

Pupil Premium Report:

Analysis and challenge:

Data for the pupil outcomes table should be taken from RAISEonline, or SISRA if unvalidated or validated RAISEonline has not been published. Once RAISE online is published in December the figures for 'Outcomes' can be validated.

Financial year	Amount of Pupil Premium funding	Amount of Pupil Premium funding (LAC)	Amount of Pupil Premium funding (Services)
2016-17	£273,428	£14,152	£0
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Number of pupils eligible for the Pupil Premium		325	
Number of service children eligible for the Pupil Premium		0	

Outcomes of Disadvantaged cohort 2016 and 2017:

Year 11: Indicator	2016 Outcome for PP	2016 outcome for Non PP	2016 Gap	2017 Outcome for PP	2017 Outcome for Non PP	2017 Gap
Attainment – A*-C / Grade 4+ English & Maths	42	52	-10	38	65	-27
Attainment – Grade 5+ % English & Maths				10	34.2	-24.2
Attainment – A*-C/ Grade 4+ % in English	53	63	-10	47.5	72	-24.5
Attainment – A*-C / Grade 4+ % in Maths	43.6	58	-14.4	47.5	75	-27.5
Attainment – Grade 5+ % in English				20	51	-31
Attainment – Grade 5+ % in Maths				20	42	-22
Progress 8 English	-0.78	-0.26	-0.52	-0.67	-0.29	-0.38
Progress 8 Maths	-0.78	0	-0.78	-0.31	0.13	-0.44
Progress 8 Ebacc	-1.5	-0.25	-1.25	-0.76	-0.34	-0.42
Progress 8 Open	-0.78	0.01	-0.79	-0.71	-0.21	-0.5

Planning and evaluation outline 2016 and 2017

Actions in **Bold** indicate a new action / focus for 2016 (from Jan). Actions in normal text are actions continued from 2015.

Actions in **RED** indicate a strategy or action that will not continue in 2016 due to the impact it has generated.

Pupil Premium used for:	Amount allocated to the intervention / action (£)	Is this a new or continued activity/ cost centre?	Brief summary of the intervention or action, including details of year groups and pupils involved.	Actual impact: What did the action or activity actually achieve? Be specific: 'As a result of this action...' Please view, 'Outcomes of PP cohort 2015 and 2016'
Staffing (Teachers)	£192417	Continued activity	<ul style="list-style-type: none"> • All year groups covered. • Additional staff has given us the flexibility to ensure we reach pupil premium students particularly in English and Maths in KS4. This has allowed us to construct target classes. • Additional staff has allowed us to be strategic in our staffing ensuring the right students receive the right teacher i.e. the teacher who has the emotional and pedagogical skills to take them forward. • Investing in staff CPD and concentrating on accuracy of assessment and Growth mindset • Introduction of Growth mindset to support student's resilience and promote the 'can do' attitude among our disadvantaged cohort. • Line managers ensured subject leaders focussed on quality first teaching and learning as the number one strategy to narrowing the achievement gap. 	<p>A clearer focus on expectations in classrooms regarding the quality of teaching and a rigorous CPD programme improved the effectiveness of planning. Differentiation improved but there is still more to do and we will continue to invest heavily in staff CPD next year.</p> <p>Removal of the role of the PP lead, and handing back the responsibility to all teaching staff has proved effective – what happens in the classroom makes the most impact. The responsibility for the achievement of pupils in receipt of the PPG has been handed back to Subject Leaders and classroom teachers, so they can specifically focus on individuals. The RS team co-ordinate intervention centrally to ensure PP students are targeted. This had a good impact on the progress of PP students</p>

			<ul style="list-style-type: none"> • Introduction of Personalised Learning Checklists in Y11 to ensure students are clear on what they need to do to improve and what tasks they need to complete in order to make the improvements • Culture that 'everyone is responsible' and new vision and values introduced across the school. • Introduced Track and Plan sessions to ensure all staff focussed on the progress PP students were making in their class. • Introduced 'Accelerated Learning', Typicality of teaching and non-negotiables in a new quality assurance process with a clear focus on 'effective planning' 	
RSL Lead Achievement Programmes Assertive Mentoring	£20000	cont	<ul style="list-style-type: none"> • Provide a personalised achievement programme that includes assertive mentoring of key students, rewards, motivational events but most importantly a laser sharp focus on where these students need additional support. • Mentors at KS3 and KS4 monitor and target students in classrooms to support classroom teachers, ensure predictions are robust and build resilience with students • Created a Raising Standards team led by the Deputy Head (Achievement) with a sharper focus on Y11 and narrowing the achievement gap • RSL with T and L lead is focussed on embedding DTT model and ensuring accurate mock analysis is communicated clearly with students via 'Get my Grade cards' 	<p>This focussed on ALL students.</p> <p>While there was rapid improvement in attainment from Non PP students in comparison to the previous year because they responded well to these programmes it is also important to note that Pupil Premium students P8 scores across the 4 pillars improved and they also responded well to these programmes.</p>

PP Raising Standards Pot	£10000	cont	<ul style="list-style-type: none"> This pot of money is used as a 'Find and Fix' strategy and is made available to all subject areas. We need to ensure that applications are outcome focussed and are based on research of what actually works. We need to monitor more sharply which students are involved in intervention, the type of intervention it is and most importantly what impact has it had. 	The impact of these strategies is now monitored and evaluated. However, The quality of the strategies here needs to improve in order to have a greater impact. Only 34% of PP students improved their A8 grade from their predicted grades in September 2016.
1:1 Tutors / Lesson 0	£8200	New	<ul style="list-style-type: none"> Recruited 5 1:1 tutors across English, maths and science and targeted PP students and targeted PP HPA students in lesson 0 in these subjects 	Student voice suggests this had a significant impact on the outcomes of these students. 75% of HPA students improved their A8 score from September 2016 predictions. PP HPA did less well than this but the majority still improved their A8 scores from September 2016 and P8 scores across the 4 pillars improved for PP students.
Lesson 7	£1500	New	<ul style="list-style-type: none"> Introduced lesson 7 for all underachieving students in Year 11 and targeted PP students. 	Registers show a high attendance from PP students at these sessions. P8 scores improved for PP students this year.
Subject Forms	Included in staffing	New	<ul style="list-style-type: none"> Introduced subject forms in Year 11. Strategic staffing with these forms. Targeted those students that need additional support in key subjects and targeted PP students in English and maths 	P8 scores improved for PP students in English and maths
Attendance Team	£6050	New	<ul style="list-style-type: none"> Recruited an additional attendance officer to focus on targeting PP students to improve attendance 	Had a significant impact on narrowing the gap last year to within 3ppts and attendance this year is above the NA overall and PP students are within 1.5ppts of Non PP (Autumn Term 1)
PLCs	185		<ul style="list-style-type: none"> Introduced Personalised Learning Checklists for All students. 	Student voice suggested these had an impact in helping PP students understand what they needed to do to improve and

				supported teachers in re-shaping learning for individual students.
Numeracy and Literacy catch up programmes	Included in staffing		<ul style="list-style-type: none"> These are delivered by the SEND team / Literacy co-ordinator. The SENCO is an SLE and regional SEND advocate 	Impact has been good for SEND PP students but has been limited for other PP students. A new Literacy co-ordinator has been appointed for 2017/18
Counselling Services	£4340	Cont. activity	<ul style="list-style-type: none"> All year groups covered. Available to our PP students who require this. Focus: Attendance, behaviour, achievement. 	Fixed term exclusions are higher than the national average as new standards of behaviour have been implemented.
Educational Psychologist	£2580	Cont. activity	<ul style="list-style-type: none"> All year groups covered. Available to our PP students who require this. Focus: Attendance, behaviour, achievement. 	Attendance is in line with national averages.
Accelerread	£1203	Cont. activity	<ul style="list-style-type: none"> All year groups covered but with specific focus on Y7 and Y8 students. Aimed at narrowing the achievement gap early by supporting our weakest readers to reach a standard of reading that will not hinder their progress across the curriculum in KS4 	Accelerread has had limited impact. There are examples of small improvements for this group of weak readers but the scheme has not yet been embedded to good effect. New leadership structures around literacy have been put in place
SISRA Analytics	£1644	Cont. activity	<ul style="list-style-type: none"> Supporting forensic data analysis and the Raising Standards leader to ensure there is a laser sharp focus on identifying students' underachievement. 	This is used extensively by staff at all levels to monitor and track pupil progress.
PiXL	£2250		<ul style="list-style-type: none"> Collaborating with other schools at a local and national level will help us learn what strategies are having the greatest impact on student achievement. 	Will allow us to keep at the cutting edge of curriculum reform to ensure our curriculum meets the needs of ALL our students including Pupil Premium students. It will also help establish strong links with other schools.
ECDL	£2489		<ul style="list-style-type: none"> Early entry ECDL has been used to build the achievement culture with our PP students. This is a course which is accessible for all and develops essential ICT skills for employment or further study. We complete this using a short fat curriculum model in Y10 	This has extended the curriculum choices of many pupils, particularly our PPG pupils, and they have all succeeded at this.

			and Y11. We use student's success on this course as a catalyst to engage and motivate them in other areas of the curriculum.	
GL Education	£8000		<ul style="list-style-type: none"> This is an assessment tool to establish starting points for students and to provide accurate starting points and evaluation of students literacy and basic English skills 	It has helped us strengthen 'effective planning' across the school as we now have reading ages for every student which is assessed frequently.
Rewards	£570			

Plans for 2017/18:

Numeracy and Literacy Catch up via SEND department and SLT Literacy lead

English and Maths Lesson 7 in Year 7

Established a 'Life Chances' Strategy group from Year 7 to Year 11

The Brilliant Club

The 'Nightclub'

NCOP enrichment activities

Recruited 2 full time 1:1 tutors to work in English and maths from Y7 – Y11

One-to-one tuition, small group work and individual mentoring sessions

Lesson 0 in English, maths and science

Enhance use of PLCs

24/7 Learning

CEIAG focussed sessions, including visits to colleges and universities to widen horizons and raise aspirations from Year 7 to 11

Personalised Learning Base established

Intervention rooms equipped with ipad and laptop technology

'PP First' Strategy introduced

Y11 assertive mentoring

Subject Forms in Y11

Reading groups Y7-Y11

Recruited Teach First who are aligned with our core purpose and share our moral purpose of narrowing the achievement gap

Track and Plan

Uniform Support

Summer School ready for 2018

Staffing contributions, including teaching, learning support and pastoral staff (+4 months)

Additional in-class support (+1 month)

Nurture groups (+4 months)

Access to external support including one-to-one counselling, school nurse and specialist external support facilities and programmes (+4 months)

Focused subject specific intervention programmes, including intervention sessions at external venues to access specialist equipment (+3 months)

Daily homework clubs via a lunch time club and the 'Night Club' (+5 months)

Targeted revision sessions both in and out of term time (+2 months)

Revision skill sessions from external parties (+2 months)

Provision of subject specific materials to support learning, exam preparation and exam performance, including revision guides and online programmes (+4 months)

Access to specialist tuition in curriculum areas such as music and Physical Education (+2 months)

Access to aspirational workshops provided by external parties

The progress of pupil premium students improved in 2017 but was still below where we expect it to be. The School Development Plan makes reference to the actions that are being put into place to rapidly improve the performance of pupil premium students in 2017/18.