ofsted – Pupil Premium: an update</p> <p>Development Plan 3.1</p>	<p>Targeted intervention meetings to identify PP students causing concern through the current behaviour system.</p> <p>Create bespoke programmes of study for PP students in danger of isolation or exclusion, or unable to attend main school.</p> <p>Continued monitoring of PP students and close work with families by Attendance Officer.</p> <p>To ensure all PP students remain in full time education and have the emotional and social support they need to be successful in school.</p>		<p>Weekly review of behaviour points and attendance</p> <p>£30,000 – proportion for staffing, behaviour team, attendance</p>
<p>Positive relationships between school and parents/carers, evidenced through parent feedback.</p> <p>Barriers to learning for PP students removed.</p> <p>80% of PP students to complete stage related Pledges.</p>	<p>Hardship Fund</p>	<p>Ofsted – The Pupil Premium</p> <p>Development Plan 3.1-3.4 5.2,5.3</p>	<p>Monitor students' welfare, ensure there is regular communication home. Build positive relationships between school and parents/carers.</p> <p>One to one tracking to ensure accurate needs assessments, resulting in greater engagement by students, raising attainment.</p> <p>Provide necessary equipment, resources, uniform, and enrichment opportunities to ensure barriers to learning are overcome.</p> <p>Ensure all students have access to the full range of educational experiences. Provide support to achieve Pledges, enable students to undertake new experiences.</p>	<p>SKa/Senior Tutors/SSA</p>	<p>Review student welfare through weekly Pastoral meetings.</p> <p>£50,000 – proportion for staffing, trips, resources, etc</p>
<p>Raised profile of PP students across the school. Robust monitoring system in place. Tracking of student progress during interventions.</p>	<p>Overview of Pupil Premium</p>	<p>Ofsted – The Pupil Premium</p>	<p>Monitor/oversee all elements of PP provision, as well as acting as budget holder.</p> <p>Plans in place across all subject areas and year groups to support development of PP students.</p> <p>Analyse performance and develop use of data to monitor and target support.</p>	<p>SKa/Curriculum Leads</p>	<p>Measure PP student progress during and following each assessment period – TP1-3.</p> <p>£6,000</p>
<p>Enhanced curriculum offer, improved whole school attendance, academic achievement, behaviour and relationships with peers. 100% of PP student to attend at least 1 x Session6 per week to improve experiences and aspirations.</p>	<p>Session 6/Staffing</p>	<p>EEF – Extending school time - low impact for moderate cost</p> <p>EEF – Arts participation – low impact for low cost</p> <p>Ofsted – The Pupil Premium</p> <p>Development Plan 3.3, 5.1,</p>	<p>All departments to enhance the curriculum with a Session 6 offer. Some offers will have an academic focus whilst others are aimed at raising aspirations improving engagement of students and enriching student experiences.</p>	<p>JBr/Curriculum Leads/Senior Tutors</p>	<p>Review attendance at Session 6 termly.</p> <p>£20,000</p>
Total budgeted cost					£106,000